Secretary
U.S. Department of Homeland Security
Washington, DC 20528

Homeland Security

September 25, 2025

MEMORANDUM FOR: Ha McNeill
Acting Administrator
Transportation Security Administration

FROM: Kristi Noem
Secretary of Homeland Security
09-29-25

SUBJECT: Eliminating Collective Bargaining at TSA Due to its Incompatibility with TSA's National Security Mission and its Adverse Impact on Resources, Flexibility, Mission Focus, Security Effectiveness, and Traveler Experience

Introduction

The Transportation Security Administration (TSA) is a dynamic national security agency dedicated to safeguarding the nation's transportation systems. TSA provides front-line protection for air travel and works to ensure security in all modes of transportation, all while adversaries continue to try to exploit our transportation system to harm the United States. It is crucial that TSA's front-line screening workforce can meet this threat with requisite readiness, training, and skill. Facing a dynamic threat combined with ever-increasing passenger numbers demands that TSA has maximum flexibility to seamlessly adjust workforce priorities and procedures.

Under my leadership and the leadership of President Trump, TSA is working to usher in a new Golden Age of Travel for Americans. As part of that effort, the Agency is holistically reexamining all aspects of how it operates. In a time of record-breaking passenger numbers, TSA is seeking to prioritize modernization and enhancement of the travel experience across the nation's airports. For example, implementation of the REAL ID Act was finally realized in May of this year, and the Agency is improving the checkpoint experience by allowing travelers to keep their shoes on as they pass through the security screening process. TSA has also been thoroughly reviewing its labor relations framework and the Agency's experience with affording our screening officers[1] increasing collective bargaining and exclusive representation rights over the last 14 years. As part of that effort, the Agency surveyed its Federal Security Directors, the management officials with primary responsibility for overseeing security screening operations at the nation's airports, about how union representation and the current collective bargaining agreement have affected workforce readiness, resource allocation, and mission focus.

[1] In this document, screening officers include the full-and part-time non-supervisory personnel carrying out screening functions under 49 U.S.C. § 44901.

Following a comprehensive assessment of the impact of TSA's labor relations framework on taxpayer resources, mission focus, management flexibility, workforce readiness, security effectiveness, and traveler experience, I have concluded that continuing to allow collective bargaining and exclusive representation for screening officers is inconsistent with efficient stewardship of taxpayer dollars and this Administration's vision for the future of TSA, and is not compatible with ensuring that the Agency maintains the maximum agility required to secure the traveling public from constantly evolving threats. I therefore determine, pursuant to Section 111(d) of the Aviation and Transportation Security Act of 2001, and the authority of the Homeland Security Act of 2002,[2] that individuals carrying out the security screening function under 49 U.S.C. § 44901, in light of their national security responsibilities, shall not, as a condition of their employment, be entitled to engage in collective bargaining or be represented for the purpose of engaging in such bargaining, or for any other purpose, by any representative or organization.

Background

Since TSA's inception, various Administrators have exercised the authority granted by Congress to issue determinations concerning screening officers and collective bargaining. The legislation that established TSA explicitly excludes screening officers from the provisions of the Civil Service Reform Act that authorize and regulate collective bargaining or other labor-management relations matters. *See* Aviation and Transportation Security Act of 2001 (ATSA), Pub. Law No. 107-71, 115 Stat. 597. Instead, Section 111(d) of ATSA empowers TSA's Administrator to set the terms and conditions of employment for screening officers "notwithstanding any other provision of law." 115 Stat. at 616 (classified as a note to 49 U.S.C. § 44935).

The history of determinations on screening officers and collective bargaining includes several key decisions and modifications, reflecting evolving strategic priorities and policy judgments of various Administrators. The first determination, issued in 2003 by former Administrator James Loy, prohibited screening officers from engaging in collective bargaining or being represented for such purposes, emphasizing that TSA's screening workforce has "critical national security responsibilities."

That framework remained until the 2011 determination by former Administrator John Pistole, which endorsed union representation elections and limited exclusive union representation. Subsequent determinations in 2014, 2016, 2019, and 2022 further expanded the labor framework consistent with the judgments of leadership at the time. In February 2025, I issued a determination eliminating collective bargaining and exclusive representation. That determination was enjoined by a district court on June 2, 2025, and TSA has since been operating under the 2022 determination.

Today, I rescind my determination, dated February 27, 2025, and issue this new determination based on the Agency's review of collective bargaining and exclusive representation that has been ongoing under Acting Administrator McNeill's leadership. Accordingly, I issue this determination to supersede and replace the 2022 Determination by former Administrator David

[2] "All functions of all officers, employees, and organizational units of the Department are vested in the Secretary." 6 U.S.C. § 112(a)(3).

Pekoske. My determination returns TSA to its original labor framework, in place for the first decade of the Agency's existence, in which collective bargaining and exclusive representation are not permitted. I am reaffirming that, because TSA screening officers carry out a critical national security mission in an ever-evolving threat landscape, the need for agility in managing the workforce is paramount. My determination also recommits TSA to ensuring that its resources, which are provided by American taxpayers, are used efficiently on mission-focused activities, and not spent on administering a complicated and operationally burdensome labor relations framework that detracts from the mission.

TSA's National Security Focus is Incompatible with Collective Bargaining

TSA's screening workforce executes a critical national security mission, and maximizing management flexibility is paramount. TSA's mission statement is "to protect the nation's transportation systems to ensure freedom of movement for people and commerce." That mission is firmly rooted in national security. TSA's screening workforce, which was born from Americans' resolve following the 9/11 terrorist attacks, protects the economic and productive strength of the nation by guarding against threats to the transportation sector that could catastrophically disrupt the freedom of movement for people and commerce. Screening officers screen an average of more than two million air travelers every day, and over three million on peak days—approaching 1% of the population of the United States.

Screening officers' national security function has been recognized since TSA's creation. At the signing of ATSA establishing the Agency, President George W. Bush said,

> Today we take permanent and aggressive steps to improve the security of our airways…[We are] united to defend our country. And [we are] united to protect our people. For our airways, there is one supreme priority: security…Security comes first. The Federal Government will set high standards, and we will enforce them.[3]

In his 2003 Determination, former Administrator Loy described TSA's screening workforce as having "critical national security responsibilities." And former Administrator Pistole noted in his 2011 Determination that TSA's mission "to protect security systems is crucial to our national interests."

Today, I continue to emphasize TSA's mission to protect national security. Screening officers work to protect the American public from terrorists or others who seek to do harm to the United States by threatening the nation's transportation systems. That increasingly demanding responsibility cannot be encumbered by a labor-relations framework that diverts more and more resources and taxpayer dollars away from core mission-critical duties, burdens flexibility, distracts from mission focus, and adversely impacts workforce readiness, security effectiveness, and the traveler experience at checkpoints. In recognition of the costs and challenges inherent in permitting collective bargaining for a federal agency workforce, Congress empowered the TSA Administrator and the Secretary of Homeland Security to determine the terms and conditions of

[3] President George W. Bush, Remarks on Signing the Aviation and Transportation Security Act Online by Gerhard Peters and John T. Woolley (Nov. 19, 2001), *in* THE AMERICAN PRESIDENCY PROJECT, https://www.presidency.ucsb.edu/documents/remarks-signing-the-aviation-and-transportation-security-act.

employment for screening officers, including, specifically, whether collective bargaining and exclusive representation should be available. I have found that TSA's experience with collective bargaining and exclusive representation demonstrates incompatibility with the Agency's national-security-focused mission. Thus, I have determined that the TSA screening workforce is not appropriate for collective bargaining or exclusive representation for any purpose. Moreover, even setting aside my concern for the Agency's ability to execute its national security mission, I conclude that eliminating the costs, burdens, and distractions of a collective bargaining framework is warranted, as explained below.

TSA's Experience with Collective Bargaining Demonstrates it is Inappropriate for the Screening Workforce

1. Collective Bargaining and Exclusive Representation Rights Divert Agency Resources and Burden Flexibility

As part of the federal government imbued with public trust, TSA must be a good steward of taxpayer dollars. Establishing and maintaining a labor relations framework involving collective bargaining and exclusive representation over the last 14 years has carried a significant cost, diverting limited resources away from critical mission-focused activities. Negotiating and administering collective bargaining agreements and affording representation rights to screening officers has burdened TSA with great expense both in terms of dollars and management and employee time.

Any framework, even a limited one, that allows an elected union comes with inherent costs that simply do not exist without one. For example, TSA has spent considerable resources on:

- Collective bargaining
- Impact and implementation bargaining
- Local bargaining
- Arbitrations
- A negotiated grievance process for claims that the Agency violated the collective bargaining agreement
- Allowances for employees to use official time to conduct union business, including union presence at formal discussions; union presence when employees are interviewed for potential misconduct; union requests for information; union representation during disciplinary and grievance proceedings; and union representation during arbitrations.

As an initial matter, the cost of collective bargaining is significant, regardless of whether the Agency allows for limited bargaining, like it did from 2011 to 2022, or more fulsome bargaining, like what occurred in 2022. TSA estimates that each collective bargaining effort costs tens of thousands of hours of official time and management time.[4] Specifically, TSA estimates:

[4] "Official time" refers to paid work hours that TSA employees use for activities on behalf of the union rather than performing the jobs they were hired to do. "Management time" refers to paid work hours that TSA employees such as senior officials, human resources specialists, and attorneys use on effort related to collective bargaining or union matters rather than on other matters.

- Over 8,100 hours of official time were spent negotiating the 2012 collective bargaining agreement.
- Over 8,100 hours of official time and over 17,000 hours of management time were spent negotiating the 2016 collective bargaining agreement.
- Over 5,900 hours of official time and over 8,800 hours of management time were spent negotiating the 2020 collective bargaining agreement.
- Over 7,300 hours of official time and over 12,800 hours of management time were spent negotiating the 2024 collective bargaining agreement.

In total, TSA estimates that it has spent more than $700,000 to pay for over 29,000 hours of official time used to negotiate collective bargaining agreements. That money and time was diverted from supporting mission-critical functions. In addition, more than 38,600 management hours were also spent to negotiate collective bargaining agreements. Moreover, TSA also had to bear significant travel costs associated with negotiations. For example, TSA estimates that in 2019 it paid approximately $215,000 in travel expenses for union negotiators and over $170,000 for Agency negotiators working to reach the 2020 collective bargaining agreement. And in 2023, TSA paid over $60,000 in travel expenses for union negotiators and $48,000 for Agency negotiators working to reach the 2024 collective bargaining agreement.

With regard to allowing screening officers to use official time for union matters separate from collective bargaining activities, TSA has determined that the cost exceeded $7.2 million in fiscal year 2024. Regarding arbitrations, the union has invoked over 1,200 total cases since the first collective bargaining agreement in 2012, and over 400 have proceeded through resolution, at a cost of more than $850,000 paid for arbitrator fees and transcription services. Moreover, TSA estimates that it has spent over 7,200 attorney hours and over 2,300 witness hours on routine arbitration matters, litigating low-level misconduct underlying Letters of Reprimand or short suspensions. In addition, the Agency has faced the burden of 10 extremely resource-intensive national-level arbitration matters. Almost all of those matters required more than one year to reach resolution, carried a very large cost in attorney time, and demanded sustained involvement of senior management officials, further diverting them from their ordinary mission-focused duties. For example, the most recent national-level arbitration took nineteen months to reach resolution, and TSA estimates a cost to the Agency of nearly 7,000 attorney hours and more than twenty-five full days of senior management official time.

President Trump's Administration is focused on eliminating waste, fraud, and abuse in the federal government. It is my assessment that the costs of administering a collective bargaining and exclusive representation framework have been wasteful, and the Agency—and the American people—would be better served by redirecting resources to mission-focused duties.

While it is true that past TSA leaders expressed high hopes that collective bargaining and union representation would bring mutual benefits to screening officers and the Agency, my assessment is that meaningful benefits have not been realized. TSA 's survey of Federal Security Directors asked for identification of any strengths of the 2024 collective bargaining agreement. Based on a review of the responses, I concluded that the positive aspects reported were either not substantiated, were not actually the result of collective bargaining (for example, a reported strength of standardization of processes across airports could be achieved through national TSA

policy rather than a collective bargaining agreement), or were so minor as to be certainly outweighed by the administrative costs discussed above (for example, it was reported that an advantage of the collective bargaining agreement is that it conveniently consolidates many different workplace rules and procedures into a single document when they might otherwise be set forth in multiple policy documents).

In addition to imposing significant costs, the collective bargaining framework and various collective bargaining agreements have burdened TSA's operational flexibility. TSA must remain agile to address all manner of threats to the transportation sector, including physical security threats, cybersecurity threats, and threats of terrorism. The diversion of manpower through official time used on union matters results in the loss of skilled officers during peak hours, limiting the capacity to open additional screening lanes or to operate complex screening systems efficiently. While local TSA managers try to mitigate operational impacts, use of official time on union matters still reduces available resources.

Collective bargaining further hinders agility by requiring TSA to negotiate with the union over changes to Agency policy and procedures, which detracts from rapid implementation in this continually developing national security landscape. Often these advance-notice requirements can delay implementation and impede Agency flexibility. For example, TSA recently made changes to processing Family and Medical Leave Act usage to ensure that employees only receive the appropriate hours for their medical needs and to allow management to require additional medical documentation when employees exceed the frequency and duration of their purported needs. Rather than implementing these changes immediately, during the peak of summer travel when the Agency's personnel needs are greatest, management faced weeks of delay to allow for impact and implementation bargaining with the union.

2. Collective Bargaining and Representation Activities Distract from Mission Focus and Security Effectiveness

Creating an extensive labor relations infrastructure and expanding the Agency's labor framework has distracted from TSA's operations. In response to the Agency's survey about the impacts of union representation and the current collective bargaining agreement, Federal Security Directors reported that time spent on administering the current collective bargaining agreement has taken time away from the security mission. I take these concerns very seriously. It is clear that understanding and implementing the nuances of a collective bargaining agreement stretching to 187 pages and facilitating union representation for all manner of formal meetings and discussions with employees has required TSA front-line management personnel to divert attention away from the mission. For example, personnel must focus on other business beyond the business of national security when:

- Front-line supervisors are diverted from screening duties to coordinate schedules so as to allow for union presence at formal discussions and interviews concerning potential misconduct.
- Management personnel are removed from screening duties to engage in arbitrations of disciplinary actions as well as cumbersome two-step grievances challenging TSA policies and practices. Federal Security Directors reported that the grievance process is inefficient,

wasteful, and duplicative, and that increased grievances have substantially increased the number of hours spent away from operational needs. Additionally, following the grievance process, an employee may elect to go to arbitration. Each arbitration requires witnesses to be diverted from the checkpoint to prepare for testimony, sacrifice duty time to wait to testify, and then actually testify. Arbitrations can last several days and necessitate testimony from several witnesses just to litigate low-level or non-controversial disciplinary matters, such as a Letter of Reprimand for a uniform violation.

- Managers must comply with procedures mandated in the collective bargaining agreement to address instances of poor performance, which requires placing poor performing employees on performance improvement plans with extended timeframes of a minimum of sixty days, which is inconsistent with Executive Order (EO) 13839, *Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles*, issued by the President Trump in 2018.[5] Furthermore, complying with those requirements of the collective bargaining agreement hinders the Agency's ability to swiftly address poor performers and ensure competent screeners man the checkpoints.

3. Collective Bargaining and Representation Activities Adversely Impact Workforce Readiness and Traveler Experience at Checkpoints

TSA's experience with collective bargaining has shown that operating in this environment negatively impacts workforce readiness by contributing to an increase in unscheduled absences. This is due, at least in part, to the current collective bargaining agreement's terms generally requiring management to approve self-certified sick leave requests for three days or less without seeking additional information to confirm the need. By contrast, TSA's preferred policy that was in place while the collective bargaining agreement was rescinded provides that management may choose to ask an employee requesting unscheduled sick leave to provide medical documentation. Unscheduled absences pose an operational challenge for an agency that must maintain sufficient staffing to ensure effective security at all times.

The cascading effects of unscheduled absences quickly produce significant adverse impacts for the airline industry and the traveling public it serves. High call-out rates necessitate closing or short staffing screening lanes, which increases wait times and causes airport congestion that can present security risks. Short staffing checkpoints also increases the potential for missed bag checks, screener error, and the possibility of highly disruptive security incidents requiring terminal closures with canine sweeps, reverse screening, and ground stops. Increased waits in turn cause passengers to miss flights, resulting in inefficiencies for airlines.

During the year immediately preceding the effective date of the most recent collective bargaining agreement—from May 24, 2023, through May 23, 2024—the average daily rate of unscheduled absence across the Agency was 4.09%. This is extremely significant when considered in the context of an operation spanning approximately 43,000 employees; 4.09% is approximately

[5] After President Trump issued Executive Order 14171 *Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce*, the Office of Personnel Management directed agencies to restore and return to the policies instituted to implement EO 13839. *See* Memorandum from the Acting Director of the Office of Personnel Management to the Heads and Acting Heads of Departments and Agencies, Re: Guidance on Revocation of Executive Order 14003, Feb. 7, 2025.

1,760 employees unexpectedly unavailable for work on a daily basis. While the collective bargaining agreement was in effect—from May 24, 2024, through February 27, 2025—the average daily rate of unscheduled absence increased significantly to 4.75% or approximately 2,043 employees. These call-outs acutely impacted certain airports, such as Atlanta Hartsfield-Jackson International Airport and Phoenix SkyHarbor International Airport. Following my February 2025 Determination rescinding the collective bargaining agreement, the average daily rate of unscheduled absence nationwide decreased to 3.93% or approximately 1,690 employees for the period from February 28, 2025, through June 2, 2025. And once the Agency returned to implementation of the collective bargaining agreement as required by a court order, the rate increased again to 4.35% or approximately 1,871 employees from June 3, 2025, to July 31, 2025. This data demonstrates that the leave procedures in the most recent collective bargaining agreement contribute to unacceptable rates of unscheduled absences and undermine mission readiness.

Under TSA's staffing model, depending on checkpoint technologies, it generally takes between 10 and 12 employees to adequately staff a screening lane at a checkpoint. Understaffing significantly impacts the operation. In order to keep up with passenger volume, airports have to re-allocate employees (including through the imposition of mandatory overtime requirements) or understaff lanes to keep up with the volume of passengers, which increases risks of operational errors, increases wait times for passengers, and impacts airport operations.

Phoenix SkyHarbor International Airport, one of the top thirteen busiest airports by passenger volume, serves to illustrate the dramatic change TSA experienced when screening officers switched between using sick leave procedures specified in the collective bargaining agreement and management's preferred procedures established in Agency policy. While the collective bargaining agreement was in effect, the overall average daily unscheduled absence rate was 7.41%. At times, the rate was even higher. For example, in December 2024, the average daily unscheduled absence rate was 10.1%, resulting in nearly 2,000 employee shifts that needed coverage over the course of the month. This averages to approximately 64 employee shifts needing coverage, per day. After my February 2025 Determination rescinded the collective bargaining agreement, the rate decreased sharply to 5.23%.

Similarly, the unscheduled absence rate at Hartsfield-Jackson Atlanta International Airport, the world's busiest airport, improved with recission of the collective bargaining agreement. While the agreement was in effect, the average daily unscheduled absence rate was 7.45%. After the agreement was rescinded, the rate decreased to 6.86%. Yet another example is Seattle-Tacoma International Airport. Under the collective bargaining agreement, the average daily unscheduled absence rate was 8.11%. Without the agreement, the rate decreased to 5.05%.

Decreased manpower at TSA checkpoints can result in long lines, stress, crowds, and missed flights. More importantly, however, decreased manpower can create a risk to transportation security. Congestion, a stressed environment, and the prospect of mandatory overtime are distractions from what must be the singular focus of our workforce: security.

Transition and Implementation

Pursuant to the authority vested in the Under Secretary of Transportation for Security under Section 111(d) of the Aviation and Transportation Security Act of 2001, Pub. Law No. 107-71, 115 Stat. 596, 616 (classified as a note to 49 U.S.C. § 44935) and the authority of the Homeland Security Act of 2002 (6 U.S.C. § 112(a)(3)), I hereby determine that individuals performing security screening functions under 49 U.S.C. § 44901 have a primary function of national security and shall not engage in collective bargaining or be represented for any purposes by any representative or organization.

Effective immediately, the following will occur:

- All prior determinations are rescinded.
- Because the 2022 Determination is rescinded, the 2024 Collective Bargaining Agreement negotiated pursuant to that determination is terminated.
- TSA shall rescind any existing or pending TSA policy, provision, or guidance inconsistent with this determination.
- TSA policy will govern and control and shall be implemented to address any working conditions described in the 2024 Collective Bargaining Agreement.
- TSA shall immediately cancel all voluntary dues deductions through payroll.
- TSA shall cancel all grievances and arbitrations. However, arbitrators will be paid for any work already performed.
- TSA Screening officers shall not have the right to elect an exclusive representative for the purpose of collective bargaining or for any other purpose.
- TSA Screening officers may have the right to a personal representative following the policy and procedures outlined in TSA policy.

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TAB 1

Overview of CBA-Related Official Time - Fiscal Year 2024

Actual total number of official time hours in FY 24: **277,033.5**

Estimated average hourly salary for E/F-Band TSOs* in FY 24: **$26.48**

Position	Pay Band	Average Base Pay	Average Adjusted Pay
TSO	E	$42,817	$53,577
	F	$54,717	$69,175

*No D-Band TSOs used official time in FY 24.

Estimated total cost of official time usage: 277,033.5 x $26.48 = **$7,335,846.08**

TAB 1.1

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Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
230985801	ACEVEDO GONZALEZ	YESENIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	TSO
288294764	ACOSTA	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
288294764	ACOSTA	JENNIFER	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
288294764	ACOSTA	JENNIFER	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
288294764	ACOSTA	JENNIFER	ONT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
288294764	ACOSTA	JENNIFER	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	TSO
288294764	ACOSTA	JENNIFER	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
169458200	ADAMS	KEYSHA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
169458200	ADAMS	KEYSHA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
169458200	ADAMS	KEYSHA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161513078	AGNEW	ROBERT	GGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161513078	AGNEW	ROBERT	GGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161513078	AGNEW	ROBERT	GGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161513078	AGNEW	ROBERT	GGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161513078	AGNEW	ROBERT	GGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
277608519	AHAU	MITE	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
277608519	AHAU	MITE	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
277608519	AHAU	MITE	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132128693	ALARCON	RAYMUND	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131950323	ALBANO	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
131950323	ALBANO	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131950323	ALBANO	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
222449836	ALCANTAR	ANDRES	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
222449836	ALCANTAR	ANDRES	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
222449836	ALCANTAR	ANDRES	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
222449836	ALCANTAR	ANDRES	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
222449836	ALCANTAR	ANDRES	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
222449836	ALCANTAR	ANDRES	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
222449836	ALCANTAR	ANDRES	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.75	TSO
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
260658890	ALCOCER AVALOS	YAJAIRA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132102832	ALCONCEL	JESSE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132102832	ALCONCEL	JESSE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132102832	ALCONCEL	JESSE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
194338352	ALEXANDER	BLAIR	MDW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131850908	ALGER	DONNA	ERI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132053500	ALSTON	MICHELE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
168753671	ALVAREZ	EMILY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
168753671	ALVAREZ	EMILY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
168753671	ALVAREZ	EMILY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
168753671	ALVAREZ	EMILY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
168753671	ALVAREZ	EMILY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
168753671	ALVAREZ	EMILY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
168753671	ALVAREZ	EMILY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.25	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
277606400	AMEZCUA	TATIANA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
277606400	AMEZCUA	TATIANA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
277606400	AMEZCUA	TATIANA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
277606400	AMEZCUA	TATIANA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	13.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.50	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	13.50	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	3.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
277606400	AMEZCUA	TATIANA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
211154956	AMMONS	JEREMY	SBP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
211154956	AMMONS	JEREMY	SBP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
186349140	ANDERSON	ADRIAN	IWD	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
234715400	ANTOINE	ALSHARELL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
234715400	ANTOINE	ALSHARELL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131618480	ANTONIO	LOURDES	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131618480	ANTONIO	LOURDES	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131618480	ANTONIO	LOURDES	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
270685102	ARII	MARIETTA	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
270685102	ARII	MARIETTA	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
202271105	ARMENTA	JOSEPH	SAF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
202271105	ARMENTA	JOSEPH	SAF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.50	LTSO
202271105	ARMENTA	JOSEPH	SAF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
202271105	ARMENTA	JOSEPH	SAF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	LTSO
202271105	ARMENTA	JOSEPH	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
202271105	ARMENTA	JOSEPH	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
285209285	ARMSTRONG	JASON	BNA	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
285209285	ARMSTRONG	JASON	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
169458197	AVALOS	ROSANNA	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
169458197	AVALOS	ROSANNA	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
214971224	AYALA	CONNIE	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
214971224	AYALA	CONNIE	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
214971224	AYALA	CONNIE	LAX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
214971224	AYALA	CONNIE	LAX	35-UNION/CONTRACT NEGOTIATION	4.00	TSO
214971224	AYALA	CONNIE	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
214971224	AYALA	CONNIE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
229427266	BABCOCK JR	ERIC	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
229427266	BABCOCK JR	ERIC	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	LTSO

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229427266	BABCOCK JR	ERIC	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
229427266	BABCOCK JR	ERIC	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
229427266	BABCOCK JR	ERIC	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
283690462	BACOTTI	REBECCA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
283690462	BACOTTI	REBECCA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
283690462	BACOTTI	REBECCA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
283690462	BACOTTI	REBECCA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
283690462	BACOTTI	REBECCA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	TSO
283690462	BACOTTI	REBECCA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
292859538	BADANO	MICHAEL	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
292859538	BADANO	MICHAEL	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.50	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131530060	BAILEY	XIOMARA	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131530060	BAILEY	XIOMARA	DTW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
221716994	BAISCH	LE ANNA	SBP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
234722450	BAKER	DAVID	GRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
234722450	BAKER	DAVID	GRI	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.50	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.75	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
132005538	BALANDRAN	CASEY	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
178147731	BALDWIN	CIARA	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131714814	BANKSTON	AARON	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131455082	BARKER JR	AARON	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
134263015	BARNES	ANDREW	AUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
186353742	BARNES	DARRYLE	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
186353742	BARNES	DARRYLE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
229425917	BARNETT-EAST	MELIA	LEX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
229425917	BARNETT-EAST	MELIA	LEX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
276060332	BARRERA	JENA	MRY	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.50	TSO
276060332	BARRERA	JENA	MRY	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
276060332	BARRERA	JENA	MRY	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.75	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.75	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	LTSO
131651617	BAUER	CAROLYN	SJC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	LTSO
131651617	BAUER	CAROLYN	SJC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	LTSO
131651617	BAUER	CAROLYN	SJC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	LTSO
131651617	BAUER	CAROLYN	SJC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	LTSO

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131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
131651617	BAUER	CAROLYN	SJC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	LTSO
131651617	BAUER	CAROLYN	SJC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	25.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131651617	BAUER	CAROLYN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	42.00	LTSO
225586197	BEACH	ANDY	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
131505518	BEAUMONT	CLAUDETTE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	17.00	TSO
131505518	BEAUMONT	CLAUDETTE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131505518	BEAUMONT	CLAUDETTE	ORD	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
131505518	BEAUMONT	CLAUDETTE	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131836466	BEHM	LOURDES	IAD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164502604	BELTON	DELVONTE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131750912	BEMBRY	CORNELIUS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
229424254	BENGTSSON	MICHAEL	SHR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	22.00	TSO
285183526	BENITEZ ORTIZ	JENNIFER	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
184145341	BENSON	BERNADETTE	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
184145341	BENSON	BERNADETTE	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.50	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	3.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.50	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	5.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.50	LTSO
131838818	BERGER	ROBERT	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	LTSO
194338576	BERNABE	HUMBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
175922355	BEZHANI	LEKA	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
175922355	BEZHANI	LEKA	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
161577646	BHAJAN	DAVIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
308494741	BICKFORD	MICHAEL	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259898622	BLOCKTON	DENNIS	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	53.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
164170519	BOLING	DOUGLAS	HTS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
280675931	BOREK	GEORGE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
280675931	BOREK	GEORGE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
280675931	BOREK	GEORGE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
280675931	BOREK	GEORGE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
280675931	BOREK	GEORGE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
131887183	BORNT	NATHAN	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131887183	BORNT	NATHAN	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131887183	BORNT	NATHAN	RNO	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131887183	BORNT	NATHAN	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	8.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	41.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	9.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	4.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	10.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	8.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	7.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	8.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	9.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	8.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	10.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	10.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	10.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	10.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	8.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	4.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	5.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	8.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	6.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	10.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	8.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	10.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.00	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.50	TSO
132025590	BOUCHER	DAVID	MHT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	7.50	TSO
191362673	BRADSHAW	QUESTELLA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
173052736	BRANCH	KIMBERLY	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	TSO
173052736	BRANCH	KIMBERLY	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
173052736	BRANCH	KIMBERLY	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	49.25	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132003825	BRAVERMAN	SUSAN	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164160987	BRAY	VIRGIL	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164160987	BRAY	VIRGIL	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164160987	BRAY	VIRGIL	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
287524718	BRAY	BRUCE	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
287524718	BRAY	BRUCE	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
166629190	BRAY-AKERS	LACIE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
166629190	BRAY-AKERS	LACIE	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
166629190	BRAY-AKERS	LACIE	CLE	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
205238825	BRENDEN	BRANDI	MSO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
232433971	BRENNAN IV	WILLIAM	DAB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.50	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.75	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
228647238	BRITT	CELESTE	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
131913231	BRITTON	DIANE	IFP	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO

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132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

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132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132088587	BROADBENT	MANNY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132088587	BROADBENT	MANNY	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
177390519	BROOKS	GENEVA	AUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
177390519	BROOKS	GENEVA	AUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131563066	BROWN	CHIRAH	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.75	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131596384	BROWN	NATALIE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO

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131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131933316	BROWN	CHRISTIAN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
220957108	BROWN	ZENOBIA	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.75	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.25	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.25	TSO
220957108	BROWN	ZENOBIA	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
220957108	BROWN	ZENOBIA	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
220957108	BROWN	ZENOBIA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.75	TSO
288306473	BROWN	WILLIS	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
289070885	BRUCE	LANETTA	AUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
289070885	BRUCE	LANETTA	AUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
211162865	BUCHANAN	SHERRAINE	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
211162865	BUCHANAN	SHERRAINE	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
211162865	BUCHANAN	SHERRAINE	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
173769356	BUCZAKOWSKI	DANIEL	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
173769356	BUCZAKOWSKI	DANIEL	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
173769356	BUCZAKOWSKI	DANIEL	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
173769356	BUCZAKOWSKI	DANIEL	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
173769356	BUCZAKOWSKI	DANIEL	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
173769356	BUCZAKOWSKI	DANIEL	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
173769356	BUCZAKOWSKI	DANIEL	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.50	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164489842	BULLOCK	DARNELL	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
306894811	BULLOCK	ZACHARY	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
306894811	BULLOCK	ZACHARY	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	49.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.50	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	LTSO
132142045	BURDA	ALFONS	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
258329787	BURKE	TIM	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
258329787	BURKE	TIM	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
258329787	BURKE	TIM	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
258329787	BURKE	TIM	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
258329787	BURKE	TIM	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.50	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131669795	BURNS	STEVEN	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
131669795	BURNS	STEVEN	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	26.00	TSO
131669795	BURNS	STEVEN	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.00	TSO
131669795	BURNS	STEVEN	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.25	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.50	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.50	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	25.50	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.50	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	26.00	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
214963150	BURTON	HEIDI	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
214963150	BURTON	HEIDI	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.50	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	28.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	28.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	14.00	TSO
131775043	BUSH	SHERIDAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131775043	BUSH	SHERIDAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
239361177	BUTCHART	KATHERINE	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
189214136	BUTLER	CHIMERE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
189214136	BUTLER	CHIMERE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
189214136	BUTLER	CHIMERE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
189214136	BUTLER	CHIMERE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
189214136	BUTLER	CHIMERE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
278365354	BUTLER	CODY	XWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	LTSO
278365354	BUTLER	CODY	XWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	LTSO
278365354	BUTLER	CODY	XWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
278365354	BUTLER	CODY	XWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.50	LTSO
278365354	BUTLER	CODY	XWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
278365354	BUTLER	CODY	XWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
278365354	BUTLER	CODY	XWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
234731158	CALDERON	CLAUDIA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
234731158	CALDERON	CLAUDIA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
234731158	CALDERON	CLAUDIA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
234731158	CALDERON	CLAUDIA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
234731158	CALDERON	CLAUDIA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	TSO
234731158	CALDERON	CLAUDIA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
234731158	CALDERON	CLAUDIA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	13.00	TSO
234731158	CALDERON	CLAUDIA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
234731158	CALDERON	CLAUDIA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.50	TSO
234731158	CALDERON	CLAUDIA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
222445786	CALICO	MARCUS	XNA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
222445786	CALICO	MARCUS	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.25	TSO
222445786	CALICO	MARCUS	XNA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
222445786	CALICO	MARCUS	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
222445786	CALICO	MARCUS	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
293625488	CALLOWAY	DEVONE	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.75	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	23.75	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
264495860	CAMPOS CARRANZA	JOSE	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	14.50	TSO
260665989	CANLON	CARMINDA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
282196977	CANO	MICHAEL	BZN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
221746567	CAPELLA	WAYMOND	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
221746567	CAPELLA	WAYMOND	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
221746567	CAPELLA	WAYMOND	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
221746567	CAPELLA	WAYMOND	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
164249558	CARDOSO	ANDREW	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164249558	CARDOSO	ANDREW	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.75	TSO
274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

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274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
274530523	CARDOZA	ALEXIS	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	LTSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131909875	CARLISLE	RHONDA	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131754065	CARMICHAEL	FADWER	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131571851	CARMONA	ERLINDA	SJT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131800935	CARNELL	WANISHA	PNS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131800935	CARNELL	WANISHA	PNS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
158122544	CARRIER	KIMBERLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
158122544	CARRIER	KIMBERLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
158122544	CARRIER	KIMBERLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	13.50	TSO
158122544	CARRIER	KIMBERLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
158122544	CARRIER	KIMBERLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
158122544	CARRIER	KIMBERLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131823805	CASAREZ	JAVIER	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132108774	CASAREZ	JUAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
240127704	CASE	LINDSEY	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
257533150	CASTILLO	ALICIA	TOL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131478243	CASTRO	GLORIA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131478243	CASTRO	GLORIA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
268306768	CATHCART	JEFFERY	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
268306768	CATHCART	JEFFERY	SDF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.25	TSO
268306768	CATHCART	JEFFERY	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
295965193	CELESTINE	AMILLION	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.50	TSO
163666175	CERNAK	ANDREA	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.50	TSO
163666175	CERNAK	ANDREA	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
163666175	CERNAK	ANDREA	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
203021356	CHAMBERS	NKECHI-KIARA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	MSTI
290665861	CHANGPO	ROBIN	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
290665861	CHANGPO	ROBIN	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
290665861	CHANGPO	ROBIN	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131924764	CHAPMAN	SUSAN	AZO	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
167309926	CHAVEZ	AIDA	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
194326510	CHAVEZ	MIGUEL	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
206703797	CHAVEZ	DOMINIC	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
206703797	CHAVEZ	DOMINIC	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	LTSO
206703797	CHAVEZ	DOMINIC	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
206703797	CHAVEZ	DOMINIC	COS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO

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199343297	CHEATHAM	SONYA	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
199343297	CHEATHAM	SONYA	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
199343297	CHEATHAM	SONYA	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131506044	CHIKAZAWA	CHENELLE	HNL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.50	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.75	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.50	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	38-UNION/GRIEVANCE/APPEAL (3:00PM TO MIDNIGHT) WG-SHIFT-2	22.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.50	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.50	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.50	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.50	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.25	TSO
131506044	CHIKAZAWA	CHENELLE	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
259120487	CHMURA	PIOTR	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.50	TSO
259120487	CHMURA	PIOTR	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
259120487	CHMURA	PIOTR	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO

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259120487	CHMURA	PIOTR	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.75	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.75	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.50	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131994806	CHRISTIE	JOSHUA	HNL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
217234577	CLARK	JESSICA	BNA	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
217234577	CLARK	JESSICA	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
278367333	CLARK	MATTHEW	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
278367333	CLARK	MATTHEW	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	LTSO
132050913	CLARKE	GRACIELA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132050913	CLARKE	GRACIELA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132050913	CLARKE	GRACIELA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ESTI

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131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	ESTI
131573159	CLEAR	CHERRY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	ESTI
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	22.50	LTSO
270684610	COCHEMS	CAMERON	BOI	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
270684610	COCHEMS	CAMERON	BOI	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.25	LTSO
270684610	COCHEMS	CAMERON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.25	TSO

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270684610	COCHEMS	CAMERON	BOI	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
306914965	COHEN	STEPHEN	JAN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
132064947	COLEMAN	MARY LOU	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132064947	COLEMAN	MARY LOU	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.50	TSO
132064947	COLEMAN	MARY LOU	HNL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
132064947	COLEMAN	MARY LOU	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132064947	COLEMAN	MARY LOU	HNL	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	3.25	TSO
132064947	COLEMAN	MARY LOU	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.75	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.50	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.75	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.50	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.25	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.25	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	47.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.25	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.75	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
206721527	COLEMAN	JENNIE	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131595143	COLLIGAN	JAMES	PHF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
178134385	COMBS	DAQUAN	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.50	TSO
178134385	COMBS	DAQUAN	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
178134385	COMBS	DAQUAN	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
178134385	COMBS	DAQUAN	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
178134385	COMBS	DAQUAN	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.25	TSO
178134385	COMBS	DAQUAN	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	TSO
178134385	COMBS	DAQUAN	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	11.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	57.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	57.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	15.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
203033882	CONCEBIDA	DANIEL	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	57.50	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132139276	CONFER III	DONALD	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
228646056	CONTRERAS	PASCUAL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO

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131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131737984	COOPER	REBECCA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
203026477	COOPER	JASMINE	RIC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
203026477	COOPER	JASMINE	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
222457871	COOPER	REGINALD-RAS	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
164383242	COPPIN SMITH	SYLVIA	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164342628	CORSARO	LINDSEY	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	MSTI
202291706	COSTLOW	TARA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.50	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
181881518	CRANFORD	BREEZY	SIT	38-UNION/GRIEVANCE/APPEAL (11 PM TO 8 AM) WG-SHIFT-3	7.00	TSO
181881518	CRANFORD	BREEZY	SIT	38-UNION/GRIEVANCE/APPEAL (2 OR MORE SHIFT) WG-SHIFT-4	2.00	TSO
181881518	CRANFORD	BREEZY	SIT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.25	TSO
181881518	CRANFORD	BREEZY	SIT	38-UNION/GRIEVANCE/APPEAL (11 PM TO 8 AM) WG-SHIFT-3	7.00	TSO
181881518	CRANFORD	BREEZY	SIT	38-UNION/GRIEVANCE/APPEAL (2 OR MORE SHIFT) WG-SHIFT-4	2.00	TSO
181881518	CRANFORD	BREEZY	SIT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	TSO
181881518	CRANFORD	BREEZY	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	45.00	TSO
277603103	CRAWFORD	JAMIE	GPT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
277603103	CRAWFORD	JAMIE	GPT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
277603103	CRAWFORD	JAMIE	GPT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131490870	CRESPO	MARCOS	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131490870	CRESPO	MARCOS	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
145012161	CROOKS	SUSAN	JQF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131445497	CROSLAND	FELICIA	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	LTSO
131445497	CROSLAND	FELICIA	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	LTSO
131445497	CROSLAND	FELICIA	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	LTSO
131445497	CROSLAND	FELICIA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131912573	CRUZ	JERRY	SJU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
240083857	CRUZ	BLAKE	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
240083857	CRUZ	BLAKE	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
240083857	CRUZ	BLAKE	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
240083857	CRUZ	BLAKE	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
240083857	CRUZ	BLAKE	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
240083857	CRUZ	BLAKE	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.50	TSO
240083857	CRUZ	BLAKE	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.50	TSO
240083857	CRUZ	BLAKE	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132096255	CULBERTSON	MATTHEW	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.25	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
182641178	CUMMINGS	DEREK	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	LTSO
236336201	CURTIS	CHRISTOPHER	DEN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	LTSO
236336201	CURTIS	CHRISTOPHER	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
236336201	CURTIS	CHRISTOPHER	DEN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	25.00	LTSO

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236336201	CURTIS	CHRISTOPHER	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.50	LTSO
132003254	DANIS	MARK	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	ETSO
131820447	DANLEY	UILANI	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131820447	DANLEY	UILANI	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.75	TSO
131820447	DANLEY	UILANI	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131820447	DANLEY	UILANI	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
214240317	DARLING	NATHANIEL	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.50	TSO
214240317	DARLING	NATHANIEL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
214240317	DARLING	NATHANIEL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131649819	DAVID	GLENN	PSE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	LTSO
170154773	DAVIDSON	JOEY	PIA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
170154773	DAVIDSON	JOEY	PIA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
170154773	DAVIDSON	JOEY	PIA	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
170154773	DAVIDSON	JOEY	PIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
170154773	DAVIDSON	JOEY	PIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
170154773	DAVIDSON	JOEY	PIA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
132067094	DE LEON	JOEL	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132067094	DE LEON	JOEL	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
165912193	DEAR	STEPHANIE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
165912193	DEAR	STEPHANIE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
165912193	DEAR	STEPHANIE	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
308478674	DEJANOVICH	JILL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
308478674	DEJANOVICH	JILL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
308478674	DEJANOVICH	JILL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
308478674	DEJANOVICH	JILL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
308478674	DEJANOVICH	JILL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
308478674	DEJANOVICH	JILL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
308478674	DEJANOVICH	JILL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
308478674	DEJANOVICH	JILL	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
259094803	DEJONG	SHAUN	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.50	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.50	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.50	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131654331	DELEONARDO	DAMIAN	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	37.50	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	36.50	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	MSTI
132101330	DELOZIER	WENDY	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	MSTI
132101330	DELOZIER	WENDY	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
132101330	DELOZIER	WENDY	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.00	MSTI
132101330	DELOZIER	WENDY	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
132101330	DELOZIER	WENDY	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	MSTI
280692160	DETLING	DIANNE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
265231215	DEUTSCH	ALEXANDER	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
131641117	DIEM JR	WALTER	ROA	38-UNION/GRIEVANCE/APPEAL (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.00	TSO
131641117	DIEM JR	WALTER	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131641117	DIEM JR	WALTER	ROA	38-UNION/GRIEVANCE/APPEAL (3:00PM TO MIDNIGHT) WG-SHIFT-2	3.00	TSO
131641117	DIEM JR	WALTER	ROA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.75	TSO
131641117	DIEM JR	WALTER	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.25	TSO
131641117	DIEM JR	WALTER	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	TSO
131641117	DIEM JR	WALTER	ROA	35-UNION/CONTRACT NEGOTIATION	26.00	TSO
131641117	DIEM JR	WALTER	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
131641117	DIEM JR	WALTER	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131641117	DIEM JR	WALTER	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164236060	DIERCKS	DAVID	RST	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
164236060	DIERCKS	DAVID	RST	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
164236060	DIERCKS	DAVID	RST	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
164236060	DIERCKS	DAVID	RST	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	LTSO
164236060	DIERCKS	DAVID	RST	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	LTSO
272226825	DISHINGER	MARLA	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
272226825	DISHINGER	MARLA	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.25	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.25	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
164130915	DOCTER	TRACY	LGB	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.50	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.50	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.75	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.75	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.75	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164130915	DOCTER	TRACY	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.00	TSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
161429612	DOLFORD	ALICIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131583321	DOLLENS	SAMANTHA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
299050761	DRAKE	JAMES	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
299050761	DRAKE	JAMES	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
278367199	DUARTE	DAVID	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
278367199	DUARTE	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
278367199	DUARTE	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.00	TSO
278367199	DUARTE	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	14.00	TSO
278367199	DUARTE	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
278367199	DUARTE	DAVID	LAX	35-UNION/CONTRACT NEGOTIATION	32.00	TSO
278367199	DUARTE	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
276082743	DUDA	ROBBIN	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
276082743	DUDA	ROBBIN	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
276082743	DUDA	ROBBIN	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

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164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164028804	DUNSTON	BRITNEY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
168047209	DUONG	SHANNON	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
168047209	DUONG	SHANNON	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
168047209	DUONG	SHANNON	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
168047209	DUONG	SHANNON	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
168047209	DUONG	SHANNON	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132098945	DUZAN	DEBRA	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
197877774	EATCHEL	CODY	SLC	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
163590742	EATON	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
190634219	ECHEVERRIA	ROBERTO	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
190634219	ECHEVERRIA	ROBERTO	SLC	35-UNION/CONTRACT NEGOTIATION	40.00	LTSO
132130634	EDMONDS	JACOB	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
132130634	EDMONDS	JACOB	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
132130634	EDMONDS	JACOB	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
132130634	EDMONDS	JACOB	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	TSO
132130634	EDMONDS	JACOB	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
132076322	EGAN JR	OWEN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132076322	EGAN JR	OWEN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132076322	EGAN JR	OWEN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132076322	EGAN JR	OWEN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132076322	EGAN JR	OWEN	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
132076322	EGAN JR	OWEN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
226378705	ELBERLING	JEREMIAH	LIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.00	TSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.50	TSO
163998391	ELEM	MELANIE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131515021	ELLIS	ADRIENNE	DTW	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
131944446	EMERT	ALLEN	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131944446	EMERT	ALLEN	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	MSTI
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131465417	ENGLISH	DARRELL	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131702678	EVANS	JOY	RNO	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131702678	EVANS	JOY	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
277602283	FABITS	LAWRENCE	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
277602283	FABITS	LAWRENCE	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
277602283	FABITS	LAWRENCE	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	TSO

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277602283	FABITS	LAWRENCE	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
277602283	FABITS	LAWRENCE	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
131795493	FARIA	JENNIFER	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	LTSO
131795493	FARIA	JENNIFER	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	LTSO
131795493	FARIA	JENNIFER	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	LTSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.50	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132035412	FELIX	SANDRA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
300684833	FELIX	RACHEL	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.50	TSO
131898208	FERAGNE	PAUL	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.75	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.50	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.50	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.50	TSO
131898208	FERAGNE	PAUL	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.50	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

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131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131898208	FERAGNE	PAUL	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	28.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.50	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131898208	FERAGNE	PAUL	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131898208	FERAGNE	PAUL	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
203024892	FERNANDEZ	TYCIA	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
192870564	FIGUEROA	MONICA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
192870564	FIGUEROA	MONICA	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131509283	FINLAY	TATIANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131903261	FINLAY	CHRISTOPHER	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131614797	FISCHER	PAMELA	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.25	TSO
131614797	FISCHER	PAMELA	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
131614797	FISCHER	PAMELA	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131614797	FISCHER	PAMELA	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131614797	FISCHER	PAMELA	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
131614797	FISCHER	PAMELA	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131621103	FITZSIMONS	SARAH	RSW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
262219073	FLANAGAN	BRIANA	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
262219073	FLANAGAN	BRIANA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
169455105	FLORES	LUCAS	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
169455105	FLORES	LUCAS	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
169455105	FLORES	LUCAS	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
293620154	FORD	JEWELL	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131863720	FOSHEE	MELISSA	LRD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
218690591	FOWLER	TANJA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	56.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	72.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	56.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	56.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	80.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	80.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	32.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	80.00	LTSO
218690591	FOWLER	TANJA	SLC	35-UNION/CONTRACT NEGOTIATION	72.00	LTSO
164405091	FOX	RICHARD	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	TSO
164405091	FOX	RICHARD	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
164405091	FOX	RICHARD	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
236336322	FRAGOSO GUZMAN	HUGO	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
236336322	FRAGOSO GUZMAN	HUGO	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
236336322	FRAGOSO GUZMAN	HUGO	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132103625	FRANCIS	VAUGHN	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
132103625	FRANCIS	VAUGHN	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.50	TSO
132103625	FRANCIS	VAUGHN	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131792257	FREEMAN	JOHN	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
227157713	FREY	ALLISON	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
227157713	FREY	ALLISON	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131497127	FRINK	DEVON	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131497127	FRINK	DEVON	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131497127	FRINK	DEVON	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
302229727	FUENTES	ERIK	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	57.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	14.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	28.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	41.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	47.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	25.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	26.00	LTSO
219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	50.00	LTSO

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219426771	FUSCO	VINCENT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	49.00	LTSO
219426771	FUSCO	VINCENT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	15.00	LTSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.50	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.50	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.50	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.50	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131732698	GALAM	GILBERT	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.50	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131876313	GARCIA	EMILIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131869235	GARDNER	ANTHONY	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131495542	GARIBAY	JORGE	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
161711554	GARTNER	CARRIE	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
173786481	GARY	MATTHEW	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
173786481	GARY	MATTHEW	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.50	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
211161285	GARZA	JASON	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131879030	GAYZAGIAN	MICHAEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
292813399	GENDRA-MOLINA	JORDAN	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
292813399	GENDRA-MOLINA	JORDAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
292813399	GENDRA-MOLINA	JORDAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
273752954	GERBASI	GINO	ATW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
273752954	GERBASI	GINO	ATW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
273752954	GERBASI	GINO	ATW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
273752954	GERBASI	GINO	ATW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	TSO
219418447	GIL REYES	RAFAEL	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
240920857	GILMORE	KATIE	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
240920857	GILMORE	KATIE	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
240920857	GILMORE	KATIE	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
240920857	GILMORE	KATIE	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
201523056	GIVENS	ADAM	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
201523056	GIVENS	ADAM	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
201523056	GIVENS	ADAM	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
201523056	GIVENS	ADAM	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.00	LTSO
201523056	GIVENS	ADAM	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO

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201523056	GIVENS	ADAM	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	LTSO
201523056	GIVENS	ADAM	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
238540279	GLASSER	ROBERT	FWA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132039721	GODDING SR	JESSE	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
302988264	GOLDEN	JASON	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
201543944	GOLDSTEIN	PRINCESS AIV	RNO	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
201543944	GOLDSTEIN	PRINCESS AIV	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
149868015	GONSALVES	STEPHANIE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
149868015	GONSALVES	STEPHANIE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
149868015	GONSALVES	STEPHANIE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

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161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
161717943	GONZALEZ	NEFTALIE	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	LTSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.25	LTSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	LTSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
290645442	GONZALEZ	DAISY	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
290645442	GONZALEZ	DAISY	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
290645442	GONZALEZ	DAISY	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
290645442	GONZALEZ	DAISY	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
290645442	GONZALEZ	DAISY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
239310559	GOODWIN	SAMUEL	DSM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO

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131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131686991	GOSMAN	NEAL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
286753174	GRAHAM	BREANNA	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
162339090	GRANA	MARIANGELA	DRO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.25	TSO
162339090	GRANA	MARIANGELA	DRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.50	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
162185784	GRANT	TANEISHA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
285222556	GRASON	DEAN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
285222556	GRASON	DEAN	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131816582	GRAY	KIMBERLY	PNS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131816582	GRAY	KIMBERLY	PNS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131816582	GRAY	KIMBERLY	PNS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
279951101	GRAZIANO	JIM	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
279951101	GRAZIANO	JIM	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
307700064	GREER	JASON	PHX	35-UNION/CONTRACT NEGOTIATION	10.00	TSO
307700064	GREER	JASON	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	LTSO

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229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	LTSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
229406153	GROOVER	JOSEPH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
164043302	GROSS	NOAH	AUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
164043302	GROSS	NOAH	AUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
259123229	GROSS	MICHAEL	DSM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132074762	GROVES	MARCUS	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132074762	GROVES	MARCUS	SMF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.25	TSO
164135616	GUERRERA	FELISHA	HVN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
164135616	GUERRERA	FELISHA	HVN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	LTSO
164135616	GUERRERA	FELISHA	HVN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	LTSO
164135616	GUERRERA	FELISHA	HVN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.25	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO

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262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.25	TSO
262981684	GUNDERSON	BENJAMIN	ONT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
262981684	GUNDERSON	BENJAMIN	ONT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.25	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.25	TSO
262981684	GUNDERSON	BENJAMIN	ONT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.25	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.25	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.75	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
262981684	GUNDERSON	BENJAMIN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
262980868	HADLEY	AMMON	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
281424489	HAGERICH	DIANE	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
281424489	HAGERICH	DIANE	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
173795689	HAMILTON	RHONDA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
173795689	HAMILTON	RHONDA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
173795689	HAMILTON	RHONDA	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
240087178	HAMILTON	TYKIA	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
279169835	HAMILTON	ADAM	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
289887157	HAMPTON	TARON	JNU	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
313050730	HAMPTON	RANDY	MLI	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
313050730	HAMPTON	RANDY	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131914151	HAMRAH	KEITH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131914151	HAMRAH	KEITH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131914151	HAMRAH	KEITH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131914151	HAMRAH	KEITH	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO

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131914151	HAMRAH	KEITH	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131914151	HAMRAH	KEITH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131914151	HAMRAH	KEITH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131914151	HAMRAH	KEITH	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131914151	HAMRAH	KEITH	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131778187	HANKS	CANDICE	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131778187	HANKS	CANDICE	ROA	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131778187	HANKS	CANDICE	ROA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	53.50	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.75	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.50	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.25	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.50	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.50	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.25	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.75	TSO

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162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.50	TSO
162104825	HANSON	BARBARA	BIL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
277602042	HARBIN	KAI	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
277602042	HARBIN	KAI	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
277602042	HARBIN	KAI	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
277602042	HARBIN	KAI	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
277602042	HARBIN	KAI	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
277602042	HARBIN	KAI	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131462376	HARRIS	JOSEPH	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
189217170	HARRIS	MARK	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131595867	HARVEY	MAGNA	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.50	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.50	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131595867	HARVEY	MAGNA	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	14.00	TSO
131595867	HARVEY	MAGNA	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.25	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131595867	HARVEY	MAGNA	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
131496868	HASS	STEPHANIE	FNT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131496868	HASS	STEPHANIE	FNT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

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131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131897521	HATCHER	ERIC	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
259104363	HAWKINS	MICHAEL	SCK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
259104363	HAWKINS	MICHAEL	SCK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
211932011	HAYES	CIARA	GPT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
211932011	HAYES	CIARA	GPT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
301470063	HELMS	JOHN-ERIC	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
226358516	HEREDIA	MAYRA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	LTSO
226358516	HEREDIA	MAYRA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
226358516	HEREDIA	MAYRA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
226358516	HEREDIA	MAYRA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	21.50	LTSO
226358516	HEREDIA	MAYRA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
210386281	HERNANDEZ JIMENEZ	LUZ	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.25	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	21.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	14.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.25	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
134966069	HERZICH	STEPHANIE	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	LTSO
270660361	HICKS	ZACKARY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
270660361	HICKS	ZACKARY	XNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131619304	HIGHTOWER	TROY	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131619304	HIGHTOWER	TROY	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
165204287	HILL	ASHLEY	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.75	TSO
262981626	HILL	LAURA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
205233482	HOEGEN	GENNIFER	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
205233482	HOEGEN	GENNIFER	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
205233482	HOEGEN	GENNIFER	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
132068442	HOFFA	ANGELA	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
268295330	HOLBRON	SHERRIE	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
192868998	HOLLAND	BRADLEY	SBN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
192868998	HOLLAND	BRADLEY	SBN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131970025	HOLLIE	JASLYN	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	78.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	52.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	68.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	61.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	52.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	19.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.50	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
131545893	HOLLIS	DANIELLE	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131545893	HOLLIS	DANIELLE	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	28.00	TSO
162712047	HOLLIS	KIRK	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
162712047	HOLLIS	KIRK	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
162712047	HOLLIS	KIRK	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
162712047	HOLLIS	KIRK	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
162712047	HOLLIS	KIRK	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
283675604	HOLMES	ALEXIS	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
283675604	HOLMES	ALEXIS	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131603840	HORTON	COURTNEY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131701161	HOWE III	JOHN	TLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131701161	HOWE III	JOHN	TLH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
162311630	HOWSE	MASON	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	LTSO
162311630	HOWSE	MASON	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	LTSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132031485	HUBERT	JOHN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO

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192159414	HUFF	LORI	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
192159414	HUFF	LORI	RFD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131809618	HUTIRA	RICHARD	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131809618	HUTIRA	RICHARD	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.50	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131467676	HUTTINGA	NICKOLAS	SNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
198600116	IAGROSSI	JENNIFER	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
198600116	IAGROSSI	JENNIFER	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
198600116	IAGROSSI	JENNIFER	ALB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
134966695	ISLA	CANDISE	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
134966695	ISLA	CANDISE	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
134966695	ISLA	CANDISE	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
134966695	ISLA	CANDISE	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
134966695	ISLA	CANDISE	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	MSTI
134966695	ISLA	CANDISE	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	MSTI
134966695	ISLA	CANDISE	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	MSTI
134966695	ISLA	CANDISE	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	14.50	MSTI
134966695	ISLA	CANDISE	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
260640172	IWERTZ	CARL	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	MSTI

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
131743983	IZQUIERDO	MAXEL	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	MSTI
131489426	JACKSON	TY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.50	TSO
131489426	JACKSON	TY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
156764391	JACKSON	HISUNTA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
156764391	JACKSON	HISUNTA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
156764391	JACKSON	HISUNTA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
156764391	JACKSON	HISUNTA	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
156764391	JACKSON	HISUNTA	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
240091889	JACKSON	MESHACH	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	LTSO
240091889	JACKSON	MESHACH	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	LTSO
240091889	JACKSON	MESHACH	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
240091889	JACKSON	MESHACH	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
269866037	JACKSON	ANTOINE	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.25	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.25	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	1.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	3.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.25	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	1.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.25	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO

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269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.25	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	1.00	TSO
269866037	JACKSON	ANTOINE	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.75	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.25	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.50	TSO
269866037	JACKSON	ANTOINE	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.50	TSO
270677803	JACKSON	ROBERT	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
270677803	JACKSON	ROBERT	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
270677803	JACKSON	ROBERT	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
270677803	JACKSON	ROBERT	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
302213160	JACKSON	AMANDA	JAN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
303010812	JACKSON	ENGAGEANTE	RNO	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
303010812	JACKSON	ENGAGEANTE	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
303010812	JACKSON	ENGAGEANTE	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	22.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	13.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	LTSO

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131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	22.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.50	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.50	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	LTSO
131507791	JACOBO	WILLIAM	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131829699	JAMES	EBONY	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131829699	JAMES	EBONY	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131829699	JAMES	EBONY	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
131829699	JAMES	EBONY	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
132139511	JEANTY	CARLYNE	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132139511	JEANTY	CARLYNE	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
200052469	JILES	FRANCINE	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
200052469	JILES	FRANCINE	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
200052469	JILES	FRANCINE	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131488409	JOHNSON	ASHLEY	HSV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131488409	JOHNSON	ASHLEY	HSV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892491	JOHNSON	KELLY	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131892491	JOHNSON	KELLY	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO

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132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.50	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.50	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.50	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132048258	JOHNSON	MARK	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
203805359	JOHNSON	ALIZAY	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
203805359	JOHNSON	ALIZAY	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
224836788	JOHNSON	JOSHUA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132024834	JONES	JOHNNY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132043749	JONES	CHRISTINA	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
132060327	JONES	TERRA	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132060327	JONES	TERRA	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
132060327	JONES	TERRA	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
203801487	JONES	CHIKIRA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
203801487	JONES	CHIKIRA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.50	LTSO
203801487	JONES	CHIKIRA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
203801487	JONES	CHIKIRA	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
206710410	JONES	WENDY	TYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131731512	JORDAN	STEPHANIE	OGG	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131731512	JORDAN	STEPHANIE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131731512	JORDAN	STEPHANIE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.50	TSO
131731512	JORDAN	STEPHANIE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
131731512	JORDAN	STEPHANIE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
131731512	JORDAN	STEPHANIE	OGG	35-UNION/CONTRACT NEGOTIATION	32.00	TSO
131731512	JORDAN	STEPHANIE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
131731512	JORDAN	STEPHANIE	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
201530755	JOSEPH-SMALL	BERTIL	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
269872908	KAANAANA	DAVID	LAX	35-UNION/CONTRACT NEGOTIATION	16.00	TSO
269872908	KAANAANA	DAVID	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
269872908	KAANAANA	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.75	TSO
269872908	KAANAANA	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.25	TSO
269872908	KAANAANA	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL (3:00PM TO MIDNIGHT) WG-SHIFT-2	5.25	TSO
269872908	KAANAANA	DAVID	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.75	TSO
269872908	KAANAANA	DAVID	LAX	35-UNION/CONTRACT NEGOTIATION	5.00	TSO
269872908	KAANAANA	DAVID	LAX	35-UNION/CONTRACT NEGOTIATION	10.00	TSO
132014468	KADELL	ANDREW	RNO	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
132014468	KADELL	ANDREW	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	LTSO
181883087	KANE	MALISSA	COU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO

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131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131574891	KATZ	KIMBERLY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
229424182	KEATON	YOLANDA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.25	TSO
229424182	KEATON	YOLANDA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
229424182	KEATON	YOLANDA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131732164	KEBEDE	SURAFEL	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131563986	KELLY	DAWN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131563986	KELLY	DAWN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131563986	KELLY	DAWN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	TSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO

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164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164382908	KELLY	OKSANA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
164474231	KELLY	DERON	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164474231	KELLY	DERON	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164474231	KELLY	DERON	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
164474231	KELLY	DERON	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164474231	KELLY	DERON	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO

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164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
164474231	KELLY	DERON	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164474231	KELLY	DERON	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
164474231	KELLY	DERON	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132124401	KENNEY	KRISTY	GNV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	8.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	22.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	14.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	42.00	TSO
221699171	KERR	MEAGAN	RFD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131544231	KIDNEY-CHMURA	CAROL	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131824998	KIM	TRANG	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131755594	KINCAID	WILLIAM	HLN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132077746	KING	ONEIL	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132077746	KING	ONEIL	LGA	35-UNION/CONTRACT NEGOTIATION	8.00	LTSO
132077746	KING	ONEIL	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
132077746	KING	ONEIL	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
260646585	KING JR	RONALD	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
260646585	KING JR	RONALD	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
260646585	KING JR	RONALD	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
267537144	KINNARD	PATRICK	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
239340128	KIRKPATRICK	TAI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
239340128	KIRKPATRICK	TAI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
239340128	KIRKPATRICK	TAI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
239340128	KIRKPATRICK	TAI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
239340128	KIRKPATRICK	TAI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
274534764	KISSOONDATH	SASHA	PHL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	LTSO
131453773	KLAES	JOHN	PIE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131708336	KLUEWER	DEBRA	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131851037	KNOBLOCK	GWENDOLYN	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
137069284	KOHN	MONICA	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
137069284	KOHN	MONICA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
300643256	KOHONEN	KELSIE	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
220946619	KONOSKI JR	STANLEY	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	LTSO
220946619	KONOSKI JR	STANLEY	AZA	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
220946619	KONOSKI JR	STANLEY	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
224066577	KORSTJENS	KLAYTON	BOI	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
224066577	KORSTJENS	KLAYTON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
224066577	KORSTJENS	KLAYTON	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
239360215	KOVNEVA	DIANA	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
134964254	KRAUS DEZERN	JAN	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.75	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.75	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.25	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.75	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	27.00	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.25	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.75	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.25	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	42.50	TSO
180434160	KREIN	LEWAYNE	BIS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.25	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	45.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
161602432	KRUSS	BRANDON	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
224100460	LAM	VANESSA	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
224100460	LAM	VANESSA	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
224100460	LAM	VANESSA	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.50	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
211161274	LANDA	BRENDA	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
131526528	LANGLAIS	DAVID	PVD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
269128992	LATORRE ROSARIO	EUMIR	SJU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
212729578	LAUNDERVILLE	LUCAS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131812270	LAUREANO	ARASELY	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131812270	LAUREANO	ARASELY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131812270	LAUREANO	ARASELY	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131812270	LAUREANO	ARASELY	BUR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131812270	LAUREANO	ARASELY	BUR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131790749	LEAHY	BRADLY	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ESTI
131790749	LEAHY	BRADLY	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	ESTI
132066663	LEE	DAVID	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164202659	LEE	VICTOR ALLAN	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
227158740	LEE	HYE JIN	IAD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	LTSO

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227158740	LEE	HYE JIN	IAD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
290659898	LEE-HARDY	MELINDA	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
290659898	LEE-HARDY	MELINDA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
290659898	LEE-HARDY	MELINDA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
290659898	LEE-HARDY	MELINDA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
290659898	LEE-HARDY	MELINDA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
290659898	LEE-HARDY	MELINDA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
161544917	LEGGETT	VIRNA	AGS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
221714888	LESTER	JEFFERY	OGG	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.50	TSO
221714888	LESTER	JEFFERY	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
221714888	LESTER	JEFFERY	OGG	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
236310576	LEVIDIS	RAZIEL	TUS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
236310576	LEVIDIS	RAZIEL	TUS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131603034	LEWIS	MARK	LYH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	LTSO
132066511	LEWIS	SCOTT	GEG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
132066511	LEWIS	SCOTT	GEG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	TSO
234719929	LEWIS	SAMANTHA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
234719929	LEWIS	SAMANTHA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
234719929	LEWIS	SAMANTHA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
234719929	LEWIS	SAMANTHA	MIA	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
234719929	LEWIS	SAMANTHA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131855977	LIGHTFOOT	LAYMON	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131855977	LIGHTFOOT	LAYMON	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131855977	LIGHTFOOT	LAYMON	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131855977	LIGHTFOOT	LAYMON	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132088557	LILLY JR	RICHARD	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132088557	LILLY JR	RICHARD	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
163501748	LIM	JONNY	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
132050678	LINDSTROM	SARA	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132050678	LINDSTROM	SARA	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
288309212	LINSCOMB	GRANT	VPS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
288309212	LINSCOMB	GRANT	VPS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO

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288309212	LINSCOMB	GRANT	VPS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
288309212	LINSCOMB	GRANT	VPS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
288309212	LINSCOMB	GRANT	VPS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.25	TSO
230965311	LIPSCOMB	PATRICK	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
230965311	LIPSCOMB	PATRICK	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
230965311	LIPSCOMB	PATRICK	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
303821033	LITTLE	KAREN	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.25	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	3.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.25	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.75	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.25	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.25	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.25	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.75	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	1.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.75	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO

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303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	17.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (2 OR MORE SHIFT) WG-SHIFT-4	0.50	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	1.00	TSO
303821033	LITTLE	KAREN	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	1.00	TSO
290659737	LLOYD	LOVIE	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
290659737	LLOYD	LOVIE	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
279947160	LOES	DELIA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
279947160	LOES	DELIA	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
279947160	LOES	DELIA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
279947160	LOES	DELIA	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
279947160	LOES	DELIA	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
279947160	LOES	DELIA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
279947160	LOES	DELIA	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	TSO
279947160	LOES	DELIA	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
279947160	LOES	DELIA	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
224106751	LOMONACO	JESSICA	PHL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
224106751	LOMONACO	JESSICA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.50	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.25	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131885055	LONGO JR	VINCENT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
192886513	LORDE	WALIDA	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131467654	LOTT	TIFFANY	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131467654	LOTT	TIFFANY	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131540999	LOWE	JOY	IAH	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131540999	LOWE	JOY	IAH	35-UNION/CONTRACT NEGOTIATION	64.00	TSO

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131540999	LOWE	JOY	IAH	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131540999	LOWE	JOY	IAH	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131540999	LOWE	JOY	IAH	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131540999	LOWE	JOY	IAH	35-UNION/CONTRACT NEGOTIATION	79.50	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131540999	LOWE	JOY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	71.75	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.50	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131540999	LOWE	JOY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.50	TSO
227903400	LOWE	DOMINIQUE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
227903400	LOWE	DOMINIQUE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	LTSO
227903400	LOWE	DOMINIQUE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
276071521	LOWERY-BUSICK	KAYLA	HSV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
198592663	LUNT	MARK	ORH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
198592663	LUNT	MARK	ORH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
198592663	LUNT	MARK	ORH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	LTSO

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131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.50	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.00	LTSO
131487015	MACK	ROBERT	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	ETSO
131913955	MADDOX	ALEXIS	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	ETSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	52.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	68.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131794636	MAGISTRADO	KRISTI	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
132048709	MAGNANTI	JAMES	DTW	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
140319914	MAGNUS	MICHAEL	MWA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
202256330	MAJORS	KURT	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
202256330	MAJORS	KURT	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131789249	MALLOY	CONSTANCE	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131789249	MALLOY	CONSTANCE	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	50.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	22.00	TSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	62.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	61.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.00	TSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	20.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	21.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	27.00	TSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	23.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131969306	MANCHA	MARY	DAL	35-UNION/CONTRACT NEGOTIATION	20.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	49.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.75	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	53.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131969306	MANCHA	MARY	DAL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	47.00	TSO
131969306	MANCHA	MARY	DAL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
132093809	MANDRAES	SUSAN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.50	LTSO
132093809	MANDRAES	SUSAN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131483114	MANIACI	ANTONIO	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131483114	MANIACI	ANTONIO	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131483114	MANIACI	ANTONIO	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131988173	MANLY	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131988173	MANLY	ERIC	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.75	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.25	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.75	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.25	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

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131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131892667	MANNION	PATRICK	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO

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184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
184873423	MARGAILLAN	MARLA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132102547	MARIANO JR	RODNEY	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132102547	MARIANO JR	RODNEY	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132102547	MARIANO JR	RODNEY	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
264471816	MARIN	DOUGLAS	SJU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
165915524	MARK	TRAVIS	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
165915524	MARK	TRAVIS	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	36.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
165915524	MARK	TRAVIS	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
165915524	MARK	TRAVIS	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
165915524	MARK	TRAVIS	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
165915524	MARK	TRAVIS	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO

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165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
165915524	MARK	TRAVIS	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	21.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.75	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.25	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

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131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.50	TSO
131906036	MARKHAM	SHERRY	ORF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131906036	MARKHAM	SHERRY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
220935769	MARSHALL	AARON	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
220935769	MARSHALL	AARON	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	LTSO
305359174	MARTE	GINGER	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131549923	MARTIN	JEANNE	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132057694	MARTIN	ALEXI	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	LTSO
132057694	MARTIN	ALEXI	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132057694	MARTIN	ALEXI	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
267545211	MARTIN	HEATHER	EGE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131575120	MARTINEZ	MICHAEL	ELP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131575120	MARTINEZ	MICHAEL	ELP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
237781091	MARTINEZ	LINDA	ELP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
262218450	MATHIS	B	MOB	35-UNION/CONTRACT NEGOTIATION	3.50	TSO
262218450	MATHIS	B	MOB	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
262218450	MATHIS	B	MOB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
262218450	MATHIS	B	MOB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131701801	MATTHEWS	CRYSTAL	MKG	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI

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131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	36-UNION/MIDTERM NEGOTIATION	40.00	MSTI
131970719	MATTHEWS	SIMONE	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
201500860	MATTHEWS	STEVEN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131608616	MATTSON	MARY	KOA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI

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131608616	MATTSON	MARY	KOA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
131608616	MATTSON	MARY	KOA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
131608616	MATTSON	MARY	KOA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131608616	MATTSON	MARY	KOA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	MSTI
131608616	MATTSON	MARY	KOA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
131454166	MAYFIELD	PAMELA	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131454166	MAYFIELD	PAMELA	SMF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131454166	MAYFIELD	PAMELA	SMF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.50	TSO
131454166	MAYFIELD	PAMELA	SMF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	TSO
131454166	MAYFIELD	PAMELA	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
131454166	MAYFIELD	PAMELA	SMF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131454166	MAYFIELD	PAMELA	SMF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.50	TSO
131454166	MAYFIELD	PAMELA	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131454166	MAYFIELD	PAMELA	SMF	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	TSO
163906327	MCCALL	DE'SHAWN	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
168751834	MCCALLA	MCMARA	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.50	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO

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131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131624051	MCCALLISTER	SHANNON	SDF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
204527587	MCCOLLUM	KEYANDA	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
204527587	MCCOLLUM	KEYANDA	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
132081285	MCDONAGH	KATHLEEN	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132081285	MCDONAGH	KATHLEEN	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132081285	MCDONAGH	KATHLEEN	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132081285	MCDONAGH	KATHLEEN	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.00	LTSO
132081285	MCDONAGH	KATHLEEN	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132081285	MCDONAGH	KATHLEEN	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
132081285	MCDONAGH	KATHLEEN	CAE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
220918465	MCDONALD	MELISCIA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
173793910	MCEACHERN II	PURVIS	FAY	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
173793910	MCEACHERN II	PURVIS	FAY	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
221758902	MCELROY	ANDREWNETTE	MGM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
221758902	MCELROY	ANDREWNETTE	MGM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131711070	MCGINLEY	JOHN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131711070	MCGINLEY	JOHN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131711070	MCGINLEY	JOHN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131711070	MCGINLEY	JOHN	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	47.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	17.00	LTSO

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131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	28.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.75	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	53.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	11.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	49.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	45.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	19.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	35.50	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	29.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	13.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131538556	MCGUIRE	DUNCAN	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131538556	MCGUIRE	DUNCAN	PDX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	15.00	LTSO
269867838	MCGUIRE II	ROBERT	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
176643241	MCINTYRE	ARTHUR	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
301468441	MCKINNEY	MARC	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.25	TSO
301468441	MCKINNEY	MARC	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	TSO
301468441	MCKINNEY	MARC	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
217233841	MCKISSACK JR	DWIGHT	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132081704	MEDINA	DENNIS	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132081704	MEDINA	DENNIS	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132081704	MEDINA	DENNIS	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.50	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.50	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.00	TSO

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182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	34.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
182644519	MEHANNA	SHARIF	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
265244852	MENO	RICKY	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
265244852	MENO	RICKY	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
265244852	MENO	RICKY	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
265244852	MENO	RICKY	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.00	TSO
265244852	MENO	RICKY	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
265244852	MENO	RICKY	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
265244852	MENO	RICKY	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
268324542	MERCADO	HEATHER	SLC	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
268324542	MERCADO	HEATHER	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131669771	MERRIWEATHER	TAMARA	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131669771	MERRIWEATHER	TAMARA	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
259882737	MERTENS	DARIAN	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
259882737	MERTENS	DARIAN	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131591552	MEYER	KELLY	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
203026635	MIELKE	GORDON	MQT	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI

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131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	MSTI
131859659	MITCHELL	SAMANTHA	LGB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	MSTI
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	50.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131599599	MOBILY	MICHAEL	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
193611245	MOCK CHEW	LIMAY	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
193611245	MOCK CHEW	LIMAY	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
295987214	MOHTISHIM	SYED	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
295987214	MOHTISHIM	SYED	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
295987214	MOHTISHIM	SYED	PDX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
282932179	MONTANTE	HANNA	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
191380200	MOORE	PATRICK	CGI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.50	TSO
227158676	MOORE	TINA	SBP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
227158676	MOORE	TINA	SBP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
285201916	MORALES	ASHLEANN	BNA	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
285201916	MORALES	ASHLEANN	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
272969587	MORRIS	DIANE	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131925628	MOSER	CATHERINE	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131925628	MOSER	CATHERINE	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131498528	MUDROCK	JAMES	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
205243669	MURILLO	TERESA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
205243669	MURILLO	TERESA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
205243669	MURILLO	TERESA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
205243669	MURILLO	TERESA	FAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
205241915	MYERS	SCOTTY	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
205241915	MYERS	SCOTTY	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.25	TSO
131441450	MYERS DRECKETTE	SHAUNDA	GRK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
162591911	NEGRON-ESTELA	ANGEL	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	58.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.75	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	LTSO

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132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.75	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.25	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.25	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.25	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.75	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.25	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.25	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	LTSO
132098271	NELSON III	CALVIN	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	LTSO
234735350	NETTLES	BRITTANY	CLE	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
295177831	NETTLES	PAMELA	VPS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.50	TSO
259898510	NICKS	MARJORIE	OWB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
259898510	NICKS	MARJORIE	OWB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
259898510	NICKS	MARJORIE	OWB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.75	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO

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211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
211949131	NIELSEN	DENNIS	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
273755703	NOE	RAE	ACV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
273755703	NOE	RAE	ACV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	TSO
202255939	NORTON	CANAAN	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
202255939	NORTON	CANAAN	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
202255939	NORTON	CANAAN	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	LTSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.50	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.50	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.50	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	45.50	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131528024	NUNEZ	PATRICIA	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
161436721	OBRADOVICH	NANCY	IMT	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
131840449	O'BRIEN	MATTHEW	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131840449	O'BRIEN	MATTHEW	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131840449	O'BRIEN	MATTHEW	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131840449	O'BRIEN	MATTHEW	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131840449	O'BRIEN	MATTHEW	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131840449	O'BRIEN	MATTHEW	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131840449	O'BRIEN	MATTHEW	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
210337208	OCHOA	GABRIEL	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.00	TSO
210337208	OCHOA	GABRIEL	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	70.00	TSO
210337208	OCHOA	GABRIEL	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	36.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	70.50	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	78.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	68.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	79.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	77.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	31.00	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	53.50	TSO
210337208	OCHOA	GABRIEL	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
210337208	OCHOA	GABRIEL	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.00	TSO

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132092939	ODELE	RICHARD	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132092939	ODELE	RICHARD	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	LTSO
189927823	ODELL	SEAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.50	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
189927823	ODELL	SEAN	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131788208	OLDS	SUSAN	DTW	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131788208	OLDS	SUSAN	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO

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131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131747071	OLIVAS	NORVIN	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
193612537	OLIVO	KRYSTLE	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131834375	OLSEN	ROBERT	MKE	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
131834375	OLSEN	ROBERT	MKE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
201545684	O'MALLY	ZENNA	JAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	LTSO
201545684	O'MALLY	ZENNA	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
201545684	O'MALLY	ZENNA	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	64.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	16.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131760314	OROZCO JR	BOBBY	LAX	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131760314	OROZCO JR	BOBBY	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
201523060	ORPHE	OLY-KENCIA	MIA	35-UNION/CONTRACT NEGOTIATION	16.00	TSO
201523060	ORPHE	OLY-KENCIA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
201523060	ORPHE	OLY-KENCIA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
201523060	ORPHE	OLY-KENCIA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
201523060	ORPHE	OLY-KENCIA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.50	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
201523060	ORPHE	OLY-KENCIA	MIA	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	5.50	TSO
201523060	ORPHE	OLY-KENCIA	MIA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
163436221	ORTEGO	MARIEL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
163436221	ORTEGO	MARIEL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131711101	ORTIZ	JOSE	SJU	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.50	TSO
131711101	ORTIZ	JOSE	SJU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131711101	ORTIZ	JOSE	SJU	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131735934	ORTUTAY	JUSTIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164500850	O'SHEA-MORAN	CALLAN	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131762931	OVERTON	DUSTIN	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131940476	OWENS	BRADLEY	AVL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131940476	OWENS	BRADLEY	AVL	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	0.50	TSO
131940476	OWENS	BRADLEY	AVL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131940476	OWENS	BRADLEY	AVL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
131940476	OWENS	BRADLEY	AVL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131940476	OWENS	BRADLEY	AVL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131854373	PADILLA	JONATHAN	VRB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131854373	PADILLA	JONATHAN	VRB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
221736173	PAGE	ASHLEY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
221736173	PAGE	ASHLEY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
221736173	PAGE	ASHLEY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.75	MSTI
221736173	PAGE	ASHLEY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
221736173	PAGE	ASHLEY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
221736173	PAGE	ASHLEY	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	MSTI
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
132095519	PALMER	LASHANDA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
164140617	PALMER	JOHN	AZA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
164140617	PALMER	JOHN	AZA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
164140617	PALMER	JOHN	AZA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.25	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
164140617	PALMER	JOHN	AZA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
164140617	PALMER	JOHN	AZA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	TSO
164140617	PALMER	JOHN	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
164140617	PALMER	JOHN	AZA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
170875203	PALMER	CHAD	JAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131888865	PALUMBO	MIKE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131888865	PALUMBO	MIKE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131888865	PALUMBO	MIKE	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
278347965	PARK	SAMUEL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
278347965	PARK	SAMUEL	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
278347965	PARK	SAMUEL	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
132074983	PARKER	RICKEY	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
132074983	PARKER	RICKEY	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132074983	PARKER	RICKEY	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132074983	PARKER	RICKEY	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132074983	PARKER	RICKEY	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
132074983	PARKER	RICKEY	RNO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
224098428	PASCUAL	JOLYNN	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
260666681	PATEL	ABOOBAKR	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
260666681	PATEL	ABOOBAKR	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
260666681	PATEL	ABOOBAKR	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
260666681	PATEL	ABOOBAKR	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
239313420	PATTERSON	WILLIAM	DSM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131759230	PAYES MARTINEZ	VICTOR	LAX	35-UNION/CONTRACT NEGOTIATION	70.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	35-UNION/CONTRACT NEGOTIATION	32.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	35-UNION/CONTRACT NEGOTIATION	48.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
131759230	PAYES MARTINEZ	VICTOR	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.50	TSO
279175619	PEACHEY MELLIS	ALEX	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
279175619	PEACHEY MELLIS	ALEX	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
279175619	PEACHEY MELLIS	ALEX	SIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131814584	PEARSON	VANESSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
307699432	PELTON	JESSE	RUT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.50	TSO
307699432	PELTON	JESSE	RUT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO

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131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131871605	PENLEY JR	RONALD	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131508495	PERALES	RENE	ELP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	ESTI
220956852	PERALTA	MICHELLE	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	13.00	TSO
131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
131842190	PEREZ	JUNE	SAN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO

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131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
131842190	PEREZ	JUNE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
218683435	PERREIRA-VALDEZ	BERNADINE	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	21.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	25.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	36.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.50	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131595852	PETERSON	KIMBERLY	IAH	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	36.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.25	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.50	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.50	TSO
131595852	PETERSON	KIMBERLY	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.50	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	21.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.25	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164131209	PETKOVIC	JOVAN	PHX	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164131209	PETKOVIC	JOVAN	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	11.25	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO

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164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
164131209	PETKOVIC	JOVAN	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164131209	PETKOVIC	JOVAN	PHX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
288274760	PETTIS	DEJURIA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
288274760	PETTIS	DEJURIA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	TSO
288274760	PETTIS	DEJURIA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	TSO
288274760	PETTIS	DEJURIA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
288274760	PETTIS	DEJURIA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
288274760	PETTIS	DEJURIA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131816234	PHILLIPS	SHIRLEY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	30.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	25.75	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	5.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131631597	PHLEGM	WILLIE	IAH	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
268325056	PIATTI	JAMIELEE	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	LTSO
268325056	PIATTI	JAMIELEE	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	LTSO
268325056	PIATTI	JAMIELEE	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
268325056	PIATTI	JAMIELEE	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
165204197	PIERCE	ANDREA	RDU	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
165204197	PIERCE	ANDREA	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
305355101	PIERCE	MICHAEL	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
305355101	PIERCE	MICHAEL	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
305355101	PIERCE	MICHAEL	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	14.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.25	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	14.75	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	17.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	47.00	TSO
306901808	PIERCE	CHARLES	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.75	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.75	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.50	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	11.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	11.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	19.25	TSO
306901808	PIERCE	CHARLES	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
199336877	PIERRE	NERRY	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
199336877	PIERRE	NERRY	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
165202827	PIGOTT	KYLE	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131830727	PINCKNEY	CHARLES	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131830727	PINCKNEY	CHARLES	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	TSO
131830727	PINCKNEY	CHARLES	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131830727	PINCKNEY	CHARLES	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131830727	PINCKNEY	CHARLES	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
302237753	PINKERTON	JOSHUA	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131683487	PINO	DAVID	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131683487	PINO	DAVID	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
282202620	PIPER	STEVEN	MKE	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131550697	PITTS	CHRISTOPHER	DTW	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
270677542	PIZARRO ROMERO	ALLISON	SJU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
307698683	PLUMMER EL	SHERAY	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
307698683	PLUMMER EL	SHERAY	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
307698683	PLUMMER EL	SHERAY	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
239362718	POINDEXTER	ALEXEEYAH	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
228657563	POIRE	KAHLA	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164422372	POMPA JR	DANIEL	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
277602486	PRATER	TERRENCE	RDD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
276080889	PREIS	LONNIE	TRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
276080889	PREIS	LONNIE	TRI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
208184068	PULLAM III	HENRY	CRP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132097026	PURCELL	JOSEPH	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
132097026	PURCELL	JOSEPH	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132097026	PURCELL	JOSEPH	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
313019885	PUTNAM	CODY	BTV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
313019885	PUTNAM	CODY	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
270660367	QUINN	ASHTON	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131566759	QUINTANILLA	TROYCHAD	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
209621179	RAMIREZ	EDGAR	BHM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	36.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
209621179	RAMIREZ	EDGAR	BHM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
209621179	RAMIREZ	EDGAR	BHM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
286736330	RAMSEY	PEYTON	JAN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	LTSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
131807585	RAMSON	GINA	LIH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
279953549	RANDALL	SCOTT	MYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131725711	RATLIFF	RICK	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
173768150	RAYFORD	DEVIN	MEM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131701318	REED	DEVIN	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	49.00	LTSO
217242309	REED	GERALD	CNY	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
132042988	REESE	WILLIAM	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131944818	REEVES	KANDIDA	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.50	TSO
131944818	REEVES	KANDIDA	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131944818	REEVES	KANDIDA	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
131944818	REEVES	KANDIDA	COS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131944818	REEVES	KANDIDA	COS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131944818	REEVES	KANDIDA	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131944818	REEVES	KANDIDA	COS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
234735350	REID	BRITTANY	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
259889042	REID-PEOPLES	VIKI	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	27.00	LTSO
259889042	REID-PEOPLES	VIKI	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131730683	REILEY	WILLIAM	PWM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131730683	REILEY	WILLIAM	PWM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
131730683	REILEY	WILLIAM	PWM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
131730683	REILEY	WILLIAM	PWM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	41.00	TSO
131730683	REILEY	WILLIAM	PWM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
131730683	REILEY	WILLIAM	PWM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131730683	REILEY	WILLIAM	PWM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO

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131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131999796	REIMERS	CHRISTOPHER	HNL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131846503	REISLER	MICHAEL	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131846503	REISLER	MICHAEL	OAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
186352951	RENDON	TERRI	ACT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
236307538	REYNOLDS	BRENDA	DEN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.50	LTSO
236307538	REYNOLDS	BRENDA	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
236307538	REYNOLDS	BRENDA	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
236307538	REYNOLDS	BRENDA	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131554960	RICE	BELINDA	GTR	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO

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131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
131973568	RICHARDSON	ALLYN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131973568	RICHARDSON	ALLYN	OKC	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

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172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
172297030	RICHARDSON	LATISHIA	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	LTSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
172297030	RICHARDSON	LATISHIA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
278371487	RICKETTS	BRETT	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
131740714	RIDGEWAY	MELISSA	SLC	35-UNION/CONTRACT NEGOTIATION	24.00	MSTI
131740714	RIDGEWAY	MELISSA	SLC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
194339148	RIVERA COLLAZO	DANIEL	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
194339148	RIVERA COLLAZO	DANIEL	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
297527584	RIVERA MARTINEZ	JULIO	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
297527584	RIVERA MARTINEZ	JULIO	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
297527584	RIVERA MARTINEZ	JULIO	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.75	TSO
297527584	RIVERA MARTINEZ	JULIO	BTV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO

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297527584	RIVERA MARTINEZ	JULIO	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.75	TSO
283689529	ROBERSON	FRED	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
283689529	ROBERSON	FRED	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
283689529	ROBERSON	FRED	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
283689529	ROBERSON	FRED	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
236328681	ROBERTS	WALTER	GSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	6.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
164267989	ROBINSON	AURELIA	MDW	35-UNION/CONTRACT NEGOTIATION	6.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

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164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	TSO
164267989	ROBINSON	AURELIA	MDW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
134264114	ROBINSON-HINES	VERONICA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132032680	RODEBACK	DUSTIN	SLC	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131451492	RODRIGUEZ	CARLOS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	26.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131493460	RODRIGUEZ	DENISE	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131522274	RODRIGUEZ	MARTIN	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131864271	RODRIGUEZ	JOVAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131902167	RODRIGUEZ	DIANE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
190647081	RODRIGUEZ	DIANA	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
194339389	RODRIGUEZ	KARINA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	MSTI
194339389	RODRIGUEZ	KARINA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	MSTI
194339389	RODRIGUEZ	KARINA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.50	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	25.50	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.50	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.50	MSTI
194339389	RODRIGUEZ	KARINA	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	29.50	MSTI
194339389	RODRIGUEZ	KARINA	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	27.50	MSTI
224114942	ROGERS	JAMES	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
224114942	ROGERS	JAMES	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
224114942	ROGERS	JAMES	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131519240	ROLAND	ADAM	GPT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
263720290	ROMERO	CAROLYN	IPL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
263720290	ROMERO	CAROLYN	IPL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
263720290	ROMERO	CAROLYN	IPL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
140255168	RONQUILLO-CORRAL	LUIS	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
140255168	RONQUILLO-CORRAL	LUIS	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
140255168	RONQUILLO-CORRAL	LUIS	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
140255168	RONQUILLO-CORRAL	LUIS	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
140255168	RONQUILLO-CORRAL	LUIS	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.50	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	66.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.50	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.50	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131709232	ROOT	SEAN	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
207448626	ROSARIO	TIMOTHY	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
207448626	ROSARIO	TIMOTHY	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
207448626	ROSARIO	TIMOTHY	EWR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.50	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131961713	ROSE	ALBERT	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
240872328	ROSS	STEPHANIE	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	ESTI
240872328	ROSS	STEPHANIE	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	ESTI
240872328	ROSS	STEPHANIE	BTV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	ESTI
240872328	ROSS	STEPHANIE	BTV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	ESTI
240872328	ROSS	STEPHANIE	BTV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	ESTI
240872328	ROSS	STEPHANIE	BTV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
240872328	ROSS	STEPHANIE	BTV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	MSTI

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
178127555	ROTH	PAUL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
278355079	ROUADI	HAKIM	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
227908524	RUIZ	MICHAEL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
227908524	RUIZ	MICHAEL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
227908524	RUIZ	MICHAEL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
227908524	RUIZ	MICHAEL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
227908524	RUIZ	MICHAEL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
227908524	RUIZ	MICHAEL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
227908524	RUIZ	MICHAEL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
227908524	RUIZ	MICHAEL	SAV	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
168036358	RUSS	SARA	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.25	MSTI
168036358	RUSS	SARA	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	MSTI
168036358	RUSS	SARA	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
168036358	RUSS	SARA	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	MSTI
168036358	RUSS	SARA	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	MSTI
168036358	RUSS	SARA	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
170865243	RUSS	JALISSA	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
170865243	RUSS	JALISSA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
170865243	RUSS	JALISSA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
170865243	RUSS	JALISSA	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131893660	RUSSELL	JULIE	FSM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131893660	RUSSELL	JULIE	FSM	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
294383634	RUSSELL	LINDSEY	MYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131886816	SABATINO	MARGARET	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
303016162	SAMAD	SHAHHADA	BNA	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
303016162	SAMAD	SHAHHADA	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
189927704	SAMAROO	LYNN	MDW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131488595	SANCHEZ	CHERYL	MKL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
211959686	SANCHEZ	JAKE	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
211959686	SANCHEZ	JAKE	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
306121732	SANISLO	ANTHONY	EUG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
306121732	SANISLO	ANTHONY	EUG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
306121732	SANISLO	ANTHONY	EUG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131790394	SCAGLIONE	PAUL	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
284433080	SCHADLE	KAMI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
284433080	SCHADLE	KAMI	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
284433080	SCHADLE	KAMI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
284433080	SCHADLE	KAMI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
284433080	SCHADLE	KAMI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
284433080	SCHADLE	KAMI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
284433080	SCHADLE	KAMI	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

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131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131768886	SCHMIDT	ERICH	SBA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
227907128	SCHMIDT	JOHN	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
227907128	SCHMIDT	JOHN	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
227907128	SCHMIDT	JOHN	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131654759	SCHOREGGE	THOMAS	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	8.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

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131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	32.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	72.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	80.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	56.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	56.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	40.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	48.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	35-UNION/CONTRACT NEGOTIATION	16.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131654759	SCHOREGGE	THOMAS	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
162499626	SCHUMACHER	MARK	SYR	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.50	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
162499626	SCHUMACHER	MARK	SYR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
272227902	SCHUSTER	STEPHEN	MRY	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
187776239	SCOTT	KAREN	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
187776239	SCOTT	KAREN	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
187776239	SCOTT	KAREN	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
187776239	SCOTT	KAREN	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO
187776239	SCOTT	KAREN	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
164023905	SEPULVEDA	JOEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
164023905	SEPULVEDA	JOEL	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
277607020	SERRANO	LUIS	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
229406539	SHAIKH	MOHAMMAD	RSW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO

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131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131832019	SHERMAN	DAVID	PSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131832019	SHERMAN	DAVID	PSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
294389433	SHOOK	DANIEL	EYW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	LTSO
294389433	SHOOK	DANIEL	EYW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	LTSO
294389433	SHOOK	DANIEL	EYW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	LTSO
294389433	SHOOK	DANIEL	EYW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO

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294389433	SHOOK	DANIEL	EYW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131752161	SHOUP	KELLIE	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.25	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131752161	SHOUP	KELLIE	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.75	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131752161	SHOUP	KELLIE	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.25	TSO
131752161	SHOUP	KELLIE	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	13.75	TSO
131752161	SHOUP	KELLIE	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	TSO
131752161	SHOUP	KELLIE	TYS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131752161	SHOUP	KELLIE	TYS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131870556	SHUKER	JOSEPH	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
209626330	SILVA	NICOLIE	PHX	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
209626330	SILVA	NICOLIE	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	TSO

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208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.50	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.50	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.50	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.50	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.50	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.00	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
208170418	SIMMONS	MARQUITA	LGA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
208170418	SIMMONS	MARQUITA	LGA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
205248173	SIMONS	CHRISTIAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131720734	SIMPKINS	GREGORY	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
167332794	SINCLAIR	DANIEL	PQI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
167332794	SINCLAIR	DANIEL	PQI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131778701	SKELTON	RANDY	RDU	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.50	TSO
131499324	SMITH	REGINALD	GSO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131499324	SMITH	REGINALD	GSO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131499324	SMITH	REGINALD	GSO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131499324	SMITH	REGINALD	GSO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

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131786969	SMITH	QIANA	PVD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	9.25	LTSO
131786969	SMITH	QIANA	PVD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
131875566	SMITH	BRIAN	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	MSTI
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.50	TSO
176643884	SMITH	KEVIN	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.50	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	51.50	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
176643884	SMITH	KEVIN	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
176643884	SMITH	KEVIN	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
176643884	SMITH	KEVIN	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
176643884	SMITH	KEVIN	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
269108916	SMITH-BURKE	ANYESHKA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
269108916	SMITH-BURKE	ANYESHKA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	12.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	17.50	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.50	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.50	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.50	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	23.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	10.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	27.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.50	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	14.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	15.50	LTSO
131611322	SNIDER	MECHELL	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	51.00	LTSO
131611322	SNIDER	MECHELL	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	17.50	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
281443138	SOLOMON	VICTORIA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
281443138	SOLOMON	VICTORIA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
281443138	SOLOMON	VICTORIA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
281443138	SOLOMON	VICTORIA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
281443138	SOLOMON	VICTORIA	PHL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
281443138	SOLOMON	VICTORIA	PHL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.25	TSO
202263204	SOMERSALL	AISHA	STT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
308481825	SOMMERVILLE	SHERIEKA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
308481825	SOMMERVILLE	SHERIEKA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
308481825	SOMMERVILLE	SHERIEKA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
308481825	SOMMERVILLE	SHERIEKA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
137775003	SONNEE-MYRICKS JR	LEVONE	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
137775003	SONNEE-MYRICKS JR	LEVONE	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
137775003	SONNEE-MYRICKS JR	LEVONE	ABE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
269128542	SONTAG	MILDRED	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131553758	SOTO	EVELYN	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131553758	SOTO	EVELYN	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131553758	SOTO	EVELYN	JAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
132117712	SPADA	ANTHONY	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
132117712	SPADA	ANTHONY	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132117712	SPADA	ANTHONY	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131603060	SPAIN	ALEXANDER	SJC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
221736429	SPRINKLE	RICKY	MLB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
221736429	SPRINKLE	RICKY	MLB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
314703943	STANDARD	VINCYNTTA	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131591039	STARK	SUZANNE	ONT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
237794634	STEINER	JAIME	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
237794634	STEINER	JAIME	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132090563	STEVENS	CHAD	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	7.00	LTSO
132090563	STEVENS	CHAD	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
132090563	STEVENS	CHAD	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
132090563	STEVENS	CHAD	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
132090563	STEVENS	CHAD	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
276087262	STEWART	TONYA	OAJ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
276087262	STEWART	TONYA	OAJ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.50	LTSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
167329275	STILL	ALEXANDER	CHA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
167329275	STILL	ALEXANDER	CHA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
167329275	STILL	ALEXANDER	CHA	35-UNION/CONTRACT NEGOTIATION	32.00	TSO
167329275	STILL	ALEXANDER	CHA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
209624251	STOVER	JEREMY	EAR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
234715400	STREETER	ALSHARELL	SAV	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
288319841	STREHLOW	RICHARD	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	74.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	50.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
215772603	STRENGTH	ROBERT	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.25	TSO
132114293	SULLIVAN	JOHN	BGR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.25	TSO
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.25	TSO
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.25	TSO
132114293	SULLIVAN	JOHN	BGR	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.50	TSO
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132114293	SULLIVAN	JOHN	BGR	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.75	TSO
227158865	SUMINSKI	CHAD	PHX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
268325056	SYMES	JAMIELEE	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131491659	TAIJERON	JEREMY	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131491659	TAIJERON	JEREMY	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
164086291	TAMAYO	BRIAN	SBA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
165904074	TANG	GARLOUNG	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
165904074	TANG	GARLOUNG	OGG	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.50	TSO
131677309	TANNER	DUANE	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131677309	TANNER	DUANE	CVG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
220177094	TATUM	ARMANI	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131554374	TAYLOR	AISHA	ADQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	23.00	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.50	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
236340262	TAYLOR	GREGORY	CRW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
236340262	TAYLOR	GREGORY	CRW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.50	TSO
236340262	TAYLOR	GREGORY	CRW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
236340262	TAYLOR	GREGORY	CRW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
273770382	TAYLOR	BETTY	JAN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
273770382	TAYLOR	BETTY	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
273770382	TAYLOR	BETTY	JAN	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	15.00	TSO
131489388	TELLADO	RUBEN	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
131489388	TELLADO	RUBEN	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131489388	TELLADO	RUBEN	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
131489388	TELLADO	RUBEN	ORD	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
220216548	TETA JR	JOSEPH	PIT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132079763	THIEMAN	JEFFRE	AZA	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
132079763	THIEMAN	JEFFRE	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	LTSO
132079763	THIEMAN	JEFFRE	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
132079763	THIEMAN	JEFFRE	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
132079763	THIEMAN	JEFFRE	AZA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	LTSO
131454682	THOMAS	KIANA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
131454682	THOMAS	KIANA	DCA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	MSTI
131454682	THOMAS	KIANA	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	MSTI
131454682	THOMAS	KIANA	DCA	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	MSTI
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.50	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131712966	THOMAS	HYDRICK	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
164510928	THOMAS	GABRIEL	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
164510928	THOMAS	GABRIEL	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
164510928	THOMAS	GABRIEL	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
164510928	THOMAS	GABRIEL	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
164510928	THOMAS	GABRIEL	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
164510928	THOMAS	GABRIEL	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
164510928	THOMAS	GABRIEL	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
239350088	THOMAS	ROY	MCO	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO

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239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
239350088	THOMAS	ROY	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
261414100	THOMPSON III	BILLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
261414100	THOMPSON III	BILLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	13.50	TSO
261414100	THOMPSON III	BILLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
261414100	THOMPSON III	BILLY	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132023882	THORNTON	ANGELA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
132023882	THORNTON	ANGELA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	65.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

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131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	47.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131501884	THURSTON	MELANIE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131703778	TINER	BOBBY	DFW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
131703778	TINER	BOBBY	DFW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
276084159	TORRES	CYNTHIA	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
276084159	TORRES	CYNTHIA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
276084159	TORRES	CYNTHIA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
276084159	TORRES	CYNTHIA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
276084159	TORRES	CYNTHIA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
276084159	TORRES	CYNTHIA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
276084159	TORRES	CYNTHIA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
213471739	TREVIZO	ARIANA	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
213471739	TREVIZO	ARIANA	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	0.50	TSO
213471739	TREVIZO	ARIANA	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
209623405	TROTTER	JOSEPH	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
178908513	TRUJILLO	JONATHAN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
178908513	TRUJILLO	JONATHAN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
178908513	TRUJILLO	JONATHAN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
178908513	TRUJILLO	JONATHAN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
178908513	TRUJILLO	JONATHAN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131771787	TUCKER	TAYLOR	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	ESTI
178890277	TUCKER	KALEENA	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
178890277	TUCKER	KALEENA	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131604031	TURNER	ROBERT	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131604031	TURNER	ROBERT	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	3.00	TSO
131604031	TURNER	ROBERT	OGG	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	42.50	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	41.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131559273	UECKER	PAUL	DLH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
199335370	VARAO	FREDERICO	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
199335370	VARAO	FREDERICO	CHS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131496637	VASQUEZ	GILBERTO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

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232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	48.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	TSO
232446940	VASQUEZ	MARCO	LAX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
232446940	VASQUEZ	MARCO	LAX	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	28.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.75	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO

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131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	TSO
131947879	VEGA	EVA	TPA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131489794	VEGAS	LUIS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	10.00	TSO
131489794	VEGAS	LUIS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131489794	VEGAS	LUIS	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131526314	VIGLIOTTA	CLAUDIA	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131671184	VITEL	CHRISTINE	ORD	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	LTSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

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131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.75	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131714266	WADE	ANTOINETTE	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131951128	WADE	ASHLEI	DTW	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
131951128	WADE	ASHLEI	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131951128	WADE	ASHLEI	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
131951128	WADE	ASHLEI	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131951128	WADE	ASHLEI	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO
131951128	WADE	ASHLEI	DTW	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
131775025	WADE JR	WALLACE	SMF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131901111	WAGATSUMA	DAN	ITO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131901111	WAGATSUMA	DAN	ITO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131901111	WAGATSUMA	DAN	ITO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131901111	WAGATSUMA	DAN	ITO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
131971806	WAGNER	JENNIFER	BUF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.50	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	23.50	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	16.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.50	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.50	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	58.75	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.25	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.75	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	58.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	14.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.50	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.75	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	33.25	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	3.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	45.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.25	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	63.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	17.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	33.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	23.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	42.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	22.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	46.50	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	33.50	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	18.50	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	61.50	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	LTSO
209621266	WAGNER	MYLES	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
209621266	WAGNER	MYLES	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131902142	WAIAU	NATASHA	KOA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131549343	WALKER	ADRIENNE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	ETSO
131549343	WALKER	ADRIENNE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	ETSO
131549343	WALKER	ADRIENNE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	ETSO
131549343	WALKER	ADRIENNE	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	62.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	ETSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	80.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	64.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	72.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	ETSO
131549343	WALKER	ADRIENNE	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	56.00	ETSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131923963	WALLACE	EDWIN	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131449530	WANG	SHIERA LYNN	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131449530	WANG	SHIERA LYNN	GUM	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
290654896	WANG	ROSA	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
290654896	WANG	ROSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
290654896	WANG	ROSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
290654896	WANG	ROSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
290654896	WANG	ROSA	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.50	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	73.50	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131762934	WASHINGTON	NYRINE	SAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	27.50	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	59.50	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.75	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	35-UNION/CONTRACT NEGOTIATION	10.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.00	LTSO
131504308	WATKINS	AUBREY	STL	35-UNION/CONTRACT NEGOTIATION	10.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	38.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.50	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	58.75	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.25	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	19.50	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	22.75	LTSO
131504308	WATKINS	AUBREY	STL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	LTSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.50	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	67.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.50	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	76.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	75.50	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	77.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
236307548	WATTS	WILLIAM	PBI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	61.00	TSO
131459883	WEBB	HARRIET	MDW	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

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131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	25.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	37.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	15.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	20.00	TSO
131588140	WELLS	DONALD	MLI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131527514	WENNRICH	NANCY	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131527514	WENNRICH	NANCY	SAT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
145708008	WERTMAN III	JAMES	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.00	TSO
145708008	WERTMAN III	JAMES	LAS	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	TSO
145708008	WERTMAN III	JAMES	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
164407335	WESSELS	BRIAN	ABQ	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
164407335	WESSELS	BRIAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.00	TSO

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164407335	WESSELS	BRIAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	5.50	TSO
164407335	WESSELS	BRIAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
164407335	WESSELS	BRIAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
164407335	WESSELS	BRIAN	ABQ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
280674913	WEST	MELVINA	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
163969728	WESTIN	ALEKSANDR	ANC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
163969728	WESTIN	ALEKSANDR	ANC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO

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163969728	WESTIN	ALEKSANDR	ANC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
163969728	WESTIN	ALEKSANDR	ANC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
163969728	WESTIN	ALEKSANDR	ANC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
203805681	WHEELAN	KERRY-ANN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	TSO
203805681	WHEELAN	KERRY-ANN	FLL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	27.50	TSO
189925895	WHITE	TIFFANY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	LTSO
189925895	WHITE	TIFFANY	ORF	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
308479073	WHITE	KEITH	LAS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
308479073	WHITE	KEITH	LAS	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	13.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	27.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	18.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	9.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	35.50	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	29.50	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	11.50	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	19.50	LTSO

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132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.50	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	22.50	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	65.50	LTSO
132143244	WHITNEY	FEDRECIA	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	32.25	LTSO
231003746	WHITTSETTE	CIERRA	CLE	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131787686	WILLIAMS	ISAAC	CAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131787686	WILLIAMS	ISAAC	CAK	35-UNION/CONTRACT NEGOTIATION	24.00	LTSO
131787686	WILLIAMS	ISAAC	CAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	LTSO
131787686	WILLIAMS	ISAAC	CAK	35-UNION/CONTRACT NEGOTIATION	32.00	LTSO
131787686	WILLIAMS	ISAAC	CAK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
163995361	WILLIAMS	AMBER	BNA	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
173795973	WILLIAMS	CHARLES	JFK	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
201511928	WILLIAMS	AMELIA	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.25	LTSO
201511928	WILLIAMS	AMELIA	RIC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
203022871	WILLIAMS	EBONY	CMH	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	60.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131956212	WILSON	RAQUESHA	ATL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.50	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	55.50	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	62.25	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.75	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131956212	WILSON	RAQUESHA	ATL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	68.00	TSO
161456960	WILSON	BRIAN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
161456960	WILSON	BRIAN	OKC	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
192886733	WILSON	LAKISHA	ELP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
288295339	WINDING	GERALD	CLT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	40.00	LTSO
288295339	WINDING	GERALD	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.75	LTSO
288295339	WINDING	GERALD	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	LTSO
288295339	WINDING	GERALD	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	4.50	LTSO
288295339	WINDING	GERALD	CLT	37-UNION/ONGOING LMR ACT (11 PM TO 8 AM) WG-SHIFT-3	1.25	LTSO
288295339	WINDING	GERALD	CLT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	2.00	LTSO
131609698	WINES	GREGORY	ITO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO

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131609698	WINES	GREGORY	ITO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
131609698	WINES	GREGORY	ITO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131855194	WITHROW	HOWARD	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131855194	WITHROW	HOWARD	MCO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	71.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	52.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	79.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	70.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	78.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	48.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	44.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	41.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	69.50	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
131838325	WOLF	REBECCA	BOI	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	53.00	TSO
228672025	WOLF	KATHERINE	LEX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
228672025	WOLF	KATHERINE	LEX	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
132098795	WOLLABER	PAMELA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
132098795	WOLLABER	PAMELA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132098795	WOLLABER	PAMELA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132098795	WOLLABER	PAMELA	MHT	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
132098795	WOLLABER	PAMELA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
132098795	WOLLABER	PAMELA	MHT	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
132098795	WOLLABER	PAMELA	LEB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
132098795	WOLLABER	PAMELA	LEB	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.50	TSO
229401052	WOODS	SCOTT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	LTSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	LTSO
229401052	WOODS	SCOTT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	LTSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	20.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	7.50	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	30.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	42.50	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
229401052	WOODS	SCOTT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
229401052	WOODS	SCOTT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	14.00	TSO
229401052	WOODS	SCOTT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	11.00	TSO
229401052	WOODS	SCOTT	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	8.00	TSO
229401052	WOODS	SCOTT	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.50	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.25	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	TSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	19.50	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	22.50	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	5.50	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	28.00	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	1.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	28.50	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	24.00	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	13.50	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.00	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	27.50	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
293609641	WOODS	EMILY	MSP	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	8.00	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	12.00	TSO
293609641	WOODS	EMILY	MSP	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.50	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO

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170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
170149588	WORD	MITCHELL	DEN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	TSO
170871961	WRIGHT	REBECCA	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	TSO
170871961	WRIGHT	REBECCA	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	6.00	TSO
170871961	WRIGHT	REBECCA	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	0.50	TSO
170871961	WRIGHT	REBECCA	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	4.00	TSO
170871961	WRIGHT	REBECCA	IND	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
170871961	WRIGHT	REBECCA	IND	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
199343014	WRIGHT	GORDON	PVU	35-UNION/CONTRACT NEGOTIATION	24.00	TSO
199343014	WRIGHT	GORDON	PVU	35-UNION/CONTRACT NEGOTIATION	34.00	TSO
131494796	YANEZ	ROSA	BRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	6.50	TSO
131494796	YANEZ	ROSA	BRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
131494796	YANEZ	ROSA	BRO	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	31.75	TSO
299890142	YARBROUGH	RUSSELL	MTJ	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	56.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	64.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	16.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO

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Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	72.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
131760275	YOUNG JR	VERNON	JAN	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	80.00	LTSO
289070833	YOUNGWORTH	ALEX	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	24.00	TSO
289070833	YOUNGWORTH	ALEX	BOS	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	35.00	TSO
131526353	ZAPOR	ROBERT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.50	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LMR ACT (3:00PM TO MIDNIGHT) WG-SHIFT-2	2.50	TSO
131526353	ZAPOR	ROBERT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	23.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	29.50	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	39.25	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.50	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	40.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131526353	ZAPOR	ROBERT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	32.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	36.50	TSO
131526353	ZAPOR	ROBERT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	1.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131526353	ZAPOR	ROBERT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO

Official Time Hours For Bargaining Unit Employees (BUEs) in FY24

Empl-ID	Last Name	First Name	Airport	TC Code/Desc	Total Hours	BUE Pos.
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	54.00	TSO
131526353	ZAPOR	ROBERT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
131526353	ZAPOR	ROBERT	BDL	37-UNION/ONGOING LABOR MANAGEMENT RELATIONS(LMR) ACT	30.00	TSO
131526353	ZAPOR	ROBERT	BDL	38-UNION/GRIEVANCE/APPEAL REPRESENTATION	2.00	TSO
TOTAL:				**277,033.50**		

TAB 1.2

Costs Associated With CBA Negotiations

Negotiation Participant	AFGE or TSA	Negotiation Prep (June 5 -9 and 12 - 16, 2023)	Negotiations (June 19, 2023 - January 19, 2024)	**Total Negotiations Hours**	Annual Salary*	Hourly Salary (annual salary/2087)	**Cost of Negotiation Hours Spent**	Total travel costs for negotiations
Elisabeth Ambrozaitis	TSA	80	760	840	$197,957.00	$94.85	**$79,674.00**	$2,784.76
Ron Friedman	TSA	80	840	920	$132,368.00	$63.42	**$58,346.40**	$0.00
Lisa Baker-Amos	TSA	80	840	920	$197,957.00	$94.85	**$87,262.00**	$0.00
Rachel Viola	TSA	80	840	920	$175,515.00	$84.10	**$77,372.00**	$5,158.30
Jim Spriggs	TSA	80	840	920	$203,539.00	$97.53	**$89,727.60**	$8,781.84
Jerry Murphy	TSA	80	840	920	$172,874.00	$82.83	**$76,203.60**	$130.00
Lani Lownsbery	TSA	80	760	840	$115,749.00	$55.46	**$46,586.40**	$130.00
Tinashe Machona	TSA	0	80	80	$133,692.00	$64.06	**$5,124.80**	$0.00
Allyson Carter	TSA	80	840	920	$139,132.00	$66.67	**$61,336.40**	$1,400.00
Zephani Gatson	TSA	0	840	920	$154,872.00	$74.21	**$68,273.20**	$0.00
Barbara Williams	TSA	0	840	920	$172,874.00	$82.83	**$76,203.60**	$0.00
Natasha Marksberry	TSA	80	840	920	$133,704.00	$64.06	**$58,935.20**	$11,181.15
Jaclyn Roudabush	TSA	80	840	920	$136,180.00	$65.25	**$60,030.00**	$8,000.00
Donald Miano	TSA	80	656	736	$153,968.00	$73.77	**$54,294.72**	$6,630.58
Adam Ostrowssky	TSA	80	840	920	$156,074.00	$74.78	**$68,797.60**	$4,623.89
Grace Tilman	TSA	0	224	224	$166,572.00	$79.81	**$17,877.44**	$0.00
				12840			**$986,044.96**	**$48,820.52**
Hydrick Thomas	AFGE	80	840	920	$86,792.00	$41.59	**$38,262.80**	$7,400.00
Johnny Jones	AFGE	80	840	920	$68,155.00	$32.66	**$30,047.20**	$8,900.00
Thomas Schoregge	AFGE	80	840	920	$71,209.00	$34.12	**$31,390.40**	$4,500.00
John Hubert	AFGE	80	840	920	$66,952.00	$32.08	**$29,513.60**	$6,200.00
Mary Mancha	AFGE	80	840	920	$66,089.00	$31.67	**$29,136.40**	$8,900.00
Bobby Orozco, Jr.	AFGE	80	840	920	$70,545.00	$33.80	**$31,096.00**	$8,700.00
Joe Shuker	AFGE	80	840	920	$71,748.00	$34.38	**$31,629.60**	$6,700.00
Victor Payes	AFGE	80	840	920	$70,545.00	$33.80	**$31,096.00**	$8,900.00
				7360			**$252,172.00**	**$60,200.00**
						TOTAL:	**$1,238,216.96**	**$109,020.52**

***Note - Highlighed salaries are estimates.**

Costs Associated With CBA Negotiations

Negotiation Participant	AFGE or TSA	Hours for Negotiation Training (September 3 - 6, 2019)	Hours for Negotiation Prep (August 26 - 30, 2019)	Hours for 90 Day Negotiations (September 9 - December 9, 2019)	**Total Negotiations Hours**	Annual Salary*	Hourly Salary (annual salary/2087)	**Cost of Negotiation Hours Spent**	Total travel costs for negotiations
Lisa Baker-Amos	TSA	32	40	520	592	$165,744.00	$79.42	**$47,019.64**	$900.00
Alicia Elsetinow	TSA	32	40	520	592	$189,420.00	$90.76	**$53,729.92**	$25,295.55
Jim Spriggs	TSA	32	40	520	592	$163,969.00	$78.57	**$46,513.44**	$26,495.70
Kristie Jordan-Smith	TSA	32	40	520	592	$174,606.00	$83.66	**$49,526.72**	$26,112.64
Geoff Shearer	TSA	32	40	520	592	$155,592.00	$74.55	**$44,133.60**	$27,313.75
Kristen Landry	TSA	32	40	520	592	$165,744.00	$79.42	**$47,019.64**	$48.80
Chris Cook	TSA	32	40	520	592	$179,557.00	$86.03	**$50,929.76**	$22,116.24
Rich DiGiacomo	TSA	32	40	520	592	$179,557.00	$86.03	**$50,929.76**	$23,889.15
Susan Lane	TSA	32	40	520	592	$179,557.00	$86.03	**$50,929.76**	$724.40
Mendelssohn McLean	TSA	32	40	520	592	$179,557.00	$86.03	**$50,929.76**	$1,859.02
Jerry Murphy	TSA	32	40	520	592	$153,048.00	$73.33	**$43,411.36**	$28.00
Zephani Gatson	TSA	32	40	520	592	$125,806.00	$60.28	**$35,685.76**	$350.00
Allyson Carter	TSA	32	40	520	592	$85,867.00	$41.14	**$24,354.88**	$75.00
Jaclyn Roudabush	TSA	32	40	520	592	$96,979.00	$46.47	**$27,510.24**	$16,000.00
Barbara Williams	TSA	32	40	520	592	$153,048.00	$73.33	**$43,411.36**	$0.00
					8880			**$666,035.60**	**$171,208.25**
Hydrick Thomas	AFGE	32	40	520	592	$57,494.00	$27.55	**$16,309.60**	$22,000.00
Mac Johnson	AFGE	32	40	520	592	$55,324.00	$26.51	**$15,693.92**	$25,300.00
Johnny Jones	AFGE	32	40	520	592	$45,309.00	$21.71	**$12,852.32**	$28,300.00
Maxel Izquierdo	AFGE	32	40	520	592	$66,610.00	$31.92	**$18,896.64**	$21,450.00
John Hubert	AFGE	32	40	520	592	$42,662.00	$20.44	**$12,100.48**	$22,750.00
Mary Mancha	AFGE	32	40	520	592	$42,727.00	$20.47	**$12,118.24**	$23,500.00
Greg Biel	AFGE	32	40	520	592	$42,280.00	$20.26	**$11,993.92**	$21,500.00
Bobby Orozco	AFGE	32	40	520	592	$42,280.00	$20.26	**$11,993.92**	$3,500.00
Victor Payes	AFGE	32	40	520	592	$44,848.00	$21.49	**$12,722.08**	$26,500.00
Joe Shuker	AFGE	32	40	520	592	$55,324.00	$26.51	**$15,693.92**	$20,500.00
					5920			**$140,375.04**	**$215,300.00**
							TOTAL:	**$806,410.64**	**$386,508.25**

***Note - Highlighted salaries are estimates.**

Costs Associated With CBA Negotiations

Negotiation Participant	AFGE or TSA	Hours for Negotiations Training (Aug. 4 - 7, 2015)	Hours for Negotiations Prep (July 20-24 & 27-31, 2015; July 18-22, 2016)	Hours for 90 Day Negotiations (w/30 day extenstion) (Aug. 11, 2015 - Dec. 9, 2015	Hours for 45 Business Days Negotiations (after negative ratification vote) (Aug. 1, 2016 - Oct. 3, 2016)	**Total Negotiations Hours**	Annual Salary*	Hourly Salary (annual salary/2087)	**Cost of Negotiation Hours Spent**	Total travel costs for negotiations
Michael Rio	TSA	32	120	648	360	1160	$95,444.00	$45.73	**$53,046.80**	Not Available
Geoff Shearer	TSA	32	120	648	360	1160	$145,474.00	$69.70	**$80,852.00**	Not Available
Susan Lane	TSA	32	120	648	360	1160	$169,086.00	$81.02	**$93,983.20**	Not Available
Tom Reagan	TSA	32	120	648	360	1160	$109,952.00	$52.68	**$61,108.80**	Not Available
Michelle Nereng	TSA	32	120	648	360	1160	$151,452.00	$75.57	**$87,661.20**	Not Available
Michael Ellis	TSA	32	120	648	360	1160	$169,869.00	$81.39	**$94,412.40**	Not Available
Elisabeth Ambrozaitis	TSA	32	120	648	360	1160	$169,086.00	$81.02	**$93,983.20**	Not Available
Jim Spriggs	TSA	32	120	648	360	1160	$155,986.00	$74.74	**$86,698.40**	Not Available
Mendelssohn McLean	TSA	32	120	648	360	1160	$169,086.00	$81.02	**$93,983.20**	Not Available
Jennifer Ellison	TSA	32	120	648	360	1160	$173,490.00	$83.13	**$96,430.80**	Not Available
Sonya Gaither	TSA	32	120	648	360	1160	$141,471.00	$67.79	**$78,636.40**	Not Available
Jerry Murphy	TSA	32	120	648	360	1160	$141,471.00	$67.79	**$78,636.40**	Not Available
Timothy Bragstad	TSA	32	120	648	360	1160	$141,471.00	$67.79	**$78,636.40**	Not Available
Beth Walker	TSA	32	120	648	360	1160	$155,986.00	$74.74	**$86,698.40**	Not Available
Jose (Bill) Hernandez	TSA	32	120	648	360	400	$155,986.00	$74.74	**$29,896.00**	Not Available
Patrick Philbin	TSA	32	120	648	360	1160	$169,701.00	$83.31	**$96,639.60**	Not Available
						17800			**$1,291,303.20**	
Jerome Coleman	AFGE	32	120	648	360	1160	$40,956.00	$19.62	**$22,759.20**	Not Available
Mac Johnson	AFGE	32	120	648	360	1160	$51,449.00	$24.65	**$28,594.00**	Not Available
Vaughn Glenn	AFGE	32	120	648	360	1160	$51,449.00	$24.65	**$28,594.00**	Not Available
Hydrick Thomas	AFGE	32	120	648	360	1160	$53,758.00	$25.76	**$29,881.60**	Not Available
Alan Jackimowicz	AFGE	32	120	648	360	1160	$40,956.00	$19.62	**$22,759.20**	Not Available
Stacy Bodtmann	AFGE	32	120	648	360	1160	$40,956.00	$19.62	**$22,759.20**	Not Available
Joseph Shuker	AFGE	32	120	648	360	1160	$51,449.00	$24.65	**$29,594.00**	Not Available
						8120			**$184,941.20**	
								TOTAL:	**$1,476,244.40**	

***Note - Highlighted salaries are estimates.**

Costs Associated With CBA Negotiations

Negotiation Participant	AFGE or TSA	Hours for Negotiations Training (per Ground Rules)	Hours for Negotiations Prep (per Ground Rules)	Hours for 90 Day Negotiations w/30 day extenstion	**Total Negotiations Hours**	Annual Salary*	Hourly Salary (annual salary/2087)	**Cost of Negotiation Hours Spent**	Total travel costs for negotiations
Robert Ball	TSA	16	40	960	1016	$160,378.00	$76.85	$78,079.60	Not Available
Paul Leonard	TSA	16	40	960	1016	$145,943.00	$69.93	$71,048.88	Not Available
Starla Matthews	TSA	16	40	960	1016	$158,617.00	$76.00	$77,216.00	Not Available
Paul Ross	TSA	16	40	960	1016	$172,550.00	$82.68	$84,002.88	Not Available
Joe Taney	TSA	16	40	960	1016	$150,988.00	$72.35	$73,507.60	Not Available
Elisabeth Ambrozaitis	TSA	16	40	960	1016	$129,725.00	$62.16	$63,154.56	Not Available
Karen Hilliard	TSA	16	40	960	1016	$168,000.00	$80.50	$81,788.00	Not Available
Chad Bash	TSA	16	40	960	1016	$129,725.00	$62.16	$63,154.56	Not Available
Jim Spriggs	TSA	16	40	960	1016	$150,988.00	$72.35	$73,507.60	Not Available
Francine Kerner	TSA	16	40	960	1016	$172,550.00	$82.68	$84,002.88	Not Available
Jennifer Ellison	TSA	16	40	960	1016	$172,550.00	$82.68	$84,002.88	Not Available
Mendelssohn McLean	TSA	16	40	960	1016	$158,617.00	$76.00	$77,216.00	Not Available
Bob Allison	TSA	16	40	960	1016	$160,378.00	$76.85	$78,079.60	Not Available
					13208			**$988,761.04**	
Hydrick Thomas	AFGE	16	40	960	1016	$51,214.00	$24.54	$24,932.64	Not Available
Stacy Bodtmann	AFGE	16	40	960	1016	$37,718.00	$18.07	$18,359.12	Not Available
Alan Jackimowicz	AFGE	16	40	960	1016	$37,718.00	$18.07	$18,359.12	Not Available
Jerome Coleman	AFGE	16	40	960	1016	$37,718.00	$18.07	$18,359.12	Not Available
Brittney Hale	AFGE	16	40	960	1016	$37,718.00	$18.07	$18,359.12	Not Available
Kimberly Kraynak-Lambert	AFGE	16	40	960	1016	$51,214.00	$24.54	$24,932.64	Not Available
Robert McNeil	AFGE	16	40	960	1016	$49,873.00	$23.89	$24,272.24	Not Available
Eric Wood	AFGE	16	40	960	1016	$49,873.00	$23.89	$24,272.24	Not Available
					8128			**$171,846.24**	

TOTAL: **$1,160,607.28**

***Note - Highlighted salaries are estimates.**

TAB 1.3

Overview of Estimated Routine Arbitration Time Costs

Prior to January 2024, routine arbitration cases were handled by TSA Field Counsel at duty stations nationwide. Beginning in January 2024, routine arbitration cases were handled by the Chief Counsel's litigation division.

From January 2024 through the present, the litigation division handled 38 routine arbitration matters. As shown on the chart below, those 38 matters required at a total estimated time cost of 652 attorney hours and 214 witness hours, which averages to 17.16 attorney hours and 5.63 witness hours per case.

Human Capital has recorded 428 total arbitration matters reaching resolution. *See* Tab 1.5. Of those, eight cases were national-level matters and the remaining 420 were routine matters. *See* Tab 1.5 & Tab 1.6.*

Using the average estimated time costs from the most recent 38 routine arbitration cases, we can estimate that TSA has used the following total number of attorney and witness hours on routine arbitration cases:

Estimated attorney hours
17.16 hours x 420 cases = 7,207.20 hours

Estimated witness hours
5.63 hours x 420 cases = 2364.60 hours

* Tab 1.6 discloses ten national-level arbitrations, the first of which was an arbitration regarding ground-rules for negotiating a collective bargaining agreement that predates the database from which Tab 1.5 is drawn, and a second does not appear in Tab 1.5 because it has not been resolved.

CBA Arbitrations - 2024-2025

Arbitration Name	Grievance Subject	Date Opened	Date Closed	Estimated Attorney Hours	Estimated Witness Hours
AFGE v. TSA, BOS 22-00622	LOR regarding money exchanged between employees with questions about whether it was a loan	1/3/2024	10/21/2024	21.00	5.00
AFGE v. TSA, BOS 22-00454	LOR regarding parking a personal vehicle without a permit and sending an inappropriate text to a co-worker	1/3/2024	10/21/2024	21.00	5.00
AFGE v. TSA, EWN 23-00360	LOR regarding failing to follow checked baggage standard operating procedures	1/3/2024	6/28/2024	4.00	1.00
AFGE v. TSA, RDU 23-00712	AFGE Representative on behalf of 18 affected Bargaining Unit Employees (BUEs) alleged that TSA management violated Article 3, Section H(5) of the Collective Bargaining Agreement when it did not pay for 1-7 minutes of additional time after the end of a scheduled shift during which employees were attending a shift debriefing	1/10/2024	10/3/2024	1.50	0.00
AFGE v. TSA, PNS 23-00699	AFGE Representative alleges TSA management violated Article 4, Section C(1); Section D(6); and Section D(12) of the Collective Bargaining Agreement by refusing to allow participation in annual shift bid	1/18/2024		5.00	0.00
AFGE v. TSA, PNS 23-00807	AFGE Representative alleges that TSA management at PNS violated Article 4 Sections E.7.a and b of the Collective Bargaining Agreement (CBA), when it failed to make all days within the leave year available for bidding.	1/18/2024		15.00	8.00
AFGE v. TSA, MCO 23-00770	AFGE Representative alleges management violated Section 11.f.1 of the Determination when it failed to notify local President of an alleged formal discussion conducted with a Transportation Security Officer	2/24/2024		1.00	0.00
AFGE v. TSA, EWR 23-00529	Eight-day suspension for reporting for duty 5-14 minutes late on 6 separate occasions	5/1/2024		56.00	6.00
AFGE v TSA, RDU 23-00680	Fourteen-day suspension for unprofessional conduct on several occasions	5/2/2024	10/30/2024	30.00	12.00
AFGE v. TSA, CLT 23-00343	Seven-day suspension for inappropriate on two separate occasions involving	5/6/2024	10/30/2024	24.00	2.00
AFGE v. TSA, RDU 23-00201	Five-day suspension for Negligent Performance of Duties and Failure to Wear Protective Equipment	5/6/2024	10/29/2024	38.00	12.00
AFGE v. TSA, CRW 24-00051	Proposed 14-day suspension due to inappropriate comments during verbal altercation with a manager and inappropriate conduct in the presence of a passenger	6/12/2024	12/23/2024	80.00	50.00
AFGE v. TSA, RDU 23-00793	One-day AWOL	6/27/2024	9/27/2024	3.00	0.00
AFGE v. TSA, HNL 23-00984	Three-day suspension for being tardy on 5 separate occasions	7/19/2024	1/31/2025	45.00	15.00

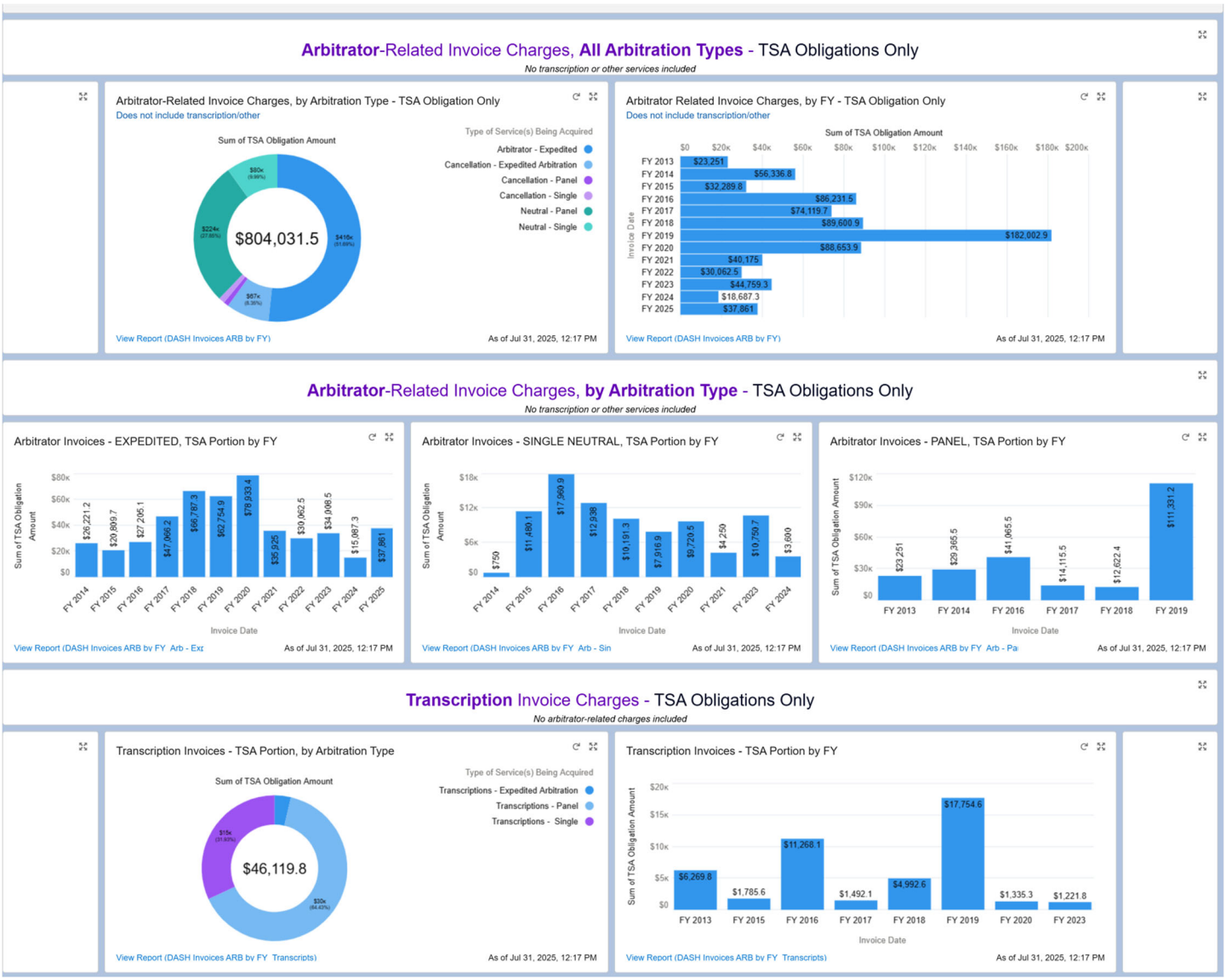
CBA Arbitrations - 2024-2025

Arbitration Name	Grievance Subject	Date Opened	Date Closed	Estimated Attorney Hours	Estimated Witness Hours
AFGE v. TSA, RDU 23-00967	Seven-day suspension for failure to follow instructions and inappropriate comments	8/5/2024		40.00	2.00
AFGE v. TSA, CHA 23-00377	Two-day suspension for failure to follow instructions and failure to follow standard operating procedures	8/21/2024	2/17/2025	32.00	4.00
AFGE v. TSA, LGA 23-00257	Ten-day suspension for inappropriate conduct	8/28/2024	11/23/2024	60.00	6.00
AFGE v. TSA, RDU 24-00353	Seven-day suspension for failure to follow instructions as well and being absent without leave	9/12/2024	1/1/2025	30.00	17.00
AFGE v. TSA, AVL 24-00095	Three-day suspension for inappropriate comments to a coworker	10/2/2024		8.50	2.50
AFGE v. TSA ILM 24-00678	AWOL for part of one shift	10/22/2024	2/24/2025	2.00	0.00
AFGE v. TSA, RDU 24-00419	Sick Leave Restriction due to a pattern of absences on the day before or after the employee's regularly scheduled day off	10/22/2024	2/20/2025	8.00	2.00
AFGE v. TSA, RDU 24-00430	Sick Leave Restriction due to a pattern of absences on the day before or after the employee's regularly scheduled day off	10/22/2024	2/20/2025	1.00	0.00
AFGE v. TSA, CRW 24-00558	Alleged failure to follow the CBA by not giving one pay period notice of 30-minute change to shift time	10/22/2024	2/20/2025	1.00	0.00
AFGE v. TSA, SMF 24-00393	Five-day suspension for inappropriate conduct	10/22/2024	2/1/2025	29.00	20.00
AFGE v. TSA RDU 24-00595	Alleged violation of the Collective Bargaining Agreement when management required employee to take a 30-minute break during the last two hours of an 8-hour shift	10/22/2024	2/20/2025	10.00	0.50
AFGE v. TSA DCA 24-00545	LOR due to failure to follow instructions, unprofessional conduct on two separate occasions, and violating TSA policy by printing out a page from the checkpoint Standard Operating Procedures without the proper authorization	11/2/2024	3/13/2025	15.00	4.00
AFGE v. TSA MSP 24-00433	Alleged violation of CBA due to After-Action Review of an incident leading to disciplinary proceedings	11/2/2024	3/13/2025	10.00	2.00
AFGE v. TSA EWR 24-00719	Fourteen-day suspension for inappropriate comments on two separate occasions	11/2/2024		2.00	0.00
AFGE v. TSA, LGA 24-00601	LOR due to failure to report a shift trade	11/2/2024		1.00	0.00
AFGE v. TSA, DCA 24-00684	Seven-day suspension for being absent without leave on 5 separate occasions and failing to follow instructions on 7 separate occasions	11/2/2024		10.00	24.00
AFGE v. TSA, JFK 24-00752	Fourteen-day suspension for being absent without leave on two separate occasions and failing to follow established leave procedures on 5 separate occasions	11/2/2024		1.00	0.00

CBA Arbitrations - 2024-2025

Arbitration Name	Grievance Subject	Date Opened	Date Closed	Estimated Attorney Hours	Estimated Witness Hours
AFGE v. TSA, OGG 24-00450	LOR for inappropriate comments	11/2/2024	1/29/2025	26.00	11.00
AFGE v. TSA, MSP 24-00279	Alleged violation of Weingarten rights and the CBA by not allowing union representative presence during a meeting to deliver medical forms	11/2/2024	12/4/2024	1.00	0.00
AFGE v. TSA, ATL 24-00076	LOR for unacceptable performance and conduct	12/20/2024	3/7/2025	10.00	3.00
AFGE v. TSA, BTV 24-00655	Dispute about shift bid process and whether employees have a "covered relationship"	1/28/2025		1.00	0.00
AFGE v. TSA, RSW 24-00920	Alleged failure to timely provide an employee with documents related to a disciplinary matter	2/6/2025		1.00	0.00
AFGE v. TSA, RSW 24-00683	Notice of uniform violation due to a neck tattoo	2/6/2025		6.00	0.00
AFGE v. TSA, BHM 24-00429	Five-day suspension for unauthorized absence and conduct unbecoming	7/28/2025		2.00	0.00
				TOTAL HOURS	
				652.00	**214.00**
				AVERAGE HOURS	
				17.16	**5.63**

TAB 1.4



TSA – Human Capital

TAB 1.5

Total Invoked Cases Proceeding through Resolution Since 2010

	Site	Case Number	Reason Case Closed	Case Closed Date
1	CLT	GRV-1030	Settlement Outside of Arb	10/29/2014
2	ORF	GRV-1165	Arbitrator's Decision	7/10/2014
3	EWR	GRV-1168	Arbitrator's Decision	10/21/2014
4	DAL	GRV-1213	Arbitrator's Decision	7/10/2014
5	CLT	GRV15-00014	Med/Arb Decision	5/4/2018
6	RDU	GRV15-00021	Med/Arb Decision	5/11/2018
7	DAL	GRV15-00043	Med/Arb Decision	5/14/2018
8	BHM	GRV15-00056	Settlement Outside of Arb	10/25/2016
9	CLT	GRV15-00131	Med/Arb Decision	5/14/2018
10	TYR	GRV15-00142	Med/Arb Decision	5/11/2018
11	JFK	GRV15-00190	Arbitrator's Decision	9/20/2017
12	RDU	GRV15-00230	Arbitrator's Decision	3/24/2016
13	AUS	GRV15-00408	Settlement Outside of Arb	9/12/2017
14	RDU	GRV15-00415	Settlement Outside of Arb	10/25/2016
15	MDW	GRV15-00886	Med/Arb Decision	5/14/2018
16	IAH	GRV15-01589	Settlement Outside of Arb	7/19/2017
17	LAX	GRV15-01862	Settlement Outside of Arb	1/9/2018
18	JFK	GRV15-02072	Settlement Outside of Arb	8/9/2017
19	BUR	GRV15-02077	Arbitrator's Decision	8/31/2017
20	IAD	GRV15-02107	Arbitrator's Decision	11/13/2017
21	TYS	GRV15-02180	Settlement Outside of Arb	1/16/2018
22	BOS	GRV16-00132	Settlement Outside of Arb	1/9/2018
23	DTW	GRV16-00195	Med/Arb Decision	5/11/2018
24	JFK	GRV16-00204	Med/Arb Decision	5/8/2018
25	DTW	GRV16-00299	Arbitrator's Decision	11/14/2017
26	JFK	GRV16-00418	Med/Arb Decision	5/8/2018
27	JFK	GRV16-00490	Settlement Outside of Arb	11/27/2017
28	ROA	GRV16-00507	Settlement Outside of Arb	9/20/2017
29	RDU	GRV16-00536	Settlement Outside of Arb	1/9/2018
30	TUL	GRV16-00651	Settlement Outside of Arb	8/9/2017
31		GRV16-00742	Settlement Outside of Arb	1/26/2018
32	OKC	GRV16-00781	Settlement Outside of Arb	8/9/2017
33	JFK	GRV16-00790	Settlement Outside of Arb	11/9/2017
34	JFK	GRV16-00868	Med/Arb Decision	5/14/2018
35	DTW	GRV16-00972	Settlement Outside of Arb	10/16/2017
36	JFK	GRV16-01038	Arbitrator's Decision	8/31/2017
37	IAH	GRV16-01073	Settlement Outside of Arb	2/26/2018
38	JFK	GRV16-01078	Med/Arb Decision	5/11/2018
39	ORF	GRV16-01079	Settlement Outside of Arb	1/9/2018
40	DFW	GRV16-01089	Settlement Outside of Arb	1/9/2018
41	IAH	GRV16-01155	Single Neutral Decision	1/9/2018
42	IAH	GRV16-01173	Arbitrator's Decision	12/7/2017
43	EWR	GRV16-01199	Arbitrator's Decision	5/22/2018
44	ORF	GRV16-01224	Med/Arb Decision	5/10/2018
45	EWR	GRV16-01254	Settlement Outside of Arb	1/26/2018

46	BNA	GRV16-01260	Arbitrator's Decision	1/26/2018
47	PDX	GRV16-01345	Settlement Outside of Arb	11/29/2017
48		GRV16-01364	Settlement Outside of Arb	4/16/2018
49	ORF	GRV16-01365	Settlement Outside of Arb	1/9/2018
50	BOS	GRV16-01368	Settlement Outside of Arb	12/18/2017
51	SNA	GRV16-01398	Settlement Outside of Arb	3/2/2018
52	DSM	GRV16-01424	Single Neutral Decision	11/9/2017
53	DFW	GRV16-01450	Arbitrator's Decision	12/7/2017
54	JQF	GRV16-01468	Arbitrator's Decision	2/8/2018
55	JFK	GRV16-01498	Med/Arb Decision	6/4/2019
56	JFK	GRV16-01508	Med/Arb Decision	6/4/2019
57	RDU	GRV16-01526	Arbitrator's Decision	1/26/2018
58	DFW	GRV16-01538	Settlement Outside of Arb	1/26/2018
59	JFK	GRV16-01542	Med/Arb Decision	6/5/2019
60	JFK	GRV16-01543	Med/Arb Decision	6/5/2019
61	JFK	GRV16-01555	Med/Arb Decision	6/5/2019
62	JFK	GRV16-01604	Med/Arb Decision	6/5/2019
63	ORF	GRV16-01643	Settlement Outside of Arb	11/28/2017
64	SAN	GRV16-01677	Med/Arb Decision	5/14/2018
65	CLT	GRV16-01684	Arbitrator's Decision	11/21/2017
66	LAX	GRV16-01709	Med/Arb Decision	5/14/2018
67	RDU	GRV16-01779	Arbitrator's Decision	1/9/2018
68	JFK	GRV16-01808	Med/Arb Decision	6/5/2019
69	JFK	GRV16-01809	Med/Arb Decision	6/5/2019
70	JFK	GRV16-01810	Med/Arb Decision	6/5/2019
71	JFK	GRV16-01811	Med/Arb Decision	6/5/2019
72	JFK	GRV16-01812	Med/Arb Decision	5/8/2018
73	JFK	GRV16-01818	Med/Arb Decision	5/7/2018
74	ORF	GRV16-01865	Settlement Outside of Arb	11/15/2017
75	AZA	GRV16-02558	Settlement Outside of Arb	6/13/2017
76		GRV16-02699	Panel Decision	10/18/2019
77	BOS	GRV16-02911	Arbitrator's Decision	1/9/2018
78	RDU	GRV16-03069	Arbitrator's Decision	8/23/2017
79	ORF	GRV16-03085	Settlement Outside of Arb	1/9/2018
80	GSP	GRV16-03155	Settlement Outside of Arb	11/29/2017
81	CLT	GRV16-03178	Settlement Outside of Arb	11/29/2017
82	DTW	GRV16-03209	Settlement Outside of Arb	8/9/2017
83	RDU	GRV16-03275	Arbitrator's Decision	11/13/2017
84	RDU	GRV16-03280	Settlement Outside of Arb	8/23/2017
85	GSP	GRV16-03288	Settlement Outside of Arb	11/29/2017
86	MFE	GRV-1657	Settlement Outside of Arb	6/15/2015
87	JFK	GRV17-00014	Med/Arb Decision	6/11/2019
88	GSP	GRV17-00036	Arbitrator's Decision	8/23/2017
89		GRV17-00059	Panel Decision	5/16/2018
90	JFK	GRV17-00078	Settlement Outside of Arb	4/9/2018
91	JFK	GRV17-00082	Med/Arb Decision	6/4/2019
92	EWR	GRV17-00092	Single Neutral Decision	7/9/2018

93	ORF	GRV17-00103	Settlement Outside of Arb	9/1/2017
94	MDW	GRV17-00111	Settlement Outside of Arb	11/9/2017
95	RDU	GRV17-00117	Settlement Outside of Arb	2/2/2018
96	ORF	GRV17-00119	Settlement Outside of Arb	10/20/2017
97	EWR	GRV17-00256	Arbitrator's Decision	4/17/2018
98	JFK	GRV17-00295	Settlement Outside of Arb	1/22/2020
99	JFK	GRV17-00321	Med/Arb Decision	6/11/2019
100	JFK	GRV17-00330	Arbitrator's Decision	6/13/2018
101	DSM	GRV17-00407	Settlement Outside of Arb	2/7/2019
102	RDU	GRV17-00499	Arbitrator's Decision	10/3/2018
103	FNT	GRV17-00518	Settlement Outside of Arb	7/24/2018
104	MYR	GRV17-00531	Med/Arb Decision	6/11/2019
105	JFK	GRV17-00547	Arbitrator's Decision	7/9/2018
106	DTW	GRV17-00548	Arbitrator's Decision	3/21/2018
107	RSW	GRV17-00667	Settlement Outside of Arb	7/24/2018
108	RDU	GRV17-00674	Settlement Outside of Arb	9/18/2019
109	JFK	GRV17-00718	Med/Arb Decision	6/5/2019
110	LAX	GRV17-00822	Settlement Outside of Arb	3/8/2019
111	ROA	GRV17-00868	Arbitrator's Decision	7/9/2018
112	JFK	GRV17-00894	Med/Arb Decision	6/5/2019
113	JFK	GRV17-00895	Med/Arb Decision	6/5/2019
114	JFK	GRV17-00896	Med/Arb Decision	6/5/2019
115	MFE	GRV17-00991	Settlement Outside of Arb	1/9/2018
116	DFW	GRV17-00997	Arbitrator's Decision	4/4/2019
117	CLT	GRV17-01005	Settlement Outside of Arb	2/6/2019
118	LAX	GRV17-01019	Arbitrator's Decision	12/6/2018
119	DTW	GRV17-01048	Settlement Outside of Arb	7/24/2018
120	CLT	GRV17-01049	Settlement Outside of Arb	8/23/2018
121	CHS	GRV17-01051	Settlement Outside of Arb	8/6/2018
122	LAX	GRV17-01095	Med/Arb Decision	6/11/2019
123	RDU	GRV17-01126	Settlement Outside of Arb	9/18/2019
124	JFK	GRV17-01159	Arbitrator's Decision	8/30/2018
125	JFK	GRV17-01241	Single Neutral Decision	7/17/2018
126	RDU	GRV17-01264	Arbitrator's Decision	4/4/2019
127	CLT	GRV17-01336	Med/Arb Decision	6/4/2019
128	OAJ	GRV17-01344	Settlement Outside of Arb	3/6/2019
129	CRW	GRV17-01345	Arbitrator's Decision	7/17/2018
130	LAX	GRV17-01349	Med/Arb Decision	6/11/2019
131	EWR	GRV17-01382	Single Neutral Decision	12/27/2019
132	LAX	GRV17-01405	Med/Arb Decision	6/4/2019
133	JQF	GRV17-01434	Med/Arb Decision	6/4/2019
134	SNA	GRV17-01439	Arbitrator's Decision	4/5/2019
135	LGB	GRV17-01488	Med/Arb Decision	6/4/2019
136	JFK	GRV17-01497	Arbitrator's Decision	9/7/2018
137	BOS	GRV17-01499	Arbitrator's Decision	10/17/2018
138	SBP	GRV17-01543	Med/Arb Decision	6/11/2019
139	RDU	GRV17-01546	Arbitrator's Decision	8/30/2018

140	RDU	GRV17-01571	Med/Arb Decision	6/5/2019
141	LAX	GRV17-01716	Arbitrator's Decision	3/1/2019
142	FAY	GRV17-01720	Med/Arb Decision	6/11/2019
143	ORF	GRV17-01729	Med/Arb Decision	6/5/2019
144	ORF	GRV17-01742	Arbitrator's Decision	5/1/2019
145	BOS	GRV17-01745	Med/Arb Decision	6/11/2019
146	HNL	GRV17-01747	Arbitrator's Decision	6/10/2019
147	BOS	GRV17-01795	Med/Arb Decision	6/4/2019
148	PIT	GRV17-01831	Arbitrator's Decision	4/5/2019
149	DFW	GRV17-01880	Med/Arb Decision	6/11/2019
150	FAY	GRV17-01993	Arbitrator's Decision	11/2/2018
151	RDU	GRV17-01995	Settlement Outside of Arb	9/18/2019
152	LAX	GRV17-02135	Settlement Outside of Arb	6/10/2019
153	CLT	GRV17-02148	Settlement Outside of Arb	6/14/2018
154	CLT	GRV17-02156	Settlement Outside of Arb	6/14/2018
155	LAX	GRV17-02216	Arbitrator's Decision	3/1/2019
156	PHX	GRV17-02340	Arbitrator's Decision	11/28/2018
157	RDU	GRV17-02464	Arbitrator's Decision	10/18/2019
158	DFW	GRV17-03010	Med/Arb Decision	6/5/2019
159	CLT	GRV17-03024	Arbitrator's Decision	3/1/2019
160	PWM	GRV17-03085	Arbitrator's Decision	12/30/2019
161	RDU	GRV17-03329	Arbitrator's Decision	10/23/2019
162	CLT	GRV17-03336	Arbitrator's Decision	3/1/2019
163	EWR	GRV17-03356	Settlement Outside of Arb	7/29/2019
164	DTW	GRV-1751	Settlement Outside of Arb	3/25/2015
165	TUL	GRV-1779	Settlement Outside of Arb	7/6/2015
166	LAX	GRV18-00018	Arbitrator's Decision	11/25/2019
167		GRV18-00066	Arbitrator's Decision	10/29/2019
168		GRV18-00088	Settlement Outside of Arb	11/26/2019
169		GRV18-00092	Arbitrator's Decision	12/30/2019
170		GRV18-00273	Arbitrator's Decision	12/12/2019
171		GRV18-00291	Settlement Outside of Arb	1/30/2020
172		GRV18-00324	Settlement Outside of Arb	9/19/2019
173		GRV18-00382	Arbitrator's Decision	12/9/2019
174	ONT	GRV18-00450	Settlement Outside of Arb	1/30/2020
175		GRV18-00470	Arbitrator's Decision	12/27/2019
176		GRV18-00485	Arbitrator's Decision	12/3/2019
177	HNL	GRV18-00506	Single Neutral Decision	8/21/2019
178	ORF	GRV18-00563	Arbitrator's Decision	12/17/2019
179		GRV18-00612	Arbitrator's Decision	12/12/2019
180	BOS	GRV18-00686	Arbitrator's Decision	12/18/2019
181	BOS	GRV18-00746	Arbitrator's Decision	12/18/2019
182	RDU	GRV18-00757	Settlement Outside of Arb	3/31/2020
183	ATL	GRV18-00885	Single Neutral Decision	11/20/2019
184	ORF	GRV18-00914	Arbitrator's Decision	12/30/2019
185		GRV18-00923	Arbitrator's Decision	12/18/2019
186		GRV18-01012	Arbitrator's Decision	1/16/2020

187		GRV18-01364	Arbitrator's Decision	8/19/2020
188		GRV18-01556	Arbitrator's Decision	9/2/2020
189		GRV18-01831	Arbitrator's Decision	12/13/2019
190		GRV18-01997	Arbitrator's Decision	7/21/2020
191		GRV18-02125	Arbitrator's Decision	10/9/2020
192		GRV18-02126	Arbitrator's Decision	1/19/2021
193		GRV18-02140	Arbitrator's Decision	11/26/2019
194	EWR	GRV-186	Settlement Outside of Arb	9/23/2014
195		GRV19-00046	Settlement Outside of Arb	11/25/2019
196	JAN	GRV19-00064	Arbitrator's Decision	9/28/2020
197		GRV19-00078	Arbitrator's Decision	9/28/2020
198		GRV19-00183	Arbitrator's Decision	7/21/2020
199	DLH	GRV19-00219	Arbitrator's Decision	11/26/2019
200	ORF	GRV19-00228	Settlement Outside of Arb	5/21/2020
201	BGR	GRV19-00257	Arbitrator's Decision	1/19/2021
202		GRV19-00311	Settlement Outside of Arb	9/8/2020
203		GRV19-00324	Arbitrator's Decision	7/21/2020
204		GRV19-00354	Arbitrator's Decision	12/23/2020
205		GRV19-00405	Arbitrator's Decision	12/2/2020
206		GRV19-00441	Settlement Outside of Arb	12/21/2020
207		GRV19-00499	Settlement Outside of Arb	11/25/2020
208		GRV19-00500	Arbitrator's Decision	12/9/2020
209	LAX	GRV19-00527	Settlement Outside of Arb	9/24/2020
210		GRV19-00644	Single Neutral Decision	12/18/2020
211		GRV19-00671	Arbitrator's Decision	9/28/2020
212		GRV19-00708	Arbitrator's Decision	9/28/2020
213		GRV19-00736	Settlement Outside of Arb	11/12/2021
214		GRV19-00747	Arbitrator's Decision	10/23/2020
215		GRV19-00812	Settlement Outside of Arb	9/15/2020
216		GRV19-00838	Arbitrator's Decision	12/2/2020
217		GRV19-00843	Arbitrator's Decision	11/25/2020
218		GRV19-00909	Arbitrator's Decision	12/18/2020
219	ORF	GRV19-00947	Arbitrator's Decision	1/5/2021
220		GRV19-00970	Arbitrator's Decision	12/9/2020
221		GRV19-01003	Settlement Outside of Arb	11/12/2021
222		GRV19-01127	Settlement Outside of Arb	3/2/2022
223	EGE	GRV19-01285	Settlement Outside of Arb	12/21/2020
224		GRV19-01292	Arbitrator's Decision	10/9/2020
225		GRV19-01324	Settlement Outside of Arb	11/12/2021
226		GRV19-01475	Arbitrator's Decision	12/30/2020
227		GRV19-01526	Settlement Outside of Arb	11/12/2021
228		GRV19-01538	Arbitrator's Decision	11/4/2020
229	RDU	GRV19-01565	Arbitrator's Decision	11/12/2021
230	EWR	GRV-194	Settlement Outside of Arb	9/26/2014
231	MCO	GRV-1978	Settlement Outside of Arb	5/26/2015
232	ORF	GRV20-00053	Arbitrator's Decision	12/30/2021
233	JFK	GRV20-00092	Settlement Outside of Arb	4/18/2022

234	SAN	GRV20-00114	Settlement Outside of Arb	11/12/2021
235		GRV20-00135	Arbitrator's Decision	3/2/2022
236		GRV20-00188	Arbitrator's Decision	11/12/2021
237	JFK	GRV20-00195	Arbitrator's Decision	2/8/2022
238	BWI	GRV20-00203	Settlement Outside of Arb	2/3/2022
239	LAX	GRV20-00220	Arbitrator's Decision	11/12/2021
240		GRV20-00242	Arbitrator's Decision	12/30/2021
241	DAL	GRV20-00287	Arbitrator's Decision	4/18/2022
242	DAL	GRV20-00289	Arbitrator's Decision	11/12/2021
243	ORF	GRV20-00317	Settlement Outside of Arb	4/6/2022
244	ATL	GRV20-00325	Settlement Outside of Arb	4/6/2022
245	MSP	GRV20-00335	Arbitrator's Decision	12/22/2021
246	RDU	GRV20-00399	Settlement Outside of Arb	8/3/2022
247	JFK	GRV20-00426	Arbitrator's Decision	1/30/2023
248	ILM	GRV20-00441	Settlement Outside of Arb	2/4/2022
249	JFK	GRV20-00443	Settlement Outside of Arb	4/29/2022
250	ILM	GRV20-00464	Arbitrator's Decision	12/17/2021
251	JFK	GRV20-00469	Arbitrator's Decision	11/22/2021
252	DAL	GRV20-00473	Arbitrator's Decision	11/12/2021
253	CHA	GRV20-00497	Settlement Outside of Arb	12/14/2021
254	EWR	GRV20-00524	Settlement Outside of Arb	11/12/2021
255	SNA	GRV20-00546	Arbitrator's Decision	3/4/2022
256	GSO	GRV20-00609	Arbitrator's Decision	2/3/2022
257	JFK	GRV20-00646	Settlement Outside of Arb	7/14/2022
258	JFK	GRV20-00666	Arbitrator's Decision	7/28/2022
259	IAD	GRV-2067	Arbitrator's Decision	4/28/2015
260	JQF	GRV21-00033	Arbitrator's Decision	11/15/2022
261	JFK	GRV21-00043	Settlement Outside of Arb	6/30/2022
262	ATL	GRV21-00072	Settlement Outside of Arb	4/6/2022
263	DAL	GRV21-00139	Arbitrator's Decision	12/6/2022
264	EWR	GRV21-00154	Settlement Outside of Arb	11/15/2022
265	RDU	GRV21-00180	Settlement Outside of Arb	4/26/2022
266	RSW	GRV21-00210	Arbitrator's Decision	7/15/2022
267	RDU	GRV21-00255	Settlement Outside of Arb	10/19/2022
268	BOS	GRV21-00276	Arbitrator's Decision	12/14/2022
269	DFW	GRV21-00287	Arbitrator's Decision	12/21/2022
270	MEM	GRV21-00364	Settlement Outside of Arb	12/12/2022
271	RDU	GRV21-00535	Settlement Outside of Arb	9/28/2022
272	RDU	GRV21-00583	Settlement Outside of Arb	8/31/2023
273	JFK	GRV21-00611	Settlement Outside of Arb	12/1/2022
274	ILM	GRV21-00616	Settlement Outside of Arb	11/15/2022
275	RDU	GRV21-00617	Settlement Outside of Arb	5/3/2023
276	LGA	GRV21-00651	Settlement Outside of Arb	9/26/2022
277	OAJ	GRV21-00712	Settlement Outside of Arb	8/24/2023
278	ILM	GRV21-00722	Settlement Outside of Arb	7/27/2023
279	SBA	GRV21-00732	Arbitrator's Decision	11/28/2022
280	CLT	GRV21-00852	Single Neutral Decision	5/16/2023

281	BOS	GRV21-00894	Arbitrator's Decision	12/27/2022
282	OGG	GRV22-00017	Arbitrator's Decision	8/2/2023
283	RDU	GRV22-00028	Settlement Outside of Arb	9/14/2023
284	CLT	GRV22-00029	Settlement Outside of Arb	9/14/2023
285	SGF	GRV22-00042	Settlement Outside of Arb	5/25/2023
286	ATL	GRV22-00076	Settlement Outside of Arb	12/16/2022
287	SGF	GRV22-00106	Arbitrator's Decision	6/30/2023
288	PGV	GRV22-00152	Settlement Outside of Arb	11/2/2023
289	JFK	GRV22-00157	Single Neutral Decision	6/12/2023
290	JFK	GRV22-00194	Settlement Outside of Arb	11/1/2023
291	DFW	GRV22-00221	Arbitrator's Decision	5/17/2023
292	ALB	GRV22-00234	Settlement Outside of Arb	10/18/2023
293	LGA	GRV22-00307	Settlement Outside of Arb	1/29/2024
294	BOS	GRV22-00326	Arbitrator's Decision	5/7/2024
295	IAD	GRV22-00375	Arbitrator's Decision	11/16/2023
296	MEM	GRV22-00519	Settlement Outside of Arb	11/5/2024
297	TYS	GRV22-00529	Settlement Outside of Arb	8/7/2023
298	BOS	GRV22-00569	Arbitrator's Decision	3/22/2024
299	BOS	GRV22-00622	Arbitrator's Decision	11/19/2024
300	RDU	GRV22-00706	Settlement Outside of Arb	7/1/2024
301	ILM	GRV22-00746	Settlement Outside of Arb	7/1/2024
302	RDU	GRV23-00201	Arbitrator's Decision	12/3/2024
303	LGA	GRV23-00257	Arbitrator's Decision	12/30/2024
304	EWN	GRV23-00360	Settlement Outside of Arb	7/31/2024
305	CHA	GRV23-00377	Arbitrator's Decision	3/6/2025
306	PWM	GRV23-00401	Single Neutral Decision	1/9/2024
307	BOS	GRV23-00454	Arbitrator's Decision	11/20/2024
308	RDU	GRV23-00533	Settlement Outside of Arb	7/1/2024
309	RDU	GRV23-00680	Arbitrator's Decision	11/13/2024
310	RDU	GRV23-00793	Settlement Outside of Arb	10/29/2024
311	HNL	GRV23-00984	Arbitrator's Decision	2/26/2025
312	CRW	GRV24-00051	Arbitrator's Decision	1/21/2025
313	RDU	GRV24-00353	Arbitrator's Decision	2/4/2025
314	SMF	GRV24-00393	Arbitrator's Decision	2/26/2025
315	RFD	GRV-2490	Settlement Outside of Arb	1/27/2015
316	PDX	GRV-2510	Arbitrator's Decision	7/7/2015
317	MDW	GRV-2563	Settlement Outside of Arb	12/30/2014
318	MSP	GRV-2577	Settlement Outside of Arb	6/18/2015
319	MFE	GRV-2778	Arbitrator's Decision	12/17/2015
320	ORF	GRV-2854	Arbitrator's Decision	10/23/2015
321	MSP	GRV-2878	Settlement Outside of Arb	5/4/2015
322	CLL	GRV-2986	Arbitrator's Decision	10/1/2015
323	SJC	GRV-3032	Arbitrator's Decision	4/22/2015
324	RSW	GRV-3203	Settlement Outside of Arb	4/22/2015
325	EWR	GRV-3284	Arbitrator's Decision	1/9/2015
326	EWR	GRV-330	Settlement Outside of Arb	10/7/2014
327	EWR	GRV-333	Settlement Outside of Arb	11/18/2014

328	EWR	GRV-334	Settlement Outside of Arb	9/23/2014
329	EWR	GRV-337	Settlement Outside of Arb	9/26/2014
330	MDW	GRV-3373	Settlement Outside of Arb	5/11/2015
331	EWR	GRV-3377	Settlement Outside of Arb	12/30/2014
332	EWR	GRV-340	Settlement Outside of Arb	11/14/2014
333	DTW	GRV-3561	Arbitrator's Decision	10/8/2015
334	DAL	GRV-3586	Settlement Outside of Arb	6/16/2015
335	EWR	GRV-360	Settlement Outside of Arb	9/23/2014
336	TYS	GRV-3631	Settlement Outside of Arb	1/30/2015
337	DFW	GRV-3668	Settlement Outside of Arb	10/23/2015
338	EWR	GRV-368	Settlement Outside of Arb	9/29/2014
339	EWR	GRV-374	Settlement Outside of Arb	10/7/2014
340	EWR	GRV-378	Settlement Outside of Arb	9/26/2014
341	EWR	GRV-386	Settlement Outside of Arb	9/23/2014
342	EWR	GRV-407	Settlement Outside of Arb	10/23/2014
343	EWR	GRV-408	Settlement Outside of Arb	9/26/2014
344		GRV-415	Settlement Outside of Arb	11/14/2014
345	EWR	GRV-476	Settlement Outside of Arb	11/14/2014
346	DAL	GRV-497	Settlement Outside of Arb	12/16/2014
347	EWR	GRV-503	Settlement Outside of Arb	11/14/2014
348	ORF	GRV-515	Settlement Outside of Arb	10/21/2014
349	SMF	GRV-5284	Settlement Outside of Arb	10/5/2016
350	RDU	GRV-5551	Settlement Outside of Arb	6/20/2016
351	DFW	GRV-5811	Arbitrator's Decision	6/28/2017
352	LAX	GRV-5884	Settlement Outside of Arb	8/2/2016
353	JFK	GRV-5901	Med/Arb Decision	5/11/2018
354	BHM	GRV-5974	Settlement Outside of Arb	6/20/2016
355	PIT	GRV-598	Arbitrator's Decision	8/15/2014
356	MCO	GRV-6160	Settlement Outside of Arb	2/29/2016
357	JFK	GRV-6177	Arbitrator's Decision	5/18/2016
358	MSP	GRV-6193	Settlement Outside of Arb	11/18/2016
359	LAX	GRV-6316	Settlement Outside of Arb	4/13/2017
360	JFK	GRV-6333	Settlement Outside of Arb	4/13/2017
361	BHM	GRV-635	Settlement Outside of Arb	8/21/2014
362	MCO	GRV-6356	Arbitrator's Decision	3/9/2016
363	EWR	GRV-6357	Settlement Outside of Arb	10/25/2016
364	PHF	GRV-6368	Settlement Outside of Arb	12/14/2016
365	JFK	GRV-6387	Med/Arb Decision	5/11/2018
366	MSP	GRV-6494	Settlement Outside of Arb	6/20/2016
367	LFT	GRV-6512	Arbitrator's Decision	4/24/2017
368	JFK	GRV-6519	Settlement Outside of Arb	12/5/2016
369	MSP	GRV-6537	Settlement Outside of Arb	6/20/2016
370	JFK	GRV-6546	Settlement Outside of Arb	6/20/2016
371	JFK	GRV-6562	Med/Arb Decision	5/11/2018
372	JFK	GRV-6618	Arbitrator's Decision	4/11/2016
373	LAX	GRV-6627	Settlement Outside of Arb	4/14/2017
374	MIA	GRV-6662	Settlement Outside of Arb	5/25/2016

375	DFW	GRV-6668	Settlement Outside of Arb	6/13/2017
376	MEM	GRV-6675	Settlement Outside of Arb	10/5/2016
377	JFK	GRV-6706	Settlement Outside of Arb	1/18/2017
378	JFK	GRV-6710	Med/Arb Decision	5/11/2018
379	JFK	GRV-6735	Settlement Outside of Arb	1/18/2017
380	HPN	GRV-6741	Settlement Outside of Arb	6/30/2017
381	RDU	GRV-6760	Arbitrator's Decision	3/22/2016
382	JFK	GRV-6892	Arbitrator's Decision	4/13/2017
383	CID	GRV-6899	Arbitrator's Decision	12/6/2016
384	MCO	GRV-7025	Arbitrator's Decision	4/13/2017
385	LAX	GRV-7026	Arbitrator's Decision	8/17/2016
386	JFK	GRV-7044	Med/Arb Decision	5/14/2018
387	MCO	GRV-7092	Arbitrator's Decision	4/13/2017
388	CVG	GRV-7146	Settlement Outside of Arb	2/19/2016
389	JFK	GRV-7154	Arbitrator's Decision	11/15/2016
390	MCO	GRV-7191	Arbitrator's Decision	12/14/2016
391	EWN	GRV-7212	Settlement Outside of Arb	6/14/2016
392	DTW	GRV-7348	Settlement Outside of Arb	10/25/2016
393	SBP	GRV-7349	Med/Arb Decision	5/14/2018
394	BUR	GRV-7460	Med/Arb Decision	5/14/2018
395	DAL	GRV-7472	Med/Arb Decision	5/11/2018
396	BOS	GRV-7535	Settlement Outside of Arb	10/25/2016
397	AVL	GRV-7547	Med/Arb Decision	5/11/2018
398	DAL	GRV-7554	Med/Arb Decision	5/8/2018
399	LAX	GRV-785	Arbitrator's Decision	5/28/2014
400	BHM	GRV-797	Settlement Outside of Arb	8/21/2014
401	ORF	GRV-847	Arbitrator's Decision	8/19/2014
402	EWR	GRV-898	Arbitrator's Decision	10/21/2014
403	EWR	GRVDRA-1140	Settlement Outside of Arb	12/2/2015
404		GRVDRA-122	Settlement Outside of Arb	12/4/2017
405	ORF	GRVDRA-1436	Settlement Outside of Arb	1/12/2017
406	RST	GRVDRA-1437	Settlement Outside of Arb	5/2/2017
407	ATL	GRVDRA-1458	Single Neutral Decision	5/29/2015
408	MCO	GRVDRA-1570	Single Neutral Decision	10/5/2015
409	MDW	GRVDRA-1626	Settlement Outside of Arb	6/20/2016
410	MIA	GRVDRA-1630	Single Neutral Decision	6/21/2016
411	PBI	GRVDRA-1665	Single Neutral Decision	11/20/2015
412		GRVDRA-1672	Panel Decision	8/5/2016
413	DTW	GRVDRA-1789	Settlement Outside of Arb	7/13/2016
414	CHO	GRVDRA-1812	Single Neutral Decision	4/27/2017
415	CHO	GRVDRA-1814	Single Neutral Decision	12/14/2016
416		GRVDRA-1856	Panel Decision	11/18/2016
417	TTN	GRVDRA-1918	Settlement Outside of Arb	5/1/2017
418		GRVDRA-196	Settlement Outside of Arb	8/21/2019
419		GRVDRA-198	Panel Decision	12/1/2015
420	LAX	GRVDRA-2098	Settlement Outside of Arb	4/28/2017
421	DTW	GRVDRA-2139	Single Neutral Decision	6/1/2016

422		GRVDRA-269	Panel Decision	3/18/2014
423	EWR	GRVDRA-313	Settlement Outside of Arb	6/26/2015
424	DTW	GRVDRA-396	Settlement Outside of Arb	7/20/2016
425	ATL	GRVDRA-688	Single Neutral Decision	9/17/2015
426	CVG	GRVDRA-718	Settlement Outside of Arb	9/24/2014
427	EWR	GRVDRA-893	Single Neutral Decision	3/22/2016
428	CLE	GRVDRA-896	Single Neutral Decision	10/13/2016

TAB 1.6

National-Level Arbitration Estimated Time Cost

TSA's National Resolution Center has recorded ten national-level arbitration matters:

	Arbitration Case Number	Date Invoked	Resolution Date
1	N/A (Ground Rules)	2011	2012
2	GRVDRA-269	10/16/2012	3/17/2014
3	GRVDRA-198	6/16/2014	10/9/2015
4	GRVDRA-1672	4/27/2015	7/25/2016
5	GRVDRA-196	4/30/2015	8/20/2019
6	GRVDRA-122	4/30/2015	10/12/2017
7	GRVDRA-1856	8/28/2015	10/12/2016
8	GRV16-00100	3/17/2016	N/A
9	GRV17-00059	5/11/2017	4/24/2018
10	GRV16-02699*	2/1/2018	9/16/2019

* TSA's overall defense of GRV16-02699 required full-time work by three attorneys and part-time effort by a fourth over twenty-eight pay periods, for a total of approximately 7,000 total attorney-hours devoted to that effort. This arbitration also culminated in a seven-day hearing occurring in October-November 2018 and February 2019, which necessitated an estimated twenty-five or more full days of witness time, to include time spent by senior leaders in TSA's offices of Security Operations and Finance & Administration.

TAB 1.7

Total Invoked Cases under Collective Bargaining Agreements since 2010

	Site	Case Number	Reason Case Closed	Case Closed Date
1	BHM	GRV-1024	DGO Decision	8/6/2013
2	ORF	GRV-1165	Arbitrator's Decision	7/10/2014
3	EWR	GRV-1168	Arbitrator's Decision	10/21/2014
4	DAL	GRV-1213	Arbitrator's Decision	7/10/2014
5	MDW	GRV-1144	DGO Decision	8/10/2013
6	MDW	GRV-1146	DGO Decision	8/10/2013
7	DSM	GRV-1161	DGO Decision	8/21/2013
8	JFK	GRV15-00190	Arbitrator's Decision	9/20/2017
9	RDU	GRV15-00230	Arbitrator's Decision	3/24/2016
10	ROA	GRV-120	Not Eligible	1/4/2013
11	BHM	GRV-1201	DGO Decision	9/26/2013
12	BUR	GRV15-02077	Arbitrator's Decision	8/31/2017
13	BHM	GRV-1274	DGO Decision	9/15/2013
14	IAD	GRV15-02107	Arbitrator's Decision	11/13/2017
15	DTW	GRV16-00299	Arbitrator's Decision	11/14/2017
16	MKE	GRV-1456	DGO Decision	12/23/2013
17	JFK	GRV16-01038	Arbitrator's Decision	8/31/2017
18	IAH	GRV16-01173	Arbitrator's Decision	12/7/2017
19	EWR	GRV16-01199	Arbitrator's Decision	5/22/2018
20	BNA	GRV16-01260	Arbitrator's Decision	1/26/2018
21	EWR	GRV15-00335	Failure to Pursue ARB	11/30/2018
22	DFW	GRV16-01450	Arbitrator's Decision	12/7/2017
23	JQF	GRV16-01468	Arbitrator's Decision	2/8/2018
24	RDU	GRV16-01526	Arbitrator's Decision	1/26/2018
25	DAL	GRV15-00160	DGO Decision	2/10/2016
26	CLT	GRV16-01684	Arbitrator's Decision	11/21/2017
27	DAL	GRV15-00195	DGO Decision	2/10/2016
28	JFK	GRV15-00207	DGO Decision	12/20/2015
29	SAN	GRV15-00227	DGO Decision	11/6/2015
30	LIH	GRV15-00228	DGO Decision	2/12/2016
31	RDU	GRV16-01779	Arbitrator's Decision	1/9/2018
32	JFK	GRV15-00242	DGO Decision	12/20/2015
33	BOS	GRV16-02911	Arbitrator's Decision	1/9/2018
34	EWR	GRV15-01457	Failure to Pursue ARB	11/30/2018
35	RDU	GRV16-03069	Arbitrator's Decision	8/23/2017
36	RDU	GRV16-03275	Arbitrator's Decision	11/13/2017
37	PHF	GRV15-00426	DGO Decision	12/14/2015
38	GSP	GRV17-00036	Arbitrator's Decision	8/23/2017
39	BWI	GRV15-00439	DGO Decision	3/15/2016
40	JFK	GRV15-00460	DGO Decision	12/20/2015
41	SPS	GRV15-00539	DGO Decision	2/10/2016
42	MSP	GRV15-00614	DGO Decision	11/17/2015
43	IAH	GRV15-00657	DGO Decision	2/10/2016
44	DFW	GRV15-00825	DGO Decision	2/10/2016

45	DFW	GRV15-00826	DGO Decision	2/10/2016
46	DAL	GRV15-00836	DGO Decision	2/10/2016
47	EWR	GRV17-00256	Arbitrator's Decision	4/17/2018
48	DAL	GRV15-01009	DGO Decision	2/10/2016
49	AUS	GRV15-01020	DGO Decision	1/5/2016
50	BUR	GRV15-01021	DGO Decision	2/10/2016
51	JFK	GRV17-00330	Arbitrator's Decision	6/13/2018
52	JFK	GRV15-01209	DGO Decision	3/8/2016
53	ORF	GRV16-00807	Failure to Pursue ARB	4/6/2018
54	RDU	GRV17-00499	Arbitrator's Decision	10/3/2018
55	PHF	GRV15-01689	DGO Decision	2/4/2016
56	JFK	GRV15-01787	DGO Decision	3/7/2016
57	JFK	GRV17-00547	Arbitrator's Decision	7/9/2018
58	DTW	GRV17-00548	Arbitrator's Decision	3/21/2018
59	ROA	GRV17-00868	Arbitrator's Decision	7/9/2018
60	DFW	GRV17-00997	Arbitrator's Decision	4/4/2019
61	JFK	GRV15-02063	DGO Decision	1/29/2016
62	LAX	GRV17-01019	Arbitrator's Decision	12/6/2018
63	JFK	GRV17-01159	Arbitrator's Decision	8/30/2018
64	JFK	GRV15-02102	DGO Decision	3/31/2016
65	ORF	GRV15-02103	DGO Decision	2/3/2016
66	RDU	GRV17-01264	Arbitrator's Decision	4/4/2019
67	JFK	GRV15-02110	DGO Decision	3/31/2016
68	JFK	GRV16-01094	Failure to Pursue ARB	11/30/2018
69	JFK	GRV15-02115	DGO Decision	2/8/2016
70	CRW	GRV17-01345	Arbitrator's Decision	7/17/2018
71	SNA	GRV17-01439	Arbitrator's Decision	4/5/2019
72	CID	GRV-1505	Not Eligible	11/1/2013
73	CLT	GRV-1598	DGO Decision	11/28/2013
74	SMF	GRV-1599	DGO Decision	4/17/2014
75	MFE	GRV16-00018	DGO Decision	2/24/2016
76	JFK	GRV16-00025	DGO Decision	3/31/2016
77	JFK	GRV17-01497	Arbitrator's Decision	9/7/2018
78	JFK	GRV16-00049	DGO Decision	2/12/2016
79	BOS	GRV17-01499	Arbitrator's Decision	10/17/2018
80	RDU	GRV17-01546	Arbitrator's Decision	8/30/2018
81	JFK	GRV16-00066	DGO Decision	2/12/2016
82	CHA	GRV16-00082	DGO Decision	3/22/2016
83		GRV16-00100	Invocation Withdrawn for ARB	6/29/2016
84	JFK	GRV16-00103	DGO Decision	5/31/2016
85	JFK	GRV16-00104	DGO Decision	5/31/2016
86	JFK	GRV16-00113	DGO Decision	3/7/2016
87	JFK	GRV16-00114	DGO Decision	3/7/2016
88	JFK	GRV16-00115	DGO Decision	3/31/2016
89	LAX	GRV17-01716	Arbitrator's Decision	3/1/2019
90	DAL	GRV16-00139	DGO Decision	2/16/2016

91	ORF	GRV17-01742	Arbitrator's Decision	5/1/2019
92	HNL	GRV17-01747	Arbitrator's Decision	6/10/2019
93	JFK	GRV16-00207	DGO Decision	4/21/2016
94	RSW	GRV16-00298	DGO Decision	4/8/2016
95	PIT	GRV17-01831	Arbitrator's Decision	4/5/2019
96	DFW	GRV16-00335	DGO Decision	3/21/2016
97	JFK	GRV16-00374	DGO Decision	6/23/2016
98	JFK	GRV16-00377	DGO Decision	6/10/2016
99	FAY	GRV17-01993	Arbitrator's Decision	11/2/2018
100	LAX	GRV17-02216	Arbitrator's Decision	3/1/2019
101	JFK	GRV16-00456	DGO Decision	5/31/2016
102	JFK	GRV16-00481	DGO Decision	5/5/2016
103	DFW	GRV16-00486	DGO Decision	4/19/2016
104	PHX	GRV17-02340	Arbitrator's Decision	11/28/2018
105	RDU	GRV17-02464	Arbitrator's Decision	10/18/2019
106	JFK	GRV16-00516	DGO Decision	6/10/2016
107	CLT	GRV17-03024	Arbitrator's Decision	3/1/2019
108	BOS	GRV16-00613	DGO Decision	5/23/2016
109	PWM	GRV17-03085	Arbitrator's Decision	12/30/2019
110	RDU	GRV17-03329	Arbitrator's Decision	10/23/2019
111	CLT	GRV17-03336	Arbitrator's Decision	3/1/2019
112	LAX	GRV16-00702	DGO Decision	5/10/2016
113	LAX	GRV18-00018	Arbitrator's Decision	11/25/2019
114		GRV18-00066	Arbitrator's Decision	10/29/2019
115		GRV18-00092	Arbitrator's Decision	12/30/2019
116	JFK	GRV16-00783	DGO Decision	6/23/2016
117		GRV18-00273	Arbitrator's Decision	12/12/2019
118	JFK	GRV16-01142	Failure to Pursue ARB	5/5/2020
119	CAE	GRV16-00842	DGO Decision	6/8/2016
120	MOB	GRV16-00850	DGO Decision	6/8/2016
121		GRV18-00382	Arbitrator's Decision	12/9/2019
122	DAL	GRV16-03187	Failure to Pursue ARB	7/27/2020
123	JFK	GRV16-00939	DGO Decision	6/27/2016
124	JFK	GRV16-00940	DGO Decision	6/27/2016
125	ORF	GRV16-00945	DGO Decision	7/20/2016
126	JFK	GRV16-00964	DGO Decision	7/8/2016
127	LAX	GRV16-00969	DGO Decision	6/20/2016
128		GRV18-00470	Arbitrator's Decision	12/27/2019
129	JFK	GRV16-01016	DGO Decision	7/25/2016
130	JFK	GRV16-01017	DGO Decision	7/25/2016
131	JFK	GRV16-01018	DGO Decision	7/25/2016
132	BNA	GRV16-01021	DGO Decision	7/5/2016
133		GRV18-00485	Arbitrator's Decision	12/3/2019
134	ORF	GRV18-00563	Arbitrator's Decision	12/17/2019
135		GRV18-00612	Arbitrator's Decision	12/12/2019
136	BOS	GRV18-00686	Arbitrator's Decision	12/18/2019

137	BOS	GRV18-00746	Arbitrator's Decision	12/18/2019
138	ORF	GRV18-00914	Arbitrator's Decision	12/30/2019
139	IAH	GRV17-00385	Failure to Pursue ARB	5/25/2018
140	JFK	GRV16-01099	DGO Decision	8/2/2016
141	ORF	GRV16-01125	DGO Decision	8/15/2016
142	JFK	GRV17-00555	Failure to Pursue ARB	5/24/2021
143	MIA	GRV17-00829	Failure to Pursue ARB	12/31/2020
144		GRV18-00923	Arbitrator's Decision	12/18/2019
145	JFK	GRV16-01166	DGO Decision	9/7/2016
146		GRV18-01012	Arbitrator's Decision	1/16/2020
147	JFK	GRV16-01169	DGO Decision	8/2/2016
148		GRV18-01364	Arbitrator's Decision	8/19/2020
149	JFK	GRV17-01322	Failure to Pursue ARB	11/16/2020
150		GRV18-01556	Arbitrator's Decision	9/2/2020
151		GRV18-01831	Arbitrator's Decision	12/13/2019
152		GRV18-01997	Arbitrator's Decision	7/21/2020
153	JFK	GRV16-01244	DGO Decision	9/1/2016
154	SAT	GRV16-01252	DGO Decision	8/24/2016
155		GRV18-02125	Arbitrator's Decision	10/9/2020
156		GRV18-02126	Arbitrator's Decision	1/19/2021
157	SYR	GRV17-01393	Failure to Pursue ARB	5/12/2020
158	ANC	GRV16-01320	DGO Decision	11/21/2016
159		GRV18-02140	Arbitrator's Decision	11/26/2019
160	SAN	GRV16-01355	DGO Decision	10/4/2016
161	JFK	GRV16-01359	DGO Decision	7/27/2018
162	JFK	GRV16-01361	DGO Decision	9/23/2016
163	JAN	GRV19-00064	Arbitrator's Decision	9/28/2020
164		GRV19-00078	Arbitrator's Decision	9/28/2020
165		GRV19-00183	Arbitrator's Decision	7/21/2020
166	DLH	GRV19-00219	Arbitrator's Decision	11/26/2019
167	JFK	GRV16-01382	DGO Decision	10/3/2016
168	KOA	GRV16-01385	DGO Decision	10/4/2016
169	ORF	GRV16-01390	DGO Decision	10/17/2016
170	BGR	GRV19-00257	Arbitrator's Decision	1/19/2021
171	ORF	GRV16-01420	DGO Decision	10/28/2016
172	EWR	GRV17-01565	Failure to Pursue ARB	11/30/2018
173		GRV19-00324	Arbitrator's Decision	7/21/2020
174		GRV19-00354	Arbitrator's Decision	12/23/2020
175	JFK	GRV16-01475	DGO Decision	12/5/2016
176	JFK	GRV16-01476	DGO Decision	12/5/2016
177	ORF	GRV16-01488	DGO Decision	10/7/2016
178		GRV19-00405	Arbitrator's Decision	12/2/2020
179		GRV19-00500	Arbitrator's Decision	12/9/2020
180	JFK	GRV16-01500	DGO Decision	9/25/2017
181	JFK	GRV16-01507	DGO Decision	9/25/2017
182		GRV19-00671	Arbitrator's Decision	9/28/2020

183		GRV19-00708	Arbitrator's Decision	9/28/2020
184	ORF	GRV16-01532	DGO Decision	11/22/2016
185		GRV19-00747	Arbitrator's Decision	10/23/2020
186		GRV19-00838	Arbitrator's Decision	12/2/2020
187		GRV19-00843	Arbitrator's Decision	11/25/2020
188		GRV19-00909	Arbitrator's Decision	12/18/2020
189	ORF	GRV19-00947	Arbitrator's Decision	1/5/2021
190		GRV19-00970	Arbitrator's Decision	12/9/2020
191		GRV19-01292	Arbitrator's Decision	10/9/2020
192	PHX	GRV16-01656	DGO Decision	11/28/2016
193		GRV19-01475	Arbitrator's Decision	12/30/2020
194	ELM	GRV16-01678	DGO Decision	2/7/2017
195		GRV19-01538	Arbitrator's Decision	11/4/2020
196	SAN	GRV16-01707	DGO Decision	12/13/2016
197	RDU	GRV19-01565	Arbitrator's Decision	11/12/2021
198	ORF	GRV16-01724	DGO Decision	10/31/2016
199	ORF	GRV20-00053	Arbitrator's Decision	12/30/2021
200		GRV20-00135	Arbitrator's Decision	3/2/2022
201		GRV20-00188	Arbitrator's Decision	11/12/2021
202	JFK	GRV20-00195	Arbitrator's Decision	2/8/2022
203	LAX	GRV20-00220	Arbitrator's Decision	11/12/2021
204		GRV20-00242	Arbitrator's Decision	12/30/2021
205	DAL	GRV20-00287	Arbitrator's Decision	4/18/2022
206	DAL	GRV20-00289	Arbitrator's Decision	11/12/2021
207	JFK	GRV16-01820	DGO Decision	11/23/2016
208	MSP	GRV20-00335	Arbitrator's Decision	12/22/2021
209	LAX	GRV16-02006	DGO Decision	11/23/2016
210	LAX	GRV16-02028	DGO Decision	12/7/2016
211	JFK	GRV16-02125	DGO Decision	5/9/2017
212	JFK	GRV16-02130	DGO Decision	5/30/2017
213	JFK	GRV16-02136	DGO Decision	11/30/2016
214	LAX	GRV16-02141	DGO Decision	11/15/2016
215	LAX	GRV16-02151	DGO Decision	11/15/2016
216	JFK	GRV20-00426	Arbitrator's Decision	1/30/2023
217	BWI	GRV16-02287	DGO Decision	10/2/2017
218	LAX	GRV16-02346	DGO Decision	11/23/2016
219	JFK	GRV16-02519	DGO Decision	12/9/2016
220	ILM	GRV20-00464	Arbitrator's Decision	12/17/2021
221		GRV16-02699	Panel Decision	10/18/2019
222	LAS	GRV16-02728	DGO Decision	1/4/2017
223	DTW	GRV16-02860	DGO Decision	1/19/2017
224	LGA	GRV17-01631	Failure to Pursue ARB	4/24/2020
225	JFK	GRV20-00469	Arbitrator's Decision	11/22/2021
226	JFK	GRV16-02927	DGO Decision	1/19/2017
227	IAH	GRV16-03005	DGO Decision	12/27/2016
228	DAL	GRV20-00473	Arbitrator's Decision	11/12/2021

229	JFK	GRV16-03075	DGO Decision	3/9/2017
230	SWF	GRV16-03078	DGO Decision	3/8/2017
231	SNA	GRV20-00546	Arbitrator's Decision	3/4/2022
232	JFK	GRV16-03144	DGO Decision	2/13/2017
233	LGA	GRV16-03145	DGO Decision	7/27/2017
234	GSO	GRV20-00609	Arbitrator's Decision	2/3/2022
235	JFK	GRV20-00666	Arbitrator's Decision	7/28/2022
236	BMI	GRV16-03180	DGO Decision	2/21/2017
237	EWR	GRV17-01896	Failure to Pursue ARB	3/16/2020
238	ORF	GRV16-03188	DGO Decision	1/25/2017
239	IAD	GRV-2067	Arbitrator's Decision	4/28/2015
240	JQF	GRV21-00033	Arbitrator's Decision	11/15/2022
241	LGA	GRV16-03248	DGO Decision	2/22/2017
242	SNA	GRV16-03251	DGO Decision	3/27/2017
243	JFK	GRV16-03256	DGO Decision	9/25/2017
244	DAL	GRV21-00139	Arbitrator's Decision	12/6/2022
245	RSW	GRV21-00210	Arbitrator's Decision	7/15/2022
246	BOS	GRV21-00276	Arbitrator's Decision	12/14/2022
247	DFW	GRV21-00287	Arbitrator's Decision	12/21/2022
248	MKE	GRV-1612	DGO Decision	12/19/2013
249	MSP	GRV-1654	DGO Decision	5/21/2014
250	SBA	GRV21-00732	Arbitrator's Decision	11/28/2022
251	BUR	GRV-1658	DGO Decision	12/26/2013
252	BOS	GRV21-00894	Arbitrator's Decision	12/27/2022
253	JFK	GRV17-00017	DGO Decision	7/10/2017
254	SNA	GRV17-00019	DGO Decision	3/21/2017
255	OGG	GRV22-00017	Arbitrator's Decision	8/2/2023
256	SGF	GRV22-00106	Arbitrator's Decision	6/30/2023
257	DFW	GRV22-00221	Arbitrator's Decision	5/17/2023
258	EWR	GRV17-00038	DGO Decision	2/23/2017
259		GRV17-00059	Panel Decision	5/16/2018
260	BOS	GRV22-00326	Arbitrator's Decision	5/7/2024
261	IAD	GRV22-00375	Arbitrator's Decision	11/16/2023
262	JFK	GRV17-03148	Failure to Pursue ARB	5/24/2021
263	BOS	GRV22-00569	Arbitrator's Decision	3/22/2024
264	LAX	GRV17-00110	DGO Decision	2/6/2017
265	BOS	GRV22-00622	Arbitrator's Decision	11/19/2024
266	RDU	GRV23-00201	Arbitrator's Decision	12/3/2024
267	LGA	GRV23-00257	Arbitrator's Decision	12/30/2024
268	JFK	GRV17-00219	DGO Decision	3/17/2017
269	JFK	GRV17-00221	DGO Decision	6/26/2017
270	CHA	GRV23-00377	Arbitrator's Decision	3/6/2025
271	BOS	GRV23-00454	Arbitrator's Decision	11/20/2024
272	RDU	GRV23-00680	Arbitrator's Decision	11/13/2024
273	HNL	GRV23-00984	Arbitrator's Decision	2/26/2025
274	CRW	GRV24-00051	Arbitrator's Decision	1/21/2025

275	RDU	GRV17-00341	DGO Decision	3/28/2017
276	JFK	GRV17-00365	DGO Decision	8/3/2017
277	RDU	GRV24-00353	Arbitrator's Decision	2/4/2025
278		GRV18-00359	Failure to Pursue ARB	11/30/2018
279	SMF	GRV24-00393	Arbitrator's Decision	2/26/2025
280	PDX	GRV-2510	Arbitrator's Decision	7/7/2015
281	ORF	GRV18-00599	Failure to Pursue ARB	3/8/2021
282	JFK	GRV17-00483	DGO Decision	5/5/2017
283	MFE	GRV-2778	Arbitrator's Decision	12/17/2015
284	ORF	GRV-2854	Arbitrator's Decision	10/23/2015
285	ANC	GRV17-00519	DGO Decision	3/27/2017
286	CLL	GRV-2986	Arbitrator's Decision	10/1/2015
287	SJC	GRV-3032	Arbitrator's Decision	4/22/2015
288	EWR	GRV-3284	Arbitrator's Decision	1/9/2015
289		GRV18-00772	Failure to Pursue ARB	5/17/2021
290	IAH	GRV17-00566	DGO Decision	5/2/2017
291	LGA	GRV17-00610	DGO Decision	5/4/2017
292	EWR	GRV17-00623	DGO Decision	5/8/2017
293	DTW	GRV-3561	Arbitrator's Decision	10/8/2015
294	DFW	GRV-5811	Arbitrator's Decision	6/28/2017
295	PIT	GRV-598	Arbitrator's Decision	8/15/2014
296	IAH	GRV17-00692	DGO Decision	5/22/2017
297	JFK	GRV17-00696	DGO Decision	5/4/2017
298	JFK	GRV17-00697	DGO Decision	5/8/2017
299	JFK	GRV17-00698	DGO Decision	5/8/2017
300	JFK	GRV-6177	Arbitrator's Decision	5/18/2016
301	ORF	GRV17-00703	DGO Decision	6/12/2017
302	BOS	GRV17-00705	DGO Decision	5/15/2017
303	BOS	GRV17-00707	DGO Decision	5/18/2017
304	MCO	GRV-6356	Arbitrator's Decision	3/9/2016
305	JFK	GRV17-00749	DGO Decision	5/30/2017
306	EWR	GRV17-00767	DGO Decision	6/19/2017
307	JFK	GRV17-00778	DGO Decision	8/7/2017
308	LFT	GRV-6512	Arbitrator's Decision	4/24/2017
309	EWR	GRV17-00788	DGO Decision	6/28/2017
310	JFK	GRV-6618	Arbitrator's Decision	4/11/2016
311	RDU	GRV-6760	Arbitrator's Decision	3/22/2016
312	JFK	GRV-6892	Arbitrator's Decision	4/13/2017
313		GRV18-01820	Failure to Pursue ARB	1/25/2022
314	CID	GRV-6899	Arbitrator's Decision	12/6/2016
315	MCO	GRV-7025	Arbitrator's Decision	4/13/2017
316	LAX	GRV-7026	Arbitrator's Decision	8/17/2016
317	MCO	GRV-7092	Arbitrator's Decision	4/13/2017
318	JFK	GRV-7154	Arbitrator's Decision	11/15/2016
319	MCO	GRV-7191	Arbitrator's Decision	12/14/2016
320	EWR	GRV17-00897	DGO Decision	8/2/2017

321	LAX	GRV-785	Arbitrator's Decision	5/28/2014
322	ORF	GRV-847	Arbitrator's Decision	8/19/2014
323	CLT	GRV18-02090	Failure to Pursue ARB	4/26/2021
324	EWR	GRV-898	Arbitrator's Decision	10/21/2014
325	AUS	GRV-1358	Failure to Pursue ARB	10/25/2016
326	DAL	GRV15-00311	Failure to Pursue ARB	2/9/2018
327	OKC	GRV15-00436	Failure to Pursue ARB	2/9/2018
328	RDU	GRV15-02045	Failure to Pursue ARB	2/9/2018
329	STL	GRV17-01013	DGO Decision	7/11/2017
330	JFK	GRV16-00059	Failure to Pursue ARB	5/28/2019
331	JFK	GRV16-00060	Failure to Pursue ARB	5/28/2019
332	MFE	GRV16-00440	Failure to Pursue ARB	10/11/2018
333	MSP	GRV16-00673	Failure to Pursue ARB	5/22/2018
334	JFK	GRV16-01162	Failure to Pursue ARB	5/28/2019
335	BOS	GRV17-01083	DGO Decision	8/8/2017
336	RIC	GRV16-01191	Failure to Pursue ARB	6/21/2018
337	EWR	GRV17-01122	DGO Decision	8/30/2017
338		GRV19-00175	Failure to Pursue ARB	5/24/2021
339	JFK	GRV16-01375	Failure to Pursue ARB	5/28/2019
340	ORF	GRV16-01493	Failure to Pursue ARB	2/9/2018
341	LAX	GRV19-00786	Failure to Pursue ARB	3/15/2021
342	LAX	GRV16-03273	Failure to Pursue ARB	2/22/2018
343	JFK	GRV17-00223	Failure to Pursue ARB	1/23/2020
344	LAX	GRV17-00666	Failure to Pursue ARB	3/8/2019
345	BUR	GRV17-00866	Failure to Pursue ARB	3/8/2019
346	DFW	GRV17-00963	Failure to Pursue ARB	2/26/2019
347	EWR	GRV17-01236	Failure to Pursue ARB	1/23/2020
348		GRV19-01044	Failure to Pursue ARB	4/19/2021
349	BDL	GRV17-01310	Failure to Pursue ARB	3/26/2019
350	BOS	GRV17-01281	DGO Decision	8/28/2017
351	EWR	GRV17-01284	DGO Decision	9/19/2017
352	BOS	GRV17-03299	Failure to Pursue ARB	1/23/2020
353	CLT	GRV17-03330	Failure to Pursue ARB	1/31/2019
354	JFK	GRV17-03345	Failure to Pursue ARB	1/23/2020
355	EWR	GRV-171	Failure to Pursue ARB	10/25/2016
356	LGA	GRV17-01314	DGO Decision	9/7/2017
357	JAN	GRV17-01315	DGO Decision	8/22/2017
358	BOS	GRV17-01316	DGO Decision	8/25/2017
359	BOS	GRV17-01317	DGO Decision	8/23/2017
360		GRV20-00009	Failure to Pursue ARB	1/11/2022
361	BOS	GRV18-00353	Failure to Pursue ARB	1/23/2020
362	ORF	GRV18-00588	Failure to Pursue ARB	1/23/2020
363		GRV18-00603	Failure to Pursue ARB	1/23/2020
364		GRV18-00604	Failure to Pursue ARB	1/23/2020
365	GSP	GRV18-00877	Failure to Pursue ARB	1/23/2020
366		GRV18-00881	Failure to Pursue ARB	1/23/2020

367		GRV18-00900	Failure to Pursue ARB	1/23/2020
368		GRV20-00027	Failure to Pursue ARB	5/24/2021
369		GRV18-00909	Failure to Pursue ARB	1/23/2020
370		GRV20-00093	Failure to Pursue ARB	5/24/2021
371		GRV18-00922	Failure to Pursue ARB	1/23/2020
372		GRV18-00988	Failure to Pursue ARB	2/3/2021
373	LGA	GRV17-01426	DGO Decision	9/14/2017
374		GRV18-01016	Failure to Pursue ARB	1/23/2020
375	BUF	GRV18-01225	Failure to Pursue ARB	2/3/2021
376		GRV18-01241	Failure to Pursue ARB	1/23/2020
377	BOS	GRV17-01463	DGO Decision	9/12/2017
378	SEA	GRV17-01479	DGO Decision	9/18/2017
379	CLT	GRV18-01265	Failure to Pursue ARB	1/23/2020
380	BOS	GRV17-01489	DGO Decision	9/8/2017
381	DFW	GRV18-02068	Failure to Pursue ARB	2/3/2021
382		GRV18-02087	Failure to Pursue ARB	2/3/2020
383	LGA	GRV17-01501	DGO Decision	9/28/2017
384	EWR	GRV17-01520	DGO Decision	10/6/2017
385	EWR	GRV-185	Failure to Pursue ARB	10/25/2016
386	BOS	GRV17-01542	DGO Decision	9/20/2017
387	EWR	GRV-189	Failure to Pursue ARB	10/25/2016
388		GRV19-00097	Failure to Pursue ARB	2/3/2021
389		GRV19-00112	Failure to Pursue ARB	2/3/2021
390	OKC	GRV17-01559	DGO Decision	10/27/2017
391		GRV20-00323	Failure to Pursue ARB	1/11/2022
392	BMI	GRV20-00354	Failure to Pursue ARB	7/15/2022
393		GRV19-00215	Failure to Pursue ARB	2/5/2021
394		GRV19-00321	Failure to Pursue ARB	2/3/2021
395		GRV20-00355	Failure to Pursue ARB	7/15/2022
396		GRV19-00507	Failure to Pursue ARB	2/5/2020
397		GRV19-00582	Failure to Pursue ARB	2/5/2020
398		GRV19-00594	Failure to Pursue ARB	2/5/2020
399		GRV19-00611	Failure to Pursue ARB	2/3/2021
400		GRV19-00616	Failure to Pursue ARB	2/3/2021
401		GRV19-00744	Failure to Pursue ARB	2/3/2020
402	ORF	GRV19-01556	Failure to Pursue ARB	1/13/2022
403	JFK	GRV17-01761	DGO Decision	1/31/2018
404	ORF	GRV20-00086	Failure to Pursue ARB	1/13/2022
405		GRV20-00108	Failure to Pursue ARB	1/13/2022
406		GRV20-00484	Failure to Pursue ARB	1/23/2023
407	DFW	GRV21-00176	Failure to Pursue ARB	1/23/2023
408	JFK	GRV21-00028	Failure to Pursue ARB	7/15/2022
409	ILM	GRV21-00273	Failure to Pursue ARB	1/23/2023
410	ISP	GRV21-00547	Failure to Pursue ARB	1/23/2023
411	LAX	GRV17-02011	DGO Decision	11/9/2017
412	BOS	GRV17-02033	DGO Decision	11/13/2017

413	LGA	GRV17-02049	DGO Decision	11/20/2017
414	CHO	GRV17-02059	DGO Decision	12/28/2017
415	CLT	GRV21-00853	Failure to Pursue ARB	10/23/2024
416	SGF	GRV21-00644	Failure to Pursue ARB	2/13/2023
417	TYR	GRV22-00313	Failure to Pursue ARB	2/5/2024
418	MCO	GRV-2357	Failure to Pursue ARB	10/25/2016
419	LAX	GRV17-02204	DGO Decision	11/28/2017
420	RSW	GRV-2380	Failure to Pursue ARB	10/25/2016
421	LAX	GRV17-02217	DGO Decision	11/28/2017
422	IAH	GRV17-02255	DGO Decision	11/28/2017
423	BOS	GRV17-02287	DGO Decision	11/20/2017
424	OKC	GRV17-02300	DGO Decision	12/4/2017
425	LAX	GRV17-02336	DGO Decision	11/28/2017
426	LGA	GRV24-00601	Failure to Pursue ARB	3/18/2025
427	LGA	GRV17-02397	DGO Decision	12/7/2017
428	LAX	GRV17-02407	DGO Decision	11/30/2017
429	AUS	GRV-3161	Failure to Pursue ARB	10/25/2016
430	JFK	GRV22-00360	Failure to Pursue ARB	6/30/2023
431	JFK	GRV17-02766	DGO Decision	1/17/2018
432	PHX	GRV17-02770	DGO Decision	1/11/2018
433	BOS	GRV17-02903	DGO Decision	12/13/2017
434	EWR	GRV-371	Failure to Pursue ARB	10/25/2016
435	EWR	GRV-381	Failure to Pursue ARB	10/25/2016
436	BOS	GRV17-03080	DGO Decision	12/11/2017
437	EWR	GRV-384	Failure to Pursue ARB	10/25/2016
438	BOS	GRV17-03124	DGO Decision	12/20/2017
439	MIA	GRV23-00011	Failure to Pursue ARB	4/7/2025
440	JFK	GRV17-03264	DGO Decision	3/29/2018
441	HPN	GRV17-03274	DGO Decision	2/16/2018
442	EWR	GRV-389	Failure to Pursue ARB	10/25/2016
443	EWR	GRV-390	Failure to Pursue ARB	10/25/2016
444	RIC	GRV-3905	Failure to Pursue ARB	10/25/2016
445	DAL	GRV-6406	Failure to Pursue ARB	2/9/2018
446	DAL	GRV-6483	Failure to Pursue ARB	10/11/2018
447	DAL	GRV-6484	Failure to Pursue ARB	10/11/2018
448	DAL	GRV-6613	Failure to Pursue ARB	10/11/2018
449	JFK	GRV-6823	Failure to Pursue ARB	2/9/2018
450	LAX	GRV-6939	Failure to Pursue ARB	2/9/2018
451	JFK	GRV-7102	Failure to Pursue ARB	2/9/2018
452	ORF	GRV-7308	Failure to Pursue ARB	5/22/2018
453	RDU	GRV-7461	Failure to Pursue ARB	10/5/2016
454	MCO	GRV-982	Failure to Pursue ARB	10/25/2016
455	DTW	GRV18-00020	DGO Decision	2/26/2018
456	JFK	GRV18-00063	DGO Decision	8/7/2018
457	JFK	GRV18-00064	DGO Decision	8/7/2018
458	EWR	GRV-1070	Ineligible for ARB	7/17/2013

459	EWR	GRV-1079	Ineligible for ARB	7/19/2013
460	EWR	GRV-1446	Ineligible for ARB	12/31/2013
461	EWR	GRV18-00093	DGO Decision	3/6/2018
462	JFK	GRV15-01172	Ineligible for ARB	10/24/2016
463	MFE	GRV18-00175	DGO Decision	3/26/2018
464	EWR	GRV23-00137	Failure to Pursue ARB	1/10/2024
465	JFK	GRV15-02176	Ineligible for ARB	9/20/2017
466	JFK	GRV16-00046	Ineligible for ARB	9/20/2017
467	JFK	GRV18-00283	DGO Decision	3/12/2018
468	JFK	GRV16-01554	Ineligible for ARB	3/8/2018
469	DAY	GRV18-00300	DGO Decision	6/28/2018
470	LGA	GRV16-02160	Ineligible for ARB	2/5/2018
471	GEG	GRV23-00290	Failure to Pursue ARB	12/5/2024
472	JFK	GRV17-00032	Ineligible for ARB	3/8/2018
473	GRK	GRV18-00356	DGO Decision	5/1/2018
474	CHA	GRV23-00554	Failure to Pursue ARB	5/17/2024
475	JFK	GRV18-00381	DGO Decision	8/7/2018
476	JFK	GRV17-00033	Ineligible for ARB	3/8/2018
477	RDU	GRV23-00574	Failure to Pursue ARB	11/21/2024
478	HQ-ES-HC	GRV17-00428	Ineligible for ARB	10/19/2017
479	JFK	GRV18-00456	DGO Decision	9/24/2018
480	JFK	GRV18-00457	DGO Decision	9/24/2018
481	EWR	GRV18-00460	DGO Decision	4/26/2018
482	EWR	GRV17-00782	Ineligible for ARB	12/18/2017
483	EWR	GRV17-00877	Ineligible for ARB	10/19/2017
484	EWR	GRV18-00498	DGO Decision	5/30/2018
485	RDU	GRV23-00610	Failure to Pursue ARB	11/21/2024
486	PNS	GRV23-00699	Failure to Pursue ARB	2/27/2025
487	MCO	GRV23-00770	Failure to Pursue ARB	2/27/2025
488	EWR	GRV17-00998	Ineligible for ARB	3/6/2018
489	JFK	GRV18-00557	DGO Decision	9/24/2018
490	EWR	GRV17-01129	Ineligible for ARB	3/6/2018
491	PNS	GRV23-00807	Failure to Pursue ARB	2/27/2025
492	BOS	GRV18-00578	DGO Decision	5/4/2018
493	EWR	GRV17-01190	Ineligible for ARB	3/6/2018
494	ORD	GRVDRA-1519	Failure to Pursue ARB	11/12/2021
495	MKE	GRV17-01309	Ineligible for ARB	2/5/2018
496	AGS	GRV17-01323	Ineligible for ARB	5/21/2018
497	EWR	GRV17-01377	Ineligible for ARB	3/6/2018
498	JFK	GRV18-00616	DGO Decision	8/27/2018
499	LGA	GRVDRA-1524	Failure to Pursue ARB	11/12/2021
500	EWR	GRV17-01582	Ineligible for ARB	2/5/2018
501	JFK	GRV17-03295	Ineligible for ARB	12/12/2018
502	ATL	GRV18-00688	DGO Decision	10/5/2018
503	GSP	GRV18-00713	DGO Decision	7/16/2018
504	BOS	GRV18-00729	DGO Decision	7/31/2018

505	BOS	GRV17-03350	Ineligible for ARB	7/11/2018
506	DTW	GRVDRA-1726	Failure to Pursue ARB	2/25/2016
507	JFK	GRV18-00759	DGO Decision	11/7/2018
508	JFK	GRV18-00766	DGO Decision	10/22/2018
509	BOS	GRV18-00770	DGO Decision	8/15/2018
510	DTW	GRVDRA-1727	Failure to Pursue ARB	2/25/2016
511	EWR	GRV-175	Ineligible for ARB	3/8/2013
512	JFK	GRV18-00815	DGO Decision	8/3/2018
513	EWR	GRV18-00851	DGO Decision	9/28/2018
514	LGB	GRV18-00869	DGO Decision	9/18/2018
515	JFK	GRV18-00870	DGO Decision	7/20/2018
516	LAX	GRV18-00871	DGO Decision	9/7/2018
517		GRV18-00541	Ineligible for ARB	12/12/2018
518		GRV19-00271	Ineligible for ARB	12/16/2019
519	ORF	GRV18-00884	DGO Decision	8/10/2018
520	LAX	GRVDRA-1733	Failure to Pursue ARB	3/11/2016
521	JFK	GRV18-00890	DGO Decision	7/24/2018
522	CLT	GRV18-00894	DGO Decision	8/24/2018
523	ATL	GRV19-00673	Ineligible for ARB	11/21/2019
524	EWR	GRV-2700	Ineligible for ARB	5/14/2014
525	BIS	GRV18-00911	DGO Decision	8/23/2018
526	BIS	GRV18-00912	DGO Decision	8/23/2018
527	EWR	GRV-2713	Ineligible for ARB	4/17/2014
528	EWR	GRV-2722	Ineligible for ARB	4/22/2014
529	EWR	GRV-2723	Ineligible for ARB	4/22/2014
530	JFK	GRV18-00950	DGO Decision	11/9/2018
531	EWR	GRV-2724	Ineligible for ARB	4/22/2014
532	DFW	GRV18-00991	DGO Decision	8/29/2018
533	EWR	GRV-2725	Ineligible for ARB	4/22/2014
534	JFK	GRV18-01014	DGO Decision	11/15/2018
535	EWR	GRV-2785	Ineligible for ARB	5/9/2014
536	LAX	GRV18-01028	DGO Decision	9/7/2018
537	ACK	GRV18-01063	DGO Decision	10/11/2018
538	JFK	GRV18-01105	DGO Decision	9/24/2018
539	EWR	GRV-2786	Ineligible for ARB	5/9/2014
540	BOS	GRV18-01173	DGO Decision	10/29/2018
541	GRK	GRV18-01186	DGO Decision	11/13/2018
542	EWR	GRV-2797	Ineligible for ARB	5/13/2014
543	ORD	GRV-3133	Ineligible for ARB	6/23/2014
544	MSP	GRV-3205	Ineligible for ARB	7/3/2014
545	ORF	GRV18-01290	DGO Decision	11/15/2018
546	DFW	GRV-3338	Ineligible for ARB	10/15/2014
547	JFK	GRV-3499	Ineligible for ARB	10/10/2014
548	BUR	GRVDRA-1737	Failure to Pursue ARB	2/16/2016
549	DFW	GRV18-01457	DGO Decision	12/17/2018
550	AUS	GRV-3673	Ineligible for ARB	9/24/2014

551	CLT	GRV18-01697	DGO Decision	12/6/2018
552	DTW	GRVDRA-1756	Failure to Pursue ARB	2/25/2016
553	LAX	GRVDRA-1776	Failure to Pursue ARB	3/11/2016
554	JFK	GRV-3686	Ineligible for ARB	9/22/2014
555	MBS	GRV-3758	Ineligible for ARB	9/10/2014
556	DSM	GRV-5198	Ineligible for ARB	11/19/2014
557	CLL	GRV18-02081	DGO Decision	1/29/2019
558	DAL	GRV-5239	Ineligible for ARB	11/18/2014
559	LAX	GRVDRA-1778	Failure to Pursue ARB	3/11/2016
560	LAX	GRV-5519	Ineligible for ARB	12/18/2014
561	MCO	GRV-6375	Ineligible for ARB	11/18/2015
562	DAL	GRV-6640	Ineligible for ARB	11/10/2015
563	DFW	GRV-6872	Ineligible for ARB	11/10/2015
564	ABQ	GRV-1823	DGO Decision	12/19/2013
565	EWR	GRV-1839	DGO Decision	3/12/2014
566	TUL	GRV-7023	Ineligible for ARB	11/17/2015
567	DAL	GRV-7257	Ineligible for ARB	11/18/2015
568	DAL	GRV-7426	Ineligible for ARB	1/6/2016
569	TLH	GRVDRA-2130	Failure to Pursue ARB	6/10/2016
570	BOS	GRV-7534	Ineligible for ARB	3/29/2016
571	PBI	GRV-765	Ineligible for ARB	5/29/2013
572	RDU	GRV15-00107	Invocation Withdrawn for ARB	3/1/2018
573	GRK	GRV15-01815	Invocation Withdrawn for ARB	5/14/2018
574	ORF	GRV15-01954	Invocation Withdrawn for ARB	9/1/2017
575	JFK	GRV19-00168	DGO Decision	5/29/2019
576	ORF	GRVDRA-2178	Failure to Pursue ARB	3/1/2016
577	TUS	GRV16-00621	Invocation Withdrawn for ARB	8/1/2017
578	JFK	GRV16-00782	Invocation Withdrawn for ARB	11/9/2017
579	RDU	GRV16-01047	Invocation Withdrawn for ARB	5/16/2017
580	JFK	GRV16-01168	Invocation Withdrawn for ARB	4/27/2018
581	JFK	GRV16-01804	Invocation Withdrawn for ARB	5/9/2019
582	JFK	GRV16-03236	Invocation Withdrawn for ARB	5/9/2019
583	RAP	GRV17-00379	Invocation Withdrawn for ARB	3/23/2018
584	PBI	GRV17-00700	Invocation Withdrawn for ARB	10/19/2018
585	PIT	GRV17-00811	Invocation Withdrawn for ARB	8/7/2018
586	DSM	GRV17-00819	Invocation Withdrawn for ARB	5/9/2019
587	DFW	GRV17-00900	Invocation Withdrawn for ARB	5/9/2019
588	JFK	GRV17-00926	Invocation Withdrawn for ARB	5/9/2019
589	PHL	GRV17-01032	Invocation Withdrawn for ARB	5/9/2019
590	ATL	GRV17-01196	Invocation Withdrawn for ARB	9/17/2018
591	JFK	GRV17-01219	Invocation Withdrawn for ARB	5/9/2019
592	JFK	GRV17-01224	Invocation Withdrawn for ARB	5/9/2019
593	LAX	GRV19-00444	DGO Decision	6/28/2019
594	EWR	GRV19-00460	DGO Decision	6/14/2019
595	CLT	GRV17-01294	Invocation Withdrawn for ARB	7/9/2018
596	JFK	GRV17-01303	Invocation Withdrawn for ARB	6/4/2019

597	JFK	GRV17-01333	Invocation Withdrawn for ARB	5/9/2019
598	BOS	GRV17-01385	Invocation Withdrawn for ARB	4/23/2018
599	RDU	GRV17-01399	Invocation Withdrawn for ARB	10/17/2018
600	LAX	GRV17-01451	Invocation Withdrawn for ARB	5/9/2019
601	ILM	GRV17-01525	Invocation Withdrawn for ARB	9/7/2018
602	JFK	GRV17-01554	Invocation Withdrawn for ARB	6/4/2019
603	EWR	GRV19-00612	DGO Decision	7/19/2019
604	DAL	GRV17-01719	Invocation Withdrawn for ARB	5/9/2019
605	ORF	GRV19-00622	DGO Decision	7/3/2019
606	CRW	GRV17-01791	Invocation Withdrawn for ARB	6/6/2019
607	MCO	GRVDRA-2262	Failure to Pursue ARB	3/3/2016
608	DTW	GRV17-02151	Invocation Withdrawn for ARB	3/15/2018
609	JFK	GRV18-00147	Invocation Withdrawn for ARB	10/4/2019
610	BOS	GRV18-00274	Invocation Withdrawn for ARB	7/2/2019
611	JFK	GRV19-00700	DGO Decision	8/20/2019
612		GRV18-00655	Invocation Withdrawn for ARB	11/4/2019
613		GRV18-00814	Invocation Withdrawn for ARB	1/23/2020
614		GRV18-01170	Invocation Withdrawn for ARB	12/5/2019
615		GRV18-01323	Invocation Withdrawn for ARB	10/20/2020
616	EWR	GRV19-00741	DGO Decision	8/27/2019
617		GRV18-02162	Invocation Withdrawn for ARB	9/11/2020
618		GRV19-00084	Invocation Withdrawn for ARB	5/7/2020
619	LGA	GRV19-00752	DGO Decision	12/19/2019
620	JFK	GRV19-00771	DGO Decision	11/6/2019
621	EWR	GRV19-00783	DGO Decision	9/23/2019
622	MCO	GRVDRA-2263	Failure to Pursue ARB	3/3/2016
623	DFW	GRV19-00181	Invocation Withdrawn for ARB	12/31/2020
624		GRV19-00221	Invocation Withdrawn for ARB	11/26/2019
625		GRV19-00232	Invocation Withdrawn for ARB	9/18/2020
626		GRV19-00309	Invocation Withdrawn for ARB	10/2/2020
627		GRV19-00608	Invocation Withdrawn for ARB	7/20/2020
628	EWR	GRV19-00641	Invocation Withdrawn for ARB	12/31/2020
629		GRV19-00691	Invocation Withdrawn for ARB	6/4/2020
630		GRV19-00705	Invocation Withdrawn for ARB	9/15/2020
631	BOS	GRV19-01008	DGO Decision	11/18/2019
632	TPA	GRVDRA-2264	Failure to Pursue ARB	3/3/2016
633	JFK	GRV19-01116	DGO Decision	12/3/2020
634	JFK	GRV19-01117	DGO Decision	12/4/2020
635	JFK	GRV19-01119	DGO Decision	12/4/2020
636	JFK	GRV19-01122	DGO Decision	12/4/2020
637	JFK	GRV19-01123	DGO Decision	12/4/2020
638		GRV19-00718	Invocation Withdrawn for ARB	5/14/2020
639	HOU	GRV19-01152	DGO Decision	3/19/2020
640	TUL	GRV19-01245	DGO Decision	2/18/2020
641		GRV19-00814	Invocation Withdrawn for ARB	9/25/2020
642		GRV19-01371	Invocation Withdrawn for ARB	9/24/2020

643		GRV20-00060	Invocation Withdrawn for ARB	1/10/2022
644		GRV20-00144	Invocation Withdrawn for ARB	3/30/2021
645	BOS	GRV19-01379	DGO Decision	12/16/2019
646		GRV20-00162	Invocation Withdrawn for ARB	3/26/2021
647	BOS	GRV20-00284	Invocation Withdrawn for ARB	3/1/2021
648		GRV20-00536	Invocation Withdrawn for ARB	1/18/2022
649		GRV20-00564	Invocation Withdrawn for ARB	3/10/2022
650		GRV20-00644	Invocation Withdrawn for ARB	8/24/2022
651	JFK	GRV-1921	DGO Decision	3/20/2014
652	LAX	GRV21-00064	Invocation Withdrawn for ARB	8/26/2022
653	BOS	GRV21-00088	Invocation Withdrawn for ARB	5/9/2022
654	MCO	GRVDRA-2265	Failure to Pursue ARB	3/3/2016
655	SJC	GRV20-00012	Resolved by Site	5/19/2020
656	MCO	GRVDRA-2266	Failure to Pursue ARB	3/3/2016
657	JQF	GRV21-00195	Invocation Withdrawn for ARB	9/12/2022
658	DAL	GRV21-00215	Invocation Withdrawn for ARB	4/29/2022
659	RDU	GRV21-00247	Invocation Withdrawn for ARB	8/26/2022
660	SGF	GRV21-00600	Invocation Withdrawn for ARB	1/2/2024
661	MCO	GRVDRA-2267	Failure to Pursue ARB	3/3/2016
662	JFK	GRV20-00097	DGO Decision	1/31/2022
663	CLT	GRV21-00849	Invocation Withdrawn for ARB	9/1/2022
664	ILM	GRV22-00093	Invocation Withdrawn for ARB	4/25/2023
665	BOS	GRV22-00387	Invocation Withdrawn for ARB	6/14/2023
666	ATL	GRV22-00437	Invocation Withdrawn for ARB	5/13/2024
667	JFK	GRV22-00535	Invocation Withdrawn for ARB	5/13/2024
668	JFK	GRV20-00171	DGO Decision	4/6/2022
669	JFK	GRV22-00728	Invocation Withdrawn for ARB	5/13/2024
670	JFK	GRV22-00729	Invocation Withdrawn for ARB	5/13/2024
671	JFK	GRV20-00196	DGO Decision	1/31/2022
672	BOS	GRV22-00732	Invocation Withdrawn for ARB	5/13/2024
673	BOS	GRV23-00083	Invocation Withdrawn for ARB	5/13/2024
674	EWR	GRV23-00109	Invocation Withdrawn for ARB	5/13/2024
675	JFK	GRV20-00243	DGO Decision	8/13/2020
676	JFK	GRV20-00279	DGO Decision	1/31/2022
677	JFK	GRV23-00129	Invocation Withdrawn for ARB	5/13/2024
678	JFK	GRV23-00178	Invocation Withdrawn for ARB	5/13/2024
679	LGA	GRV23-00203	Invocation Withdrawn for ARB	5/13/2024
680	JFK	GRV20-00291	DGO Decision	8/5/2020
681	JFK	GRV23-00216	Invocation Withdrawn for ARB	5/13/2024
682	MCO	GRVDRA-2268	Failure to Pursue ARB	3/3/2016
683	DAL	GRV23-00256	Invocation Withdrawn for ARB	7/28/2025
684	EWR	GRV23-00295	Invocation Withdrawn for ARB	5/13/2024
685	JFK	GRV20-00349	DGO Decision	1/31/2022
686	MCO	GRVDRA-2269	Failure to Pursue ARB	3/3/2016
687	MCO	GRVDRA-2270	Failure to Pursue ARB	3/3/2016
688	JFK	GRV20-00362	DGO Decision	1/31/2022

689	JFK	GRV20-00383	DGO Decision	12/4/2020
690	MCO	GRV20-00394	DGO Decision	9/10/2020
691	TTN	GRV23-00297	Invocation Withdrawn for ARB	5/13/2024
692	EWR	GRV23-00324	Invocation Withdrawn for ARB	5/13/2024
693	JFK	GRV20-00437	DGO Decision	12/4/2020
694	BOS	GRV20-00438	DGO Decision	11/3/2020
695	CLT	GRV23-00343	Invocation Withdrawn for ARB	12/3/2024
696	EWR	GRV23-00363	Invocation Withdrawn for ARB	5/13/2024
697	JFK	GRV20-00453	DGO Decision	11/22/2021
698	JFK	GRV20-00461	DGO Decision	4/6/2022
699	JFK	GRV23-00371	Invocation Withdrawn for ARB	5/13/2024
700	DAL	GRV23-00396	Invocation Withdrawn for ARB	5/13/2024
701	JFK	GRV23-00416	Invocation Withdrawn for ARB	5/13/2024
702	MIA	GRV23-00438	Invocation Withdrawn for ARB	5/13/2024
703	JFK	GRV23-00457	Invocation Withdrawn for ARB	5/13/2024
704	DAL	GRV23-00488	Invocation Withdrawn for ARB	7/28/2025
705	EWR	GRV23-00529	Invocation Withdrawn for ARB	4/7/2025
706	RDU	GRV23-00535	Invocation Withdrawn for ARB	7/2/2024
707	DAL	GRV23-00579	Invocation Withdrawn for ARB	7/28/2025
708	BOS	GRV20-00574	DGO Decision	4/6/2022
709	RDU	GRV20-00587	DGO Decision	11/12/2021
710	DAL	GRV23-00584	Invocation Withdrawn for ARB	7/28/2025
711	JFK	GRV20-00613	DGO Decision	4/6/2022
712	MSP	GRV24-00279	Invocation Withdrawn for ARB	12/4/2024
713	RDU	GRV24-00419	Invocation Withdrawn for ARB	6/24/2025
714	RDU	GRV24-00430	Invocation Withdrawn for ARB	2/21/2025
715	OGG	GRV24-00450	Invocation Withdrawn for ARB	2/20/2025
716	LGB	GRV-2100	DGO Decision	3/11/2014
717	JFK	GRV21-00010	DGO Decision	4/6/2022
718	JFK	GRV21-00019	DGO Decision	4/6/2022
719	MCO	GRVDRA-2271	Failure to Pursue ARB	3/3/2016
720	DCA	GRV24-00545	Invocation Withdrawn for ARB	1/24/2025
721	CRW	GRV24-00558	Invocation Withdrawn for ARB	2/21/2025
722	MCO	GRVDRA-2272	Failure to Pursue ARB	3/3/2016
723	MSP	GRV24-00575	Invocation Withdrawn for ARB	3/6/2025
724	LIT	GRV21-00071	DGO Decision	4/6/2022
725	RDU	GRV24-00595	Invocation Withdrawn for ARB	2/21/2025
726	JFK	GRV21-00077	DGO Decision	4/6/2022
727	DLH	GRV24-00637	Invocation Withdrawn for ARB	2/21/2025
728	JFK	GRV21-00098	DGO Decision	4/6/2022
729	JFK	GRV21-00116	DGO Decision	4/6/2022
730	CLT	GRV24-00677	Invocation Withdrawn for ARB	2/21/2025
731	ILM	GRV24-00678	Invocation Withdrawn for ARB	2/21/2025
732	EWR	GRV21-00167	DGO Decision	4/6/2022
733	JFK	GRV21-00172	DGO Decision	4/6/2022
734	DCA	GRV24-00816	Invocation Withdrawn for ARB	7/30/2025

735	TUL	GRV-3294	Invocation Withdrawn for ARB	4/17/2015
736	MSP	GRV-3497	Invocation Withdrawn for ARB	2/10/2015
737	JFK	GRV21-00203	DGO Decision	4/6/2022
738	MHT	GRV-3759	Invocation Withdrawn for ARB	9/17/2014
739	DAL	GRV-496	Invocation Withdrawn for ARB	12/16/2014
740	ATL	GRV21-00225	DGO Decision	4/6/2022
741	EWR	GRV-6161	Invocation Withdrawn for ARB	2/9/2016
742	LAX	GRV-6394	Invocation Withdrawn for ARB	3/10/2016
743	DTW	GRV-7224	Invocation Withdrawn for ARB	11/30/2015
744	CLT	GRV15-00014	Med/Arb Decision	5/4/2018
745	RDU	GRV15-00021	Med/Arb Decision	5/11/2018
746	DAL	GRV15-00043	Med/Arb Decision	5/14/2018
747	CLT	GRV15-00131	Med/Arb Decision	5/14/2018
748	TYR	GRV15-00142	Med/Arb Decision	5/11/2018
749	BOS	GRV21-00562	DGO Decision	4/6/2022
750	JFK	GRV21-00563	DGO Decision	4/6/2022
751	JFK	GRV21-00564	DGO Decision	4/6/2022
752	BOS	GRV21-00565	DGO Decision	4/6/2022
753	EWR	GRV21-00579	DGO Decision	4/6/2022
754	EWR	GRV21-00580	DGO Decision	4/6/2022
755	SGF	GRV21-00581	DGO Decision	4/6/2022
756	MDW	GRV15-00886	Med/Arb Decision	5/14/2018
757	JFK	GRV21-00584	DGO Decision	4/6/2022
758	DTW	GRV16-00195	Med/Arb Decision	5/11/2018
759	JFK	GRV16-00204	Med/Arb Decision	5/8/2018
760	JFK	GRV21-00614	DGO Decision	4/6/2022
761	JFK	GRV16-00418	Med/Arb Decision	5/8/2018
762	JFK	GRV16-00868	Med/Arb Decision	5/14/2018
763	LGA	GRV21-00620	DGO Decision	4/6/2022
764	SAV	GRV21-00630	DGO Decision	4/6/2022
765	EWR	GRV21-00638	DGO Decision	4/6/2022
766	JFK	GRV16-01078	Med/Arb Decision	5/11/2018
767	ORF	GRV16-01224	Med/Arb Decision	5/10/2018
768	MCO	GRVDRA-2273	Failure to Pursue ARB	3/3/2016
769	DAL	GRV21-00702	DGO Decision	4/6/2022
770	CVG	GRV21-00707	DGO Decision	4/6/2022
771	JFK	GRV16-01498	Med/Arb Decision	6/4/2019
772	JFK	GRV16-01508	Med/Arb Decision	6/4/2019
773	JFK	GRV21-00728	DGO Decision	4/1/2022
774	JFK	GRV16-01542	Med/Arb Decision	6/5/2019
775	LGA	GRV21-00738	DGO Decision	2/23/2022
776	EWR	GRV21-00772	DGO Decision	4/1/2022
777	CLT	GRVDRA-892	Failure to Pursue ARB	9/6/2019
778	JFK	GRV16-01543	Med/Arb Decision	6/5/2019
779	PBI	GRVDRA-1631	Ineligible for ARB	4/8/2015
780	DTW	GRVDRA-1797	Ineligible for ARB	12/8/2015

781	EWR	GRVDRA-374	Ineligible for ARB	7/9/2015
782	JFK	GRV16-01555	Med/Arb Decision	6/5/2019
783	JFK	GRV-2107	DGO Decision	3/20/2014
784	JFK	GRV-2189	DGO Decision	4/7/2014
785	CID	GRV-2194	DGO Decision	3/26/2014
786	EWR	GRV22-00009	DGO Decision	4/6/2022
787	JFK	GRV16-01604	Med/Arb Decision	6/5/2019
788	LGA	GRV15-00092	Invocation Withdrawn for ARB	9/6/2016
789	ORF	GRV15-02113	Invocation Withdrawn for ARB	1/9/2017
790	SAN	GRV16-01677	Med/Arb Decision	5/14/2018
791	EWR	GRV22-00062	DGO Decision	3/9/2022
792	BOS	GRV16-00935	Invocation Withdrawn for ARB	9/15/2016
793	LAX	GRV16-01709	Med/Arb Decision	5/14/2018
794	JFK	GRV16-01808	Med/Arb Decision	6/5/2019
795	EWR	GRV22-00098	DGO Decision	4/5/2022
796	JFK	GRV16-01809	Med/Arb Decision	6/5/2019
797	DAL	GRV22-00122	DGO Decision	5/11/2022
798	EWR	GRV22-00139	SRO Decision	5/19/2022
799	EWR	GRV22-00140	SRO Decision	4/21/2022
800	JFK	GRV16-01810	Med/Arb Decision	6/5/2019
801	JFK	GRV22-00155	DGO Decision	5/9/2022
802	MHT	GRV16-01175	Invocation Withdrawn for ARB	11/4/2016
803	EWR	GRV22-00174	DGO Decision	5/2/2022
804	JFK	GRV16-01811	Med/Arb Decision	6/5/2019
805	EWR	GRV22-00207	DGO Decision	6/9/2022
806	EWR	GRV22-00218	DGO Decision	6/6/2022
807	JFK	GRV16-01812	Med/Arb Decision	5/8/2018
808	JFK	GRV16-01818	Med/Arb Decision	5/7/2018
809	JFK	GRV22-00263	DGO Decision	7/5/2022
810	EWR	GRV22-00269	DGO Decision	7/25/2022
811	LGA	GRV22-00273	DGO Decision	5/18/2022
812	JFK	GRV17-00014	Med/Arb Decision	6/11/2019
813	ONT	GRV22-00308	DGO Decision	7/14/2022
814	JFK	GRV17-00082	Med/Arb Decision	6/4/2019
815	JFK	GRV17-00321	Med/Arb Decision	6/11/2019
816	ORF	GRV22-00338	DGO Decision	9/8/2022
817	BOS	GRV22-00354	SRO Decision	9/7/2022
818	BOS	GRV16-01273	Invocation Withdrawn for ARB	9/19/2017
819	IAD	GRV16-02889	Invocation Withdrawn for ARB	8/3/2017
820	MYR	GRV17-00531	Med/Arb Decision	6/11/2019
821	JFK	GRV17-00718	Med/Arb Decision	6/5/2019
822	BOS	GRV22-00388	DGO Decision	9/19/2022
823	JFK	GRV17-00894	Med/Arb Decision	6/5/2019
824	PSP	GRV22-00449	DGO Decision	10/4/2022
825	JFK	GRV22-00468	DGO Decision	11/16/2022
826	DFW	GRV22-00478	DGO Decision	10/20/2022

827	JFK	GRV17-00895	Med/Arb Decision	6/5/2019
828	JFK	GRV17-00896	Med/Arb Decision	6/5/2019
829	LAX	GRV17-01095	Med/Arb Decision	6/11/2019
830	CLT	GRV17-01336	Med/Arb Decision	6/4/2019
831	LAX	GRV17-01349	Med/Arb Decision	6/11/2019
832	LAX	GRV17-01405	Med/Arb Decision	6/4/2019
833	JFK	GRV22-00667	DGO Decision	1/9/2023
834	JQF	GRV17-01434	Med/Arb Decision	6/4/2019
835	LGB	GRV17-01488	Med/Arb Decision	6/4/2019
836	SBP	GRV17-01543	Med/Arb Decision	6/11/2019
837	RDU	GRV17-01571	Med/Arb Decision	6/5/2019
838	FAY	GRV17-01720	Med/Arb Decision	6/11/2019
839	ORF	GRV17-01729	Med/Arb Decision	6/5/2019
840	STL	GRV-2210	DGO Decision	10/10/2014
841	IND	GRV-2221	DGO Decision	2/7/2014
842	JFK	GRV17-00448	Invocation Withdrawn for ARB	12/6/2019
843	BOS	GRV17-01745	Med/Arb Decision	6/11/2019
844	BOS	GRV17-01795	Med/Arb Decision	6/4/2019
845	DFW	GRV17-01880	Med/Arb Decision	6/11/2019
846	DFW	GRV17-03010	Med/Arb Decision	6/5/2019
847	JFK	GRV17-00932	Invocation Withdrawn for ARB	8/21/2019
848	JFK	GRV-5901	Med/Arb Decision	5/11/2018
849	JFK	GRV-6387	Med/Arb Decision	5/11/2018
850	LAX	GRV17-01123	Invocation Withdrawn for ARB	7/25/2019
851	JFK	GRV-6562	Med/Arb Decision	5/11/2018
852	JFK	GRV-6710	Med/Arb Decision	5/11/2018
853	JFK	GRV-7044	Med/Arb Decision	5/14/2018
854	SBP	GRV-7349	Med/Arb Decision	5/14/2018
855	BUR	GRV-7460	Med/Arb Decision	5/14/2018
856	JFK	GRV17-01135	Invocation Withdrawn for ARB	8/22/2019
857	EWR	GRV17-01566	Invocation Withdrawn for ARB	4/6/2018
858	DAL	GRV-7472	Med/Arb Decision	5/11/2018
859	AVL	GRV-7547	Med/Arb Decision	5/11/2018
860	JFK	GRV17-02735	Invocation Withdrawn for ARB	1/28/2020
861		GRV18-00235	Invocation Withdrawn for ARB	12/19/2018
862	DAL	GRV-7554	Med/Arb Decision	5/8/2018
863	CLT	GRV-1030	Settlement Outside of Arb	10/29/2014
864	BHM	GRV15-00056	Settlement Outside of Arb	10/25/2016
865	AUS	GRV15-00408	Settlement Outside of Arb	9/12/2017
866	RDU	GRV15-00415	Settlement Outside of Arb	10/25/2016
867	IAH	GRV15-01589	Settlement Outside of Arb	7/19/2017
868		GRV18-00340	Invocation Withdrawn for ARB	3/31/2020
869	LAX	GRV15-01862	Settlement Outside of Arb	1/9/2018
870	EWR	GRV18-00388	Invocation Withdrawn for ARB	11/16/2018
871	JFK	GRV15-02072	Settlement Outside of Arb	8/9/2017
872	TYS	GRV15-02180	Settlement Outside of Arb	1/16/2018

873	BOS	GRV16-00132	Settlement Outside of Arb	1/9/2018
874	JFK	GRV16-00490	Settlement Outside of Arb	11/27/2017
875	ROA	GRV16-00507	Settlement Outside of Arb	9/20/2017
876	RDU	GRV16-00536	Settlement Outside of Arb	1/9/2018
877	TUL	GRV16-00651	Settlement Outside of Arb	8/9/2017
878		GRV16-00742	Settlement Outside of Arb	1/26/2018
879	EWR	GRV18-00525	Invocation Withdrawn for ARB	11/16/2018
880	OKC	GRV16-00781	Settlement Outside of Arb	8/9/2017
881	JFK	GRV16-00790	Settlement Outside of Arb	11/9/2017
882	DTW	GRV16-00972	Settlement Outside of Arb	10/16/2017
883	LAX	GRV18-00532	Invocation Withdrawn for ARB	5/28/2019
884	ORF	GRV18-00564	Invocation Withdrawn for ARB	3/13/2020
885	IAH	GRV16-01073	Settlement Outside of Arb	2/26/2018
886	ORF	GRV16-01079	Settlement Outside of Arb	1/9/2018
887	FAY	GRV18-00634	Invocation Withdrawn for ARB	11/18/2019
888		GRV18-01430	Invocation Withdrawn for ARB	3/31/2020
889	DFW	GRV16-01089	Settlement Outside of Arb	1/9/2018
890	EWR	GRV16-01254	Settlement Outside of Arb	1/26/2018
891	DFW	GRV18-01739	Invocation Withdrawn for ARB	8/26/2019
892	PWM	GRV21-00048	Invocation Withdrawn for ARB	10/1/2021
893	GEG	GRV21-00689	Invocation Withdrawn for ARB	9/19/2022
894	PDX	GRV16-01345	Settlement Outside of Arb	11/29/2017
895	RDU	GRV21-00823	Invocation Withdrawn for ARB	3/4/2022
896	RDU	GRV21-00888	Invocation Withdrawn for ARB	7/22/2022
897	SGF	GRV23-00818	DGO Decision	2/5/2024
898	SDF	GRV23-00847	DGO Decision	12/26/2023
899	JFK	GRV23-00905	SRO Decision	3/12/2024
900	LAX	GRV23-00945	DGO Decision	4/10/2024
901	OGG	GRV23-00947	DGO Decision	2/29/2024
902	HNL	GRV23-00958	DGO Decision	3/20/2024
903		GRV16-01364	Settlement Outside of Arb	4/16/2018
904	BOS	GRV23-00968	DGO Decision	4/5/2024
905	ORF	GRV16-01365	Settlement Outside of Arb	1/9/2018
906	BOS	GRV23-01005	DGO Decision	3/5/2024
907	LYH	GRV23-01016	DGO Decision	1/26/2024
908	LAX	GRV-2349	DGO Decision	3/6/2014
909	BOS	GRV16-01368	Settlement Outside of Arb	12/18/2017
910	MCO	GRV-2358	DGO Decision	2/26/2014
911	SNA	GRV16-01398	Settlement Outside of Arb	3/2/2018
912	BUR	GRV-2397	DGO Decision	2/28/2014
913	ABQ	GRV-2398	DGO Decision	2/25/2014
914	DFW	GRV16-01538	Settlement Outside of Arb	1/26/2018
915	GSP	GRV24-00056	DGO Decision	3/4/2024
916	EWR	GRV24-00071	SRO Decision	9/13/2024
917	ORF	GRV16-01643	Settlement Outside of Arb	11/28/2017
918	ORF	GRV16-01865	Settlement Outside of Arb	11/15/2017

919	DCA	GRV24-00105	SRO Decision	8/19/2024
920	RDU	GRV24-00118	DGO Decision	5/7/2024
921	MCO	GRV24-00140	DGO Decision	4/19/2024
922	RDU	GRV24-00187	DGO Decision	4/19/2024
923	OAJ	GRV24-00249	DGO Decision	6/10/2024
924	DAL	GRV24-00259	DGO Decision	6/6/2024
925	BOS	GRV24-00266	DGO Decision	6/19/2024
926	AZA	GRV16-02558	Settlement Outside of Arb	6/13/2017
927	SYR	GRV24-00302	DGO Decision	5/20/2024
928	DFW	GRV24-00334	DGO Decision	8/5/2024
929	ORF	GRV16-03085	Settlement Outside of Arb	1/9/2018
930	LAX	GRV24-00383	DGO Decision	5/30/2024
931	GSP	GRV16-03155	Settlement Outside of Arb	11/29/2017
932	CLT	GRV16-03178	Settlement Outside of Arb	11/29/2017
933	DTW	GRV16-03209	Settlement Outside of Arb	8/9/2017
934	RDU	GRV16-03280	Settlement Outside of Arb	8/23/2017
935	MSP	GRV24-00433	Invocation Withdrawn for ARB	12/18/2024
936	JFK	GRV24-00438	DGO Decision	7/11/2024
937	JFK	GRV24-00439	DGO Decision	7/15/2024
938	TYS	GRV24-00442	DGO Decision	8/7/2024
939	GSP	GRV16-03288	Settlement Outside of Arb	11/29/2017
940	JAN	GRV24-00456	DGO Decision	6/21/2024
941	RDU	GRV24-00458	DGO Decision	9/11/2024
942	EWR	GRV24-00480	DGO Decision	8/8/2024
943	DAL	GRV24-00514	DGO Decision	7/31/2024
944	MFE	GRV-1657	Settlement Outside of Arb	6/15/2015
945	JFK	GRV17-00078	Settlement Outside of Arb	4/9/2018
946	JFK	GRV24-00571	DGO Decision	8/14/2024
947	ORF	GRV17-00103	Settlement Outside of Arb	9/1/2017
948	MDW	GRV17-00111	Settlement Outside of Arb	11/9/2017
949	RDU	GRV17-00117	Settlement Outside of Arb	2/2/2018
950	TYS	GRV24-00631	DGO Decision	9/5/2024
951	ORF	GRV17-00119	Settlement Outside of Arb	10/20/2017
952	JFK	GRV17-00295	Settlement Outside of Arb	1/22/2020
953	DSM	GRV17-00407	Settlement Outside of Arb	2/7/2019
954	FNT	GRV17-00518	Settlement Outside of Arb	7/24/2018
955	RSW	GRV17-00667	Settlement Outside of Arb	7/24/2018
956	RDU	GRV17-00674	Settlement Outside of Arb	9/18/2019
957	LAX	GRV17-00822	Settlement Outside of Arb	3/8/2019
958	MFE	GRV17-00991	Settlement Outside of Arb	1/9/2018
959	CLT	GRV17-01005	Settlement Outside of Arb	2/6/2019
960	DTW	GRV17-01048	Settlement Outside of Arb	7/24/2018
961	CLT	GRV17-01049	Settlement Outside of Arb	8/23/2018
962	CHS	GRV17-01051	Settlement Outside of Arb	8/6/2018
963	RDU	GRV17-01126	Settlement Outside of Arb	9/18/2019
964	OAJ	GRV17-01344	Settlement Outside of Arb	3/6/2019

965	RDU	GRV17-01995	Settlement Outside of Arb	9/18/2019
966	CLT	GRV17-02148	Settlement Outside of Arb	6/14/2018
967	CLT	GRV17-02156	Settlement Outside of Arb	6/14/2018
968	EWR	GRV17-03356	Settlement Outside of Arb	7/29/2019
969	DTW	GRV-1751	Settlement Outside of Arb	3/25/2015
970	TUL	GRV-1779	Settlement Outside of Arb	7/6/2015
971		GRV18-00088	Settlement Outside of Arb	11/26/2019
972		GRV18-00291	Settlement Outside of Arb	1/30/2020
973		GRV18-00324	Settlement Outside of Arb	9/19/2019
974	GEG	GRV25-00107		
975	FAR	GRV25-00143		
976	ONT	GRV18-00450	Settlement Outside of Arb	1/30/2020
977	SNA	GRV-2535	DGO Decision	3/25/2014
978	EWR	GRV-186	Settlement Outside of Arb	9/23/2014
979	ORF	GRV19-00228	Settlement Outside of Arb	5/21/2020
980	LAX	GRV-2652	DGO Decision	3/28/2014
981		GRV19-00311	Settlement Outside of Arb	9/8/2020
982		GRV19-00441	Settlement Outside of Arb	12/21/2020
983	EWR	GRV-2719	DGO Decision	4/21/2014
984		GRV19-00499	Settlement Outside of Arb	11/25/2020
985	LAX	GRV19-00527	Settlement Outside of Arb	9/24/2020
986		GRV19-00736	Settlement Outside of Arb	11/12/2021
987		GRV19-00812	Settlement Outside of Arb	9/15/2020
988		GRV19-01003	Settlement Outside of Arb	11/12/2021
989	EWR	GRV-2779	DGO Decision	5/9/2014
990	EWR	GRV-2781	DGO Decision	4/23/2014
991	EWR	GRV-2782	DGO Decision	5/14/2014
992		GRV19-01127	Settlement Outside of Arb	3/2/2022
993	EGE	GRV19-01285	Settlement Outside of Arb	12/21/2020
994	EWR	GRV-2789	DGO Decision	4/26/2014
995	EWR	GRV-2790	DGO Decision	4/24/2014
996		GRV19-01324	Settlement Outside of Arb	11/12/2021
997	EWR	GRV-2799	DGO Decision	5/13/2014
998	EWR	GRV-2818	DGO Decision	5/14/2014
999	EWR	GRV-2823	DGO Decision	5/14/2014
1000	EWR	GRV-2824	DGO Decision	5/12/2014
1001	EWR	GRV-2825	DGO Decision	5/12/2014
1002	EWR	GRV-2835	DGO Decision	5/15/2014
1003		GRV19-01526	Settlement Outside of Arb	11/12/2021
1004	EWR	GRV-194	Settlement Outside of Arb	9/26/2014
1005	JFK	GRV-2907	DGO Decision	6/19/2014
1006	MCO	GRV-1978	Settlement Outside of Arb	5/26/2015
1007	BNA	GRV-3013	DGO Decision	5/30/2014
1008	JFK	GRV20-00092	Settlement Outside of Arb	4/18/2022
1009	EWR	GRV-3040	DGO Decision	6/6/2014
1010	SAN	GRV20-00114	Settlement Outside of Arb	11/12/2021

1011	BWI	GRV20-00203	Settlement Outside of Arb	2/3/2022
1012	LGA	GRV-3186	DGO Decision	6/13/2014
1013	ORF	GRV20-00317	Settlement Outside of Arb	4/6/2022
1014	ATL	GRV20-00325	Settlement Outside of Arb	4/6/2022
1015	EWR	GRV-3276	DGO Decision	7/8/2014
1016	RDU	GRV20-00399	Settlement Outside of Arb	8/3/2022
1017	LAX	GRV-3287	DGO Decision	7/24/2014
1018	ILM	GRV20-00441	Settlement Outside of Arb	2/4/2022
1019	JFK	GRV20-00443	Settlement Outside of Arb	4/29/2022
1020	HRL	GRV-3300	DGO Decision	6/27/2014
1021	STT	GRV-3315	DGO Decision	8/7/2014
1022	PBI	GRV-3327	DGO Decision	8/12/2014
1023	CHA	GRV20-00497	Settlement Outside of Arb	12/14/2021
1024	EWR	GRV20-00524	Settlement Outside of Arb	11/12/2021
1025	JFK	GRV20-00646	Settlement Outside of Arb	7/14/2022
1026	LAX	GRV-3365	DGO Decision	8/1/2014
1027	JFK	GRV21-00043	Settlement Outside of Arb	6/30/2022
1028	ATL	GRV21-00072	Settlement Outside of Arb	4/6/2022
1029	EWR	GRV21-00154	Settlement Outside of Arb	11/15/2022
1030	RDU	GRV21-00180	Settlement Outside of Arb	4/26/2022
1031	JFK	GRV-3416	DGO Decision	11/7/2014
1032	EWR	GRV-3450	DGO Decision	8/7/2014
1033	JFK	GRV-3454	DGO Decision	10/3/2014
1034	JFK	GRV-3487	DGO Decision	9/30/2014
1035	RDU	GRV21-00255	Settlement Outside of Arb	10/19/2022
1036	MEM	GRV21-00364	Settlement Outside of Arb	12/12/2022
1037	ORF	GRV-3519	DGO Decision	9/26/2014
1038	RDU	GRV21-00535	Settlement Outside of Arb	9/28/2022
1039	RDU	GRV21-00583	Settlement Outside of Arb	8/31/2023
1040	JFK	GRV21-00611	Settlement Outside of Arb	12/1/2022
1041	LGB	GRV-3618	DGO Decision	8/26/2014
1042	ILM	GRV21-00616	Settlement Outside of Arb	11/15/2022
1043	LGA	GRV-3634	DGO Decision	9/16/2014
1044	GRB	GRV-3655	DGO Decision	9/3/2014
1045	LGB	GRV-3657	DGO Decision	9/11/2014
1046	RDU	GRV21-00617	Settlement Outside of Arb	5/3/2023
1047	LGA	GRV21-00651	Settlement Outside of Arb	9/26/2022
1048	OAJ	GRV21-00712	Settlement Outside of Arb	8/24/2023
1049	ILM	GRV21-00722	Settlement Outside of Arb	7/27/2023
1050	SGF	GRV22-00042	Settlement Outside of Arb	5/25/2023
1051	ATL	GRV22-00076	Settlement Outside of Arb	12/16/2022
1052	PGV	GRV22-00152	Settlement Outside of Arb	11/2/2023
1053	JFK	GRV22-00194	Settlement Outside of Arb	11/1/2023
1054	EWR	GRV-3767	DGO Decision	9/30/2014
1055	ALB	GRV22-00234	Settlement Outside of Arb	10/18/2023
1056	PHX	GRV-3800	DGO Decision	10/16/2014

1057	LGA	GRV22-00307	Settlement Outside of Arb	1/29/2024
1058	PHX	GRV-3823	DGO Decision	10/21/2014
1059	MEM	GRV22-00519	Settlement Outside of Arb	11/5/2024
1060	TYS	GRV22-00529	Settlement Outside of Arb	8/7/2023
1061	JFK	GRV-3882	DGO Decision	11/10/2014
1062	IAD	GRV-3883	DGO Decision	10/20/2014
1063	RDU	GRV22-00706	Settlement Outside of Arb	7/1/2024
1064	ILM	GRV22-00746	Settlement Outside of Arb	7/1/2024
1065	EWN	GRV23-00360	Settlement Outside of Arb	7/31/2024
1066	JFK	GRV-3934	DGO Decision	11/5/2014
1067	LGA	GRV-3947	DGO Decision	11/21/2014
1068	EWR	GRV-3948	DGO Decision	11/25/2014
1069	ANC	GRV-3979	DGO Decision	11/5/2014
1070	RDU	GRV23-00533	Settlement Outside of Arb	7/1/2024
1071	RDU	GRV23-00793	Settlement Outside of Arb	10/29/2024
1072	RFD	GRV-2490	Settlement Outside of Arb	1/27/2015
1073	MDW	GRV-2563	Settlement Outside of Arb	12/30/2014
1074	MSP	GRV-2577	Settlement Outside of Arb	6/18/2015
1075	MSP	GRV-2878	Settlement Outside of Arb	5/4/2015
1076	DTW	GRV-5005	DGO Decision	10/29/2014
1077	LGB	GRV-5008	DGO Decision	11/19/2014
1078	RSW	GRV-3203	Settlement Outside of Arb	4/22/2015
1079	IAD	GRV-5103	DGO Decision	2/2/2015
1080	EWR	GRV-330	Settlement Outside of Arb	10/7/2014
1081	EWR	GRV-333	Settlement Outside of Arb	11/18/2014
1082	SNA	GRV-5221	DGO Decision	1/7/2015
1083	EWR	GRV-334	Settlement Outside of Arb	9/23/2014
1084	SNA	GRV-5246	DGO Decision	11/13/2014
1085	SNA	GRV-5272	DGO Decision	12/2/2014
1086	EWR	GRV-337	Settlement Outside of Arb	9/26/2014
1087	DTW	GRV-5289	DGO Decision	11/25/2014
1088	SNA	GRV-5376	DGO Decision	12/4/2014
1089	LGA	GRV-5464	DGO Decision	12/18/2014
1090	MDW	GRV-3373	Settlement Outside of Arb	5/11/2015
1091	EWR	GRV-3377	Settlement Outside of Arb	12/30/2014
1092	DAB	GRV-5592	DGO Decision	12/2/2014
1093	ACT	GRV-5750	DGO Decision	12/3/2014
1094	JFK	GRV-5805	DGO Decision	1/16/2015
1095	EWR	GRV-340	Settlement Outside of Arb	11/14/2014
1096	DAL	GRV-3586	Settlement Outside of Arb	6/16/2015
1097	EWR	GRV-5889	DGO Decision	1/23/2015
1098	EWR	GRV-360	Settlement Outside of Arb	9/23/2014
1099	OGG	GRV-5919	DGO Decision	2/12/2015
1100	DCA	GRV-5946	DGO Decision	4/22/2015
1101	TYS	GRV-3631	Settlement Outside of Arb	1/30/2015
1102	DFW	GRV-3668	Settlement Outside of Arb	10/23/2015

1103	JFK	GRV-6052	DGO Decision	2/25/2015
1104	ELP	GRV-6061	DGO Decision	2/13/2015
1105	LAS	GRV-613	DGO Decision	6/12/2013
1106	CLE	GRV-6141	DGO Decision	4/9/2015
1107	EWR	GRV-368	Settlement Outside of Arb	9/29/2014
1108	EWR	GRV-374	Settlement Outside of Arb	10/7/2014
1109	EWR	GRV-378	Settlement Outside of Arb	9/26/2014
1110	EWR	GRV-386	Settlement Outside of Arb	9/23/2014
1111	JFK	GRV-6201	DGO Decision	2/13/2015
1112	JFK	GRV-6245	DGO Decision	2/19/2015
1113	EWR	GRV-407	Settlement Outside of Arb	10/23/2014
1114	EWR	GRV-408	Settlement Outside of Arb	9/26/2014
1115		GRV-415	Settlement Outside of Arb	11/14/2014
1116	EWR	GRV-476	Settlement Outside of Arb	11/14/2014
1117	DAL	GRV-497	Settlement Outside of Arb	12/16/2014
1118	MSP	GRV-6365	DGO Decision	2/24/2015
1119	EWR	GRV-503	Settlement Outside of Arb	11/14/2014
1120	ORF	GRV-515	Settlement Outside of Arb	10/21/2014
1121	JFK	GRV-6378	DGO Decision	3/27/2015
1122	SMF	GRV-5284	Settlement Outside of Arb	10/5/2016
1123	RDU	GRV-5551	Settlement Outside of Arb	6/20/2016
1124	LAX	GRV-5884	Settlement Outside of Arb	8/2/2016
1125	DAL	GRV-6415	DGO Decision	3/4/2015
1126	HNL	GRV-6434	DGO Decision	7/22/2015
1127	LAX	GRV-6445	DGO Decision	4/17/2015
1128	JFK	GRV-6453	DGO Decision	3/19/2015
1129	JFK	GRV-6468	DGO Decision	3/25/2015
1130	JFK	GRV-6480	DGO Decision	4/10/2015
1131	BHM	GRV-5974	Settlement Outside of Arb	6/20/2016
1132	MCO	GRV-6160	Settlement Outside of Arb	2/29/2016
1133	DAL	GRV-6487	DGO Decision	3/24/2015
1134	DFW	GRV-6489	DGO Decision	3/20/2015
1135	MSP	GRV-6193	Settlement Outside of Arb	11/18/2016
1136	LAX	GRV-6316	Settlement Outside of Arb	4/13/2017
1137	JFK	GRV-6333	Settlement Outside of Arb	4/13/2017
1138	TYR	GRV-6524	DGO Decision	3/20/2015
1139	BHM	GRV-635	Settlement Outside of Arb	8/21/2014
1140	EWR	GRV-6357	Settlement Outside of Arb	10/25/2016
1141	PHF	GRV-6368	Settlement Outside of Arb	12/14/2016
1142	DFW	GRV-6567	DGO Decision	3/18/2015
1143	STL	GRV-6602	DGO Decision	5/11/2015
1144	MSP	GRV-6494	Settlement Outside of Arb	6/20/2016
1145	JFK	GRV-6519	Settlement Outside of Arb	12/5/2016
1146	MSP	GRV-6537	Settlement Outside of Arb	6/20/2016
1147	DSM	GRV-663	DGO Decision	6/6/2013
1148	JFK	GRV-6546	Settlement Outside of Arb	6/20/2016

1149	LAX	GRV-6627	Settlement Outside of Arb	4/14/2017
1150	MIA	GRV-6662	Settlement Outside of Arb	5/25/2016
1151	DFW	GRV-6668	Settlement Outside of Arb	6/13/2017
1152	ORF	GRV-6680	DGO Decision	4/13/2015
1153	JFK	GRV-6681	DGO Decision	5/28/2015
1154	MEM	GRV-6675	Settlement Outside of Arb	10/5/2016
1155	JFK	GRV-6706	Settlement Outside of Arb	1/18/2017
1156	ORD	GRV-6721	DGO Decision	5/20/2015
1157	LAX	GRV-6726	DGO Decision	8/19/2015
1158	JFK	GRV-6735	Settlement Outside of Arb	1/18/2017
1159	HPN	GRV-6741	Settlement Outside of Arb	6/30/2017
1160	BOS	GRV-6742	DGO Decision	5/12/2015
1161	JFK	GRV-6753	DGO Decision	6/6/2015
1162	CVG	GRV-7146	Settlement Outside of Arb	2/19/2016
1163	EWN	GRV-7212	Settlement Outside of Arb	6/14/2016
1164	DTW	GRV-7348	Settlement Outside of Arb	10/25/2016
1165	AZA	GRV-6879	DGO Decision	6/30/2015
1166	HNL	GRV-6886	DGO Decision	7/31/2015
1167	BOS	GRV-7535	Settlement Outside of Arb	10/25/2016
1168	BHM	GRV-797	Settlement Outside of Arb	8/21/2014
1169	SNA	GRV-6926	DGO Decision	5/27/2015
1170	DFW	GRV22-00666		
1171	JFK	GRV-6942	DGO Decision	6/28/2015
1172	BDL	GRV-697	DGO Decision	5/31/2013
1173	BDL	GRV-700	DGO Decision	6/8/2013
1174	HPN	GRV-7007	DGO Decision	7/18/2015
1175	CHA	GRV22-00691		
1176	JFK	GRV23-00124		
1177	JFK	GRV23-00194		
1178	IWA	GRV23-00421		
1179	CHA	GRV23-00456		
1180	DCA	GRV23-00460		
1181	DAL	GRV-7137	DGO Decision	7/1/2015
1182	ORF	GRV-7139	DGO Decision	7/16/2015
1183	JFK	GRV23-00639		
1184	RDU	GRV23-00967		
1185	JFK	GRV-7158	DGO Decision	8/5/2015
1186	ATL	GRV24-00076		
1187	AVL	GRV24-00095		
1188	BHM	GRV24-00429		
1189	JFK	GRV-7252	DGO Decision	9/8/2015
1190	MEM	GRV-7254	DGO Decision	7/30/2015
1191	BTV	GRV24-00655		
1192	DFW	GRV-7289	DGO Decision	7/27/2015
1193	SJU	GRV-730	DGO Decision	6/4/2013
1194	RSW	GRV24-00683		

1195	SMF	GRV-7320	DGO Decision	10/9/2015
1196	DCA	GRV24-00684		
1197	EWR	GRV24-00719		
1198	IAD	GRV-7416	DGO Decision	9/30/2015
1199	DAL	GRV24-00751		
1200	JFK	GRV24-00752		
1201	RSW	GRV24-00833		
1202	JFK	GRV24-00839		
1203	BUR	GRV-7494	DGO Decision	10/19/2015
1204	DAL	GRV-7521	DGO Decision	2/10/2016
1205	RDU	GRV24-00868		
1206	DCA	GRV24-00917		
1207	RSW	GRV24-00920		
1208	DFW	GRV24-00959		
1209	CLT	GRV24-00960		
1210	DSM	GRV-784	DGO Decision	7/17/2013
1211	CLT	GRV24-00961		
1212	JFK	GRV24-01045		
1213	RDU	GRV24-01059		
1214	JFK	GRV24-01088		
1215	CHS	GRV-918	DGO Decision	7/23/2013
1216	ABQ	GRV24-01147		
1217	LAS	GRV-986	DGO Decision	7/9/2013
1218	SNA	GRV22-00064	Invocation Withdrawn for ARB	9/20/2022
1219		GRVDRA-122	Settlement Outside of Arb	12/4/2017
1220	PWM	GRV22-00356	Invocation Withdrawn for ARB	2/28/2023
1221	CHA	GRV23-00198	Invocation Withdrawn for ARB	8/28/2024
1222	BOS	GRV23-00278	Invocation Withdrawn for ARB	3/25/2024
1223	BOS	GRV23-00310	Invocation Withdrawn for ARB	1/10/2024
1224	BOS	GRV23-00323	Invocation Withdrawn for ARB	1/8/2024
1225	SNA	GRV23-00389	Invocation Withdrawn for ARB	9/20/2023
1226	BOS	GRV23-00524	Invocation Withdrawn for ARB	1/8/2024
1227	RSW	GRV23-00611	Invocation Withdrawn for ARB	5/14/2024
1228	RDU	GRV23-00712	Invocation Withdrawn for ARB	11/4/2024
1229	BOS	GRV23-00804	Invocation Withdrawn for ARB	3/5/2024
1230	ORD	GRVDRA-1511	Invocation Withdrawn for ARB	11/12/2021
1231	IAD	GRVDRA-1569	Invocation Withdrawn for ARB	3/11/2015
1232	LGA	GRVDRA-1596	Invocation Withdrawn for ARB	11/12/2021
1233		GRVDRA-1672	Panel Decision	8/5/2016
1234	EWR	GRVDRA-1763	Invocation Withdrawn for ARB	10/3/2016
1235	DTW	GRVDRA-1796	Invocation Withdrawn for ARB	5/10/2016
1236	EWR	GRVDRA-1801	Invocation Withdrawn for ARB	10/3/2016
1237	EWR	GRVDRA-1845	Invocation Withdrawn for ARB	10/3/2016
1238	DAY	GRVDRA-2023	Invocation Withdrawn for ARB	3/3/2016
1239	DAY	GRVDRA-2024	Invocation Withdrawn for ARB	3/3/2016
1240	BOS	GRVDRA-2144	Invocation Withdrawn for ARB	7/13/2016

1241	LGA	GRVDRA-2148	Invocation Withdrawn for ARB	11/25/2015
1242		GRVDRA-2169	Invocation Withdrawn for ARB	5/17/2017
1243	BOS	GRVDRA-2218	Invocation Withdrawn for ARB	12/1/2015
1244	CRW	GRVDRA-2279	Invocation Withdrawn for ARB	11/30/2018
1245	SEA	GRVDRA-365	Invocation Withdrawn for ARB	2/11/2015
1246	EWR	GRVDRA-401	Invocation Withdrawn for ARB	4/12/2018
1247	EWR	GRVDRA-572	Invocation Withdrawn for ARB	9/29/2016
1248	DTW	GRVDRA-592	Invocation Withdrawn for ARB	12/2/2015
1249		GRVDRA-1856	Panel Decision	11/18/2016
1250	DTW	GRVDRA-595	Invocation Withdrawn for ARB	4/29/2016
1251		GRVDRA-196	Settlement Outside of Arb	8/21/2019
1252		GRVDRA-198	Panel Decision	12/1/2015
1253	DTW	GRVDRA-597	Invocation Withdrawn for ARB	4/29/2016
1254	DTW	GRVDRA-598	Invocation Withdrawn for ARB	4/29/2016
1255	DTW	GRVDRA-625	Invocation Withdrawn for ARB	5/10/2016
1256	DTW	GRVDRA-627	Invocation Withdrawn for ARB	3/21/2016
1257	DTW	GRVDRA-897	Invocation Withdrawn for ARB	10/23/2015
1258	DTW	GRVDRA-900	Invocation Withdrawn for ARB	12/2/2015
1259	DTW	GRVDRA-902	Invocation Withdrawn for ARB	5/10/2016
1260	LAX	GRV17-02135	Settlement Outside of Arb	6/10/2019
1261	RDU	GRV18-00757	Settlement Outside of Arb	3/31/2020
1262		GRV19-00046	Settlement Outside of Arb	11/25/2019
1263	RDU	GRV22-00028	Settlement Outside of Arb	9/14/2023
1264	CLT	GRV22-00029	Settlement Outside of Arb	9/14/2023
1265	EWR	GRVDRA-1140	Settlement Outside of Arb	12/2/2015
1266	ORF	GRVDRA-1436	Settlement Outside of Arb	1/12/2017
1267	RST	GRVDRA-1437	Settlement Outside of Arb	5/2/2017
1268	MDW	GRVDRA-1626	Settlement Outside of Arb	6/20/2016
1269	DTW	GRVDRA-1789	Settlement Outside of Arb	7/13/2016
1270	TTN	GRVDRA-1918	Settlement Outside of Arb	5/1/2017
1271	LAX	GRVDRA-2098	Settlement Outside of Arb	4/28/2017
1272	EWR	GRVDRA-313	Settlement Outside of Arb	6/26/2015
1273	DTW	GRVDRA-396	Settlement Outside of Arb	7/20/2016
1274	CVG	GRVDRA-718	Settlement Outside of Arb	9/24/2014
1275	IAH	GRV16-01155	Single Neutral Decision	1/9/2018
1276		GRVDRA-269	Panel Decision	3/18/2014
1277	DSM	GRV16-01424	Single Neutral Decision	11/9/2017
1278	EWR	GRV17-00092	Single Neutral Decision	7/9/2018
1279	JFK	GRV17-01241	Single Neutral Decision	7/17/2018
1280	EWR	GRV17-01382	Single Neutral Decision	12/27/2019
1281	HNL	GRV18-00506	Single Neutral Decision	8/21/2019
1282	ATL	GRV18-00885	Single Neutral Decision	11/20/2019
1283		GRV19-00644	Single Neutral Decision	12/18/2020
1284	CLT	GRV21-00852	Single Neutral Decision	5/16/2023
1285	JFK	GRV22-00157	Single Neutral Decision	6/12/2023
1286	PWM	GRV23-00401	Single Neutral Decision	1/9/2024

1287	ATL	GRVDRA-1458	Single Neutral Decision	5/29/2015
1288	MCO	GRVDRA-1570	Single Neutral Decision	10/5/2015
1289	MIA	GRVDRA-1630	Single Neutral Decision	6/21/2016
1290	PBI	GRVDRA-1665	Single Neutral Decision	11/20/2015
1291	CHO	GRVDRA-1812	Single Neutral Decision	4/27/2017
1292	CHO	GRVDRA-1814	Single Neutral Decision	12/14/2016
1293	DTW	GRVDRA-2139	Single Neutral Decision	6/1/2016
1294	ATL	GRVDRA-688	Single Neutral Decision	9/17/2015
1295	EWR	GRVDRA-893	Single Neutral Decision	3/22/2016
1296	CLE	GRVDRA-896	Single Neutral Decision	10/13/2016

TAB 2

Collective Bargaining Agreement (CBA) Feedback Survey

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 1:40:38 PM
Last Modified: Thursday, July 10, 2025 1:50:57 PM
Time Spent: 00:10:18
IP Address: 216.81.81.83

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Q1

Name:

Arden Hudson

Q2

Airport (Hub 3 Letter Code):

MSY

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

250+

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

3

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9 **Respondent skipped this question**

What do you consider the key strengths of the current CBA?

Q10

What are some major areas of concern or dissatisfaction?

No training, the representatives are very disrespectful. They believe they have more authority the senior leadership.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

worse

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

none

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

N/A

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

negative impact

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

very negative impact. unscheduled absences has increased since the Union was reenacted

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

negative impact.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

negative impact

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

they have no regard for working cooperatively.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

at least 10 to 12 hours

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Space, parking

Q21

Please provide the number of office spaces you provide for Union representatives.

small space in one of our breakrooms

Q22

What are the impacts of providing these office spaces?

non-union employees have to utilize the same break area and hear the negativity

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Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

N/A

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Respondent skipped this question

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

3

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 2:06:15 PM
Last Modified: Thursday, July 10, 2025 2:30:16 PM
Time Spent: 00:24:00
IP Address: 216.81.81.83

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Q1

Name:

Mark L. Lendvay

Q2

Airport (Hub 3 Letter Code):

MKE

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

530

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Clear policy and guidance.

Q10

What are some major areas of concern or dissatisfaction?

3-day call offs and Doctor's note - TSA policy is more enforceable
CBA increases work in terms in coordination - Formal Discussions
Removes flexibilities with shift bids and schedules

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Better - improved clarification.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Minimal impacts to Wisconsin

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Coordination of meetings and discussions

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

None

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

None

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

None

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

None

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Estimated at 10-hours

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Typically 3-4 with 2 of the individuals serving as our local LMR POCs.

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

None, adequate space exists at MKE Airport

Q23

Please provide the number of parking spaces you provide for Union representatives.

None

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

None identified.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Outside of the 50% AFGE Rep, estimated to be no more than 5 hours a week, with some weeks less and other more.

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 2:40:55 PM
Last Modified: Thursday, July 10, 2025 2:54:32 PM
Time Spent: 00:13:36
IP Address: 216.81.81.84

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Q1

Name:

Dan Burche

Q2

Airport (Hub 3 Letter Code):

PVD

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

136+/-

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

None - just local POC / reps

Q7

If you do have Union representatives, how many are on 100% official time?

None

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Shift swaps and trades make life better for all.

Q10

What are some major areas of concern or dissatisfaction?

Takes away ability to restrict trades and swaps as per the MD. Having that really helped get the UA in line.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Indifferent

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

none, we have no reps that use it

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

There is more time but we see it as a goody thing too make management sit and talk. The requirement to notify AFGE on impromptu discussions seems a waste of time. We notify but hear nothing in return

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Same process as before

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

same process

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

could but we have not experienced much at all. At small locations we have fewer personnel to handle some of it. When you only have 1 I-band it really puts us in a bind.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

N/A

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

None

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Not a lot

Q21

Please provide the number of office spaces you provide for Union representatives.

zero

Q22

What are the impacts of providing these office spaces?

n/a

Q23

Please provide the number of parking spaces you provide for Union representatives.

n/a

Q24

What are the impacts in providing these parking spaces?

n/a

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

The biggest obstacle is not a CBA or union thing - it is FMLA

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

n/a

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 1:42:13 PM
Last Modified: Thursday, July 10, 2025 3:09:20 PM
Time Spent: 01:27:06
IP Address: 216.81.81.81

Page 1

Q1

Name:

Aaron E. Batt

Q2

Airport (Hub 3 Letter Code):

IND

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

450

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

2

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

The current CBA focused on ensuring officers had the necessary funds for uniforms.

Q10

What are some major areas of concern or dissatisfaction?

The worst thing about the CBA is the ability to "self certify" for up to 3 days of absences. Additional areas that cause concern and/or frustration include: Article 32 Fitness for Duty Section D where TSA pays for the cost to send someone back for review of their "frequency and duration" within their FMLA; elimination of the one step removal; and Article 28 Grievance Process allows for too many things that can be grieved (nearly everything), which ties up resources unnecessarily.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The previous CBA offered greater ability to manage resources locally and reduced the administrative and personnel resource burden.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

We see abuse of "official time" used by those on 100% official time and those who use the bank of hours for travel and to promote AFGE initiatives using tax payer dollars. Those on official time spend most of their energy cheer leading AFGE programs and soliciting membership to pay dues.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

I have not seen any abuse resources connected with the Weingarten article.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

There has been some impact on resources, rescheduling of meetings and delaying of discussions resulting from this article. The impact is minimal.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

With employees being about to self certify up to 3 days and because we don't have support to take action when we believe FMLA is abused, we see the greatest waste to government resources under this article. I have witness first hand during conversations with employees that they call off work because they have the 3 day self certification capability and their spouse or others in the family are held to higher standards with their specific jobs. During the time that the Agency no longer recognized the current CBA we took action to require those with excessive unscheduled absences to bring in medical documentation each time, no different then what most schools require after a certain number of absences, and within a month we had five officers resign and about six others who improved their attendance.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

The impact here is minimal but it does cause the disciplinary process under article 27 to take longer, resulting in the action being taken months after the incident occurred.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The impact is minimal.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

None.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Taking into account the number of people at each meeting i would estimate that 30-50 total hours per month, not taking into account those two employees on 100%, discussing union issues/concerns.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Office space, 2 computer, printer, two F Band TSOs doing 100% Official Time, Use of Banked Hours for other CBA related activities.

Q21

Please provide the number of office spaces you provide for Union representatives.

1 office

Q22

What are the impacts of providing these office spaces?

increased cost to government for leased space and/or in ability to accommodate another TSA Employee who was remote working and needs an "office".

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Respondent skipped this question

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Estimated 3 FTE or 120 hours a PP.

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 1:41:09 PM
Last Modified: Thursday, July 10, 2025 4:13:24 PM
Time Spent: 02:32:15
IP Address: 216.81.81.83

Page 1

Q1

Name:

Michael Beauchemin

Q2

Airport (Hub 3 Letter Code):

BDL

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

283

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

3

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Shift trades are great for employee and operational flexibility.
Depending on Union staff in place, issues are addressed by local president and put to rest prior to TSA involvement.

Q10

What are some major areas of concern or dissatisfaction?

Article 17, attendance management - dissatisfied that the " earn and burn" pattern is no longer considered a patter of abuse of SL.
Article 27, Disciplinary and Adverse actions. Section D.2.e Removal of LORs - dissatisfied that after only 6 months of issuance of an LOR, employees can request a removal. And if removed prior to the 2-year period, it cannot be used as progressive discipline
Actual scheduling committees have personal agenda that get brought to the table that must be put to bed prior to progress happening.
Very few BUE employees read the CBA or Management Directives before they start discontent.
Newest CBA added Leave bid committee which would be better replaced by local president review.
First serve leave and even Annual leave bid - If you don't have it you cannot bid it or you can only bid FCFS leave for leave you will have, not block out calendars and cancel later because "you could earn comp time".
There are too many uniform items.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse. The CBA is longer, more complex, and makes it much harder to address sick leave abuse.
Prior CBAs did not have 100% / 50% union staff, loss of staffing from the floor. If 50% 100% union members continue, they should be the primary representatives. Believe too must time is allotted in a bank for other non- 100%-50% Union Stewards.
Newest CBA added Leave bid committee which would be better replaced by local president review.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Uniformed officers that serve as 50% representatives spend 60 hours per week out of the operation performing union work instead of screening passengers. During peak travel periods, that could mean we spend overtime to make up for the loss.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

NONE

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Self certification should be removed. Anyone requesting sick leave and the Annual leave Calendar is full should have to provide proof of an appointment. Email confirmation, text confirmation, appointment card etc. of pending appointment.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Respondent skipped this question

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Process should have as first step the ability for local union president to stop the Grievance Process for any Grievance that has no violation. If there are 100% - 50% union officers that are going to be allowed dedicated time off the floor, they should have the ability to stop any Grievance that has no violation discovered in their fact finding process, eliminating multiple TSA staff members needing to prepare documentation, meetings, time etc. taking TSA staff away from their hired job functions.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

N/A

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

3

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Respondent skipped this question

Q21

Please provide the number of office spaces you provide for Union representatives.

0

Q22

What are the impacts of providing these office spaces?

n/a

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

$50/month in addition to the existing parking expense

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Respondent skipped this question

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

60 hours per week

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 2:24:13 PM
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Time Spent: 02:08:26
IP Address: 216.81.81.84

Page 1

Q1

Name:

james adams

Q2

Airport (Hub 3 Letter Code):

OAK

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

320

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

communication and collaboration

Q10

What are some major areas of concern or dissatisfaction?

CBA forces a one size fits all instead of case by case

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Neutral not better or worse, negative impacts would be more detailed requirements and does not support unique case by case outcomes

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Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

no significant impact

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Currently no significant impacts

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Moderate impact based on case load

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

We were already focused on attendance with improved accountability and timely actions. Additional time and communication required by CBA add some additional admin tasks

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Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Complexity of cases increase time and resources required however the CBA has not impacted disciplinary processes

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Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Meeting scheduling with BUE and AFGE and appeals add time and complexity to the grievance process. The time referenced in in item #19 includes this impact.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Implementing the provisions of the CBA went a long way to address the fears of the BUE that they did not have representation.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

15- 20 hours

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

There have been no resources set aside to date for implementing the CBA. Logistics, HR and CBA requirements required 3-5 hours to reinstate CBA processes.

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

added desk and provided network connection

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

N/A

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

CBA has not interfered with mission focus.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

100% AFGE Rep= 40 hours a week. Currently no other hours have been requested

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#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 5:53:39 PM
Last Modified: Thursday, July 10, 2025 6:25:33 PM
Time Spent: 00:31:53
IP Address: 216.81.81.83

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Q1

Name:

Mike Kombe

Q2

Airport (Hub 3 Letter Code):

ANC

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

415

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Consistency. Rules on Scheduling.

Q10

What are some major areas of concern or dissatisfaction?

50 and 100%s, limited on actions to identify and counter unscheduled absences, leave restriction limitations, not defining robust conversations (require professional conversations), timeline requirements on shift bids, more flexibility with moves based on operational needs, shift trade rights too loose, burden to the field to conduct grievance process.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Overall it is better. Consistency and respect for the officers was needed. It does reduce the efficiency of the federal service.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Due to our local relationship and limited need for union services by our employees, little.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

More an inconvenience on case by case basis.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

More an inconvenience on case by case basis.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Increased and uncontrolled unscheduled attendance which increases overtime costs and slows throughput.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Increased timelines. Lost productivity due to additional steps and delays.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Increased timelines. Lost productivity due to additional steps and delays. Should not be managed by the field.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

N/A

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Most hours are related to the articles mentioned above.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

2 FSD staff positions.

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

Lost real estate

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

N/A

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

40 hours/week

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 10, 2025 7:06:01 PM
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Q1

Name:

Kathleen McDonald

Q2

Airport (Hub 3 Letter Code):

PDX

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

636

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

3

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Many articles align closely with MDs, clear language, the fact that TSA can only bargain over a limited number of issues

Q10

What are some major areas of concern or dissatisfaction?

Leave and attendance procedures with regard to leave restriction (i.e. patterns). The overall length and number of articles. Allowing FSDs to be able to bargain locally over limited issues may create inconsistencies across the enterprise.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Neither, I'd say more work goes into some of the expanded rights, such as RFIs, grievances and formal discussions.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Historically, we averaged 6-8 hours per month. Since the CBA was reimplemented, we've only had 2 hours in the last month

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Implementation was challenging, I'd say about 24-34 hours of staff time in training and developing a process to complete this. With the processes that were created it's less than 1 hour a week inputting meetings into a centralized system to send notifications.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

We spend a considerable amount of time looking at attendance regardless of a CBA. The article creates a bit more work in delaying the time it takes to put someone on leave restriction in the event a BUE's call off patterns change often. This is difficult to quantify.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Minimal change- it's very closely aligned with the TSA's MD 1100.75-3 Addressing Unacceptable Performance and Conduct.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

This has had the largest impact due to the internal amount of tracking by several staff members (it's a multi-step process), staffers needed to supply documents/responses.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

I think there is inconsistent application across the enterprise in how policy is being followed. For example, we aren't allowing telework for the 100% official time representatives (as per the guidance we have received) but they tell us other airports are continuing to allow telework. AFGE files RFI's for things than easily be resolved during our monthly meetings, which takes up excess staff work. As an example, an RFI was filed for a single incident where a STSO asked an officer to combine their last break with their lunch. This is something that we (management) could have easily and quickly resolved. I also have a concern with the new unilateral committee selection, one of our AFGE representatives told us that it was his intention to only select BUEs for committees that pay union dues. This would undermine the good work completed by committees and progress towards goals, if the union switches to this process the next time committee participation opens up.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

8-10

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Time and communication; both minimal- we didn't stray too far away from the CBA during the period when it was rescinded. Staff time has increased with some of the formal processes that were put into place, such as grievances.

Q21

Please provide the number of office spaces you provide for Union representatives.

None- they have 3 cubicles

Q22

What are the impacts of providing these office spaces?

None.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

Additional work with the Port of Portland each month for payment.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

It's important for me to say that we maintain a good working relationship with our AFGE union representatives and they are treated like a stakeholder. I also have a goal of creating a happy, healthy working environment where all employees can thrive and be at their personal best when performing their jobs. I do have a few areas that I'll share that tend to go against my goal and ultimately make it distracting from mission needs. Our 100% official time representatives operate as individuals, rather than as a group. Each individual has their own agenda, and sometimes they don't agree with one another, making it challenging to determine which issues they raise are actual problems affecting the entire workforce or specific groups. It seems like a few of them are solely focused on things that serve their individual wants rather than things that focus on improvement for all BUEs. I'd say that professionalism is also an issue, both in dress and appearance and language. They are given office space to work in and some of them wear baggy, ripped, torn jeans or overalls with dirty tennis shoes with their AFGE branded t-shirts. Language has been something that has been repeatedly addressed in a professional environment and TSA Management has received complaints from BUEs about AFGE holding sessions in the break room that are loud and take away from an otherwise peaceful environment. BUEs have also complained that now AFGE has to sign off on TSA Form 1158-1 when they want to stop paying dues. Historically, HR signed off on these forms. We have heard from both the workforce and AFGE that many officers didn't see the value in having AFGE or a CBA because during the time the CBA was rescinded, they didn't see much change. It was important to me that during a time of change, we (management) didn't overhaul all of our processes that were otherwise aligned with the CBA which would create additional stress and worry for the BUE workforce. Now we are in a situation where many employees that were paying dues are wanting to stop and feeling pressured by some AFGE members to keep paying for a service they don't feel like they need.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

About 124 hours per week.

#9

COMPLETE

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Q1

Name:

Mark Heisey

Q2

Airport (Hub 3 Letter Code):

ABQ

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

193

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

Zero

Q7

If you do have Union representatives, how many are on 100% official time?

Two (2)

Q8

What is your overall satisfaction with the current CBA?

(no label)	**Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

With the “right” local representatives, AFGE can assist management with solicitations and selections for the various committees such as EAC, JAC, SAT, etc.
Uniform standards covered in the CBA are made clear and to some degree contribute to workforce satisfaction (allowing Officers to wear polo shirts, shorts, cargo pants, etc.).

Q10

What are some major areas of concern or dissatisfaction?

Uniformed Officers who are 100% and/or 50% AFGE Reps whose time is spent on union activity -vs- screening while on the TSA payroll. The requirement to provide AFGE with office/workspace (and computers) that was intended for TSA related work/functions. In the case of ABQ, gave up the only two person STI training office at the airport. Then, the 100% was on telework since January 2024 and the FSD was told that he couldn't deny the telework at the time. The LP would telework all day, 3 days a week, and normally take other leave during the remaining 2 days. The other Union reps used the space provided as an additional 'break area' for the loyal followers to congregate in during breaks and lunches. The Telework agreement has since been terminated by the FSD as of June 27, 2025 with the support of TSA and DHS new policy on telework. However, as I write this, received a 6-page grievance from the LP on the denial of telework accusing mgt of retaliation and ignoring that CBA states telework is at the discretion of management.
Inability to address attendance due to the restrictive nature of the CBA. Almost impossible to manage attendance related issues because things like "earn and burn" that cannot be considered, and approval of sick leave with a Dr. note regardless of established leave pattern or consistently in conjunction with RDO, leave, holidays, etc.
Amount of time spent on union issues which are at times frivolous and misguided and not based on facts. In particular, the grievance process with Step 1 and Step 2 is lengthy and time consuming. Additionally, even when a grievance is not submitted on time, the TSA NRC had allowed the grievance to go forward and the entire process must still be followed. Management must compose letters and provide information and then, indicate that the grievance was late.
In addition, AFGE questions every leave request denial and questions the leave calendar accuracy which drives a simple management decision to support the operation into a deep dive investigation into having to explain the operational need to AFGE. Takes TSM time, and LR rep time (who is only H-band HR specialist).
In the numerous past grievances from 2024, AFGE simply has to state a one-line summary of the grievance and cites numerous CBA articles, some relevant and some not. The NRC accepts them all and sends to the airport for resolution. Meanwhile, TSA management must meet, and then write a multipage document summarizing the items discussed, the relevant points to the grievance and render a decision. This process involves the local LR POC, the regional LR POCs, and field counsel, not to mention the Grievance Official and the time it takes away from their primary duties. In addition, the FSD and other AFSDs are involved in the process to ensure that TSA is in fact in compliance with the CBA or ensuring that changes are made if necessary.
Since writing this summary on July 10th, ABQ has received two additional grievances that each will be assigned to a Step-1 Official that will be 2 of the only 5 H-band TSMs on staff. 40% of the operational oversight managers will be working on grievance actions for the next 2 weeks rather than focusing in the security operation.
Management adheres to the requirements of the CBA but AFGE does not. For example, the local AFGE LP refused to attend monthly labor relations meetings for months even though the FSD and FSD's EA made multiple attempts to reschedule and accommodate the meeting at the airport to reduce AFGE travel time to the offsite. It was a tactic of avoidance and then used to tell the BUEs that management was not cooperative. The LP also showed reluctance to provide the work schedules in advance of the workweek for himself and the other 100% rep per the CBA. Included TBD for several days. FSD had to send an email specifically citing the CBA, who to give the schedules to, and the need for every employee to have a defined schedule.
The LP uses offensive, inappropriate, unprofessional and rude language under the protection of "robust debate". LP has sent many emails directly to the FSD accusing management of a range of malfeasance and using intimidating language and making demands. The emails incorporate hearsay from BUEs and 'stories' that normally prove to be a far departure from the truth. The FSD then must consult with LP for a mature and concise response to avoid being drawn into the conflict the union seeks.
AFGE reps misrepresent local management and misinform BUEs on what is covered in the CBA and topics for which they are not subject matter experts during the required AFGE new hire orientation.
Restrictions on cancelling union dues limit Officers ability to do so. CBA only allows this action on the enrollment anniversary, but Officer have expressed a desire to cancel at any time.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The worst change involved having 100% reps. Qualified officers taken off the floor to do nothing but drum up discontent and turn good employees against management. This in a CAT-I airport with probably the best 2024 FEVS scores of any Cat x and I, and better than many HQ offices. This is a great airport with great employees that are being negatively influenced by AFGE.
Expanded bargaining rights have severely limited management's ability to operate effectively in particular in areas such as Scheduling and assigning OT. The CBA is seen by some employees as a way to get around rules and requirements and this mindset is encouraged by AFGE reps. There is no problem with representation or including in formal discussions. However, the expanded articles have empowered AFGE to dig into every aspect of managements decisions. A great example is Article 9.F. New Facilities. The ABQ airport is in the initial design process for a new baggage handling system. TSA HQ baggage office has been in meetings with the airport and local management has been included for initial design discussions. No determination has been made on the actual design and no commitments have been made by the airport to build anything. Still the LP demanded that he be included in these meetings and discussions based on 9.F. TSA's obligation is to 'review and provide input to the plan', not be at management level discussions with stakeholders.
Exclusive right to assign committee members. Now that AFGE can select members for the JAC, SAT and EAC, they disenfranchise some officers by saying that if you are not a dues paying member, you will not be selected to a committee. The previous CBAs had a joint selection process. This has left the committees with people who just want time off the floor and not contribute to the committee's work.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

The ABQ hub has burned 1044 hours (1/2 FTE) of official time in the last 12 months (May 2024-July 2025, not including Mar/April/May 2025). That does not include the two 100% reps. This is a total of 2.5 FTE in an airport assigned 192 FTE for FY25. That is 1.3% of the assigned FTE. To put in context, ABQ typically only burns between 1- 1.3% Overtime in a given PP or Month. Eliminating the official time would pay for all the overtime used at ABQ.
There is no problem with the practice of representation of individual employees with valid grievances or rights during investigations. However, official time was used by the union extensively to send assigned stewards and reps to AFGE sponsored training. The union has sent at least 6 officers to this training at 32 hours each. Unfortunately, three (3) of these officers are no longer designated reps for AFGE, mostly due to a falling out with the LP. Result: three weeks of government resources wasted. Why is TSA paying for AFGE to make cost driving decisions?

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

The costs include the official time (off the floor) for both the rep and the BUE. In the last 12 months (not including the March/April/May 2025) the ABQ hub has clocked 188 hours of official time for AFGE Reps. Add to that at least one hour for coordination time for an H-band TSM, and LR POC, and maybe ½ hour for the scheduler for each meeting that an AFGE rep is assigned. Two- and one-half hours of H-band time costs about $180 to ensure the meeting takes place per the CBA.
Management spends a good amount of time explaining, clarifying, and justifying to AFGE why Weingarten does not apply in many/most cases. AFGE reps do not fully understand the Weingarten requirement and incorrectly attribute all actions to this constantly citing that management is violating an employee's Weingarten rights. Examples would be having a performance discussion between STSO and BUE or asking for a statement involved with a checkpoint security breach, and finally delivering a decision to a BUE (Deciding official letter for a discipline case). The front line STSOs and the TSMs have all received the TSA LR training and knows what does and does not trigger Weingarten.
AFGE constantly accuses management of denying representation even when the employee does not request or wish to have representation. Management spends a good amount of time explaining these types of situations to AFGE and sometimes these situations result in a grievance. Even though TSA ABQ has SRO decisions in our favor for these cases from 2024, every interaction between management and a BUE is questioned by the union.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

The FSD staff created a process to ensure that all formal discussions are identified in advance and that notification is made to AFGE. Any committee, or person setting up a meeting must notify the FSD's EA to ensure that the item is placed on the calendar. From there, a calendar invite and email is sent from the LP POC to the AFGE designated reps.
The time and energy spent by the LR POC and AFSDs and FSD responding to and catering to AFGE concerns has an immeasurable opportunity cost as to what those senior management positions could be doing to promote security. One impromptu town hall with the ED was conducted during a leadership visit and a grievance was generated EVEN THOUGH, the LP and VP knew about the meeting and attended. The LP was disrespectful enough to leave the meeting while the ED was talking.
There have been several occasions where the AFGE LP intruded on meetings that are not considered "formal discussions" such as when disciplinary decisions are issued. Here again the Union filed grievances that required management time to document and explain even though the meetings were neither a formal discussion or an investigation triggering Weingarten rights.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

When the CBA was rescinded on March 7th, management changed the way we were able to address misuse of leave and how sick leave could be handled. The average number of call offs per day in March, April and May respectively were 5, 4.6, and 5.8. The call off rates were: March 3.64%, April 3.56%, May 3.52%. Interestingly June through July 10th saw an up tic in call offs to 7 per day. While the rate is not yet calculated to compare to previous months, the expectation is that the rate will be between 4.2 and 4.4% or a 20% increase in unscheduled absences since the CBA was reinstated.
The airport has made a concerted effort to reduce UA and that means additional time spent by STSOs to document attendance. STSOs hold attendance reviews. Each of these actions takes at least 10-15 minutes of time. The STSO prepares for the meeting with their officer, sits down and has that meeting, then documents it in AIM.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

No significant impact as Management continues to follow established disciplinary action process regardless of anticipated follow up action by AFGE. The only issues that arise are situations where AFGE is requesting information about a discipline case to grieve, and the information is not related to the case as far as material relied upon. These requests for information cause the LR POC to consult with Reginal LR and sometimes counsel in order to make a decision to provide or not provide. Again, a personnel cost not captured, but happens very often and requires resources and time to get it right.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Significant – many hours are devoted to this process. Since the inception of the current CBA, the on-site 100% local rep(s) grieve every action including those that are excluded from the grievance process. Before the local grievance process going into effect, the NRC adjudicated the matter using management's response to the grievance allegations. Decisions were rendered by an SRO. This process was still time consuming for local management because all the details of the situation had to be explained in writing and support for the management decision made. Once the local process started in Sept 2024, ABQ was handed back four grievances that were not done by NRC in the previous 3 months, and we have to assign 4 of 5 TSMs to adjudicate those grievances. Each case also went to Step II, and an I-band or J-Band had to spend valuable time rehashing the same issue and writing up a solid case to deny the grievance. Each was denied by management due to AFGEs flawed interpretation of the CBA. The local decisions were supported and vetted through the regional LR POC and legal.
Again, there is an immeasurable opportunity cost to these actions. At airports this size, we have few manages at the level to adjudicate these issues and they are taken away from operational and leadership roles to do so.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

In general, expanded bargaining rights and this current CBA has not served TSA well and has not resulted a productive environment as Management and AFGE reps have a contentious relationship. AFGE reps are not well versed on their own CBA and often interpret the contract and TSA policy (MDs) incorrectly. Local AFGE solution to resolving disagreements with policy or CBA interpretation is to file a grievance rather than working with management. This sometimes results in petty issues taking up enormous amounts of management's time due to AFGE's unwillingness to recognize the facts or being able to settle issues at the lowest level.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Labor management meetings (when AFGE agrees to attend) = 1 hour per month. HRS/ER + LMPOC = approximately 50% of time per week on union issues/concerns or 20 hours per week. TSMs assigned STEP I Official = at least 10 hours of research, meeting time, prep time, and writing final grievance response with consultation with LR POC. Scheduling Officer = Between 10-15 hours per month researching things for the LR POC and also leave calendars, or adjusting schedules for representation, shift trades, shift bids twice a year. Management staff (AFSD-MS, AFSD-S) = 4 to 5 hours per grievance and resolution of misc. union issue/concerns. FSD = spend at least four hours per week or 10% of 40 hour week on average dealing with Union issues with staff. 16 hours per month.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

The primary resources are the 5 H-band managers at ABQ who now have to coordinate representational requests and be Step I grievance officials. This required that each took the LR training sessions last year. The STSOs were also provided LR training. The STSOs perform many duties to include counseling employees that often triggers representational rights. The primary HR specialist H-band also serves as the LR POC and spends at least half her time on LR issues. Those duties include consulting with regional LR on issues that rise, or for vetting grievance responses, and dealing directly with the LP at ABQ. The Scheduling Officer H-band is also involved with ensuring shift bids and leave bids are done IAW the CBA. The SO also keeps the leave calendar for the annual bid and day-of openings. As leave is cancelled, the SO is required to repost the leave on the calendar. The SO also reviews and provides feedback to TSMs on requested schedule trades. The AFSD MS works closely with HR/LR on all matters with the union. The AFSD-S has been the Step II official for numerous grievances and these actions and activities require many hours of research, preparation and writing. These activities then take the place of other security related duties that the AFSD-S could be doing related to detection. The FSD is also involved with all matters LR and reviews grievance responses and provides oversight for dealing with the union.

Q21

Please provide the number of office spaces you provide for Union representatives.

One (1) office space that accommodates two individuals/reps. The office is 12’4” x 10’ 2 1/2” or approx. 125 Square feet.

Q22

What are the impacts of providing these office spaces?

This office space was intended for Training/STIs. Office is at the checkpoint and was much needed for utilization of training activity including Officer remediation. Without this space, Officers must travel to off-site office/training facility which requires time off the checkpoint and lost productivity due to time in transit.

Q23

Please provide the number of parking spaces you provide for Union representatives.

One (1)

Q24

What are the impacts in providing these parking spaces?

No impact – airport provides one space in an employee parking lot free of charge. However, getting to that point took the union filing a grievance last summer. AFGE was not satisfied with the solution and wanted multiple spaces that did not meet the parking policy or the CBA. The SRO decision was ultimately in management’s favor after countless hours of grievance response preparation. Background is that the airport provides free parking to all airport employees in a lot controlled by their airport access media (for which all TSA employees have). The airport provides no assigned spaces to any other TSA employees anywhere in any airport-controlled parking area. The airport was kind enough to provide an assigned space as close to the airport as possible that did not require access with the airport media badge. This was because the AFGE space should technically be available for other visiting non-TSA employee AFGE personnel who may need a spot. However, the LP seemed to believe that the spot was exclusively for him and be assigned in a first come first serve lot where no one else including the FSD has any such privilege.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

There is a very dedicated and conscientious leadership team at ABQ with a set of leadership guiding principles and detection focus. The 2024 FEVS survey results are a testament to the high level of satisfaction and leadership at ABQ. This is despite the Local AFGE efforts to undermine leadership on every level. As described in many of the previous questions, many, many hours of TSM, AFSD, HR, and FSD time is spent addressing CBA issues and some have very little to do with employee protections or representation, i.e. Grieving the LPs parking situation, or the LPs cancelled telework agreement. Is that helping or representing the BUEs at ABQ?
Constant questioning of policy by AFGE and having to support our leadership decisions involving employees and operations is no way to run a security operation. I'm all for oversight and sound, efficient and effective government operations. TSA has more management and operational Directives, policies, rules, regulations, MCOP, and laws to follow than any business and most other federal agencies. Why a union has to be involved in a security agency where employees have all the rights and protections of the federal workforce is simply waste and abuse of the taxpayer dollars. Further, TSA should refer to ATSA that established us as a non-title 5 agency and stand by the Secretary's decision to not have a union.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

ABQ has two (2) 100% AFGE Reps (FT TSOs) = 80 hours each/per Pay period.

#10

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Tommy Johnson

Q2

Airport (Hub 3 Letter Code):

SAT

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

600

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

2

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Paid Parking and Uniform progress

Q10

What are some major areas of concern or dissatisfaction?

Attendance and Cost

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse, we are not holding employees accountable for their unscheduled absences. Too much time spent on explaining to employees what union representation means. Employees under impression they will not be hold accountable for actions. Causing distraction from the mission.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Has impacted our personnel cost, we must take the union representative that are 100% and 50% percent out of hide. Also, official time is spent on briefing new hires, shift bids, formal discussion, ect.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Takes away from mission, officers off the floor, training for STSO's, ect.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Again, often time we to have representation taken away from screening operations, just to listen in on briefings, town halls ect.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Too much time with employees on unscheduled absence takes away from their proficiency, reliability, ect. Employees feel they have a free pass not to come to work and just self certified for three days when one or two days would've have been sufficient.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Has had an impact, employees are under the impression they need witnesses for every discussion, which pulls from operation. Also, union representatives want to negotiate, even after we have ensured we are being fair.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The grievance process takes the officer off the floor to work on grievance, takes leadership away from their duties. All discipline goes through a legal review. The Agency normally stands by their decisions. Even when an employees know that they are wrong, the response is why not

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Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Increase in unscheduled absence, some discourse in work environment, employees have a us vs them mentality with the union.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Between 24-32 hours

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Real Estate, computer, parking, and training. Also, union reps meeting with leadership.

Q21

Please provide the number of office spaces you provide for Union representatives.

(2)

Q22

What are the impacts of providing these office spaces?

Cost involved and displaced others occupying the space. Airports already have limited lease space available. It also creates some challenges for management as it rates an official office space for a F-Band employee, but not a H-Band manager that handles sensitive matters.

Q23

Please provide the number of parking spaces you provide for Union representatives.

(2)

Q24

What are the impacts in providing these parking spaces?

Takes away parking for leadership and cost.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

With the Attendance issue it makes for an unreliable workforce, puts burden on officers who do report to work. Often the B.U.E, are unsure of their rights and causes leadership the burden to explain it to them. When putting together a collateral duty or committee often times the most qualified person isn't always selected because they are not a union member.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Between 24-32 hours

#11

COMPLETE

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Q1

Name:

David B. McMahon

Q2

Airport (Hub 3 Letter Code):

CHS

Q3

Hub Size

Medium

Q4

How many bargaining unit employees do you have?

460

Q5

Do you have any Union representatives?

No

Q6

If you do have Union representatives, how many are on on 50% official time?

Respondent skipped this question

Q7

If you do have Union representatives, how many are on 100% official time?

Respondent skipped this question

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

None to be noted at this time.

Q10

What are some major areas of concern or dissatisfaction?

excessive expansion from original CBA to current number of chapters. The amount of involvement by AFGE regarding attendance and leave- just note the drastic increase in UA's since return of CBA.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

worse based on the amount of chapters and areas that AFGE is allowed to insert themselves to our organization.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

This is difficult to answer as we previously had a 100% representative but resigned with no intent to return to position after CBA was initially revoked.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

similar to above answer, including the burden of formal notifications and internal logging at local level to track.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

the extent taken to coordinate all involved parties, including AFGE wanting to be involved, takes a lot of hours away from focusing on the mission (primary).

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

There is a great amount of back and forth with ER Team at HQ on whether or not an attendance conversation can occur which is generally thwarted through the presentation of medical documentation. FMLA seems to provide an out for most attendance issues, therefore the time and personnel involved ends up being wasted with no results to correct the behavior. Essentially, if the employee is willing to pay a co-pay then the employee can get out of their attendance issue.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

The major impactor is the coordinating of all involved parties, to include AFGE and still be timely with the action which can have a negative impact/result with MSPB reviews.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

This process is excessive through the ability of AFGE to continue the process absent the employee or employee withdrawal. Required to complete the 1st step grievance response even if the initial form by employee or AFGE is not completed correctly or filed timely. Missed window for filing should not require a formal response- we need to move forward.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Some flexibility was removed from the FSD through the CBA. We cover parking for TSOs/LTSOs but not for STSO and above.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

approximately 15 hours per month

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

With our previous AFGE 100% employees we provided office space, parking, computers, meeting times in FSD conference rooms with leadership/management, and an HR employee to track all actions, send out notifications, provide updated training information while also performing other mission related duties; in-person 8 hours of training required for CBA.

Q21

Please provide the number of office spaces you provide for Union representatives.

0- request as needed, previously 1 office space as it was shared by both AFGE 100% employees.

Q22

What are the impacts of providing these office spaces?

The use of office space was sporadic and therefore provided as needed.

Q23

Please provide the number of parking spaces you provide for Union representatives.

0, previously provided 2 spaces for AFGE 100% employees

Q24

What are the impacts in providing these parking spaces?

we don't own the spaces and financially not something that was reasonable to pay for.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

The impact of the CBA is negative as it requires ALL management officials, HR personnel, HQ ER teams, HQ Leadership to spend additional time evaluating the CBA for any and all issues presented by the employee to determine actions required in order to change the behavior of the employee.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

we had two 100% AFGE employees so hard to provide requested information.

#12

COMPLETE

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Q1

Name:

Mathew Ketchum

Q2

Airport (Hub 3 Letter Code):

OKC

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

269

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Gives officers transparency to rules and policy relating to them. It is consistent with current MDs and Policies.

Q10

What are some major areas of concern or dissatisfaction?

The inability to be able to create local committees. Union unilateral selection potentially prevents non union due paying members from participating in committees such as a shift bid committee. Limits FSD discretion on some officer morale and quality of life issues such as wearing polos.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

With the current CBA, overall the pulse is it has had a negative impact over previous CBAs. Specifically, the change to exclude non BUE EOD dates forced officers to lose seniority. Also, the inability to be able to create local committees. Union unilateral selection potentially prevents non union due paying members from participating in committees such as a shift bid committee. Limits FSD discretion on some officer morale and quality of life issues such as wearing polos.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

With two 100% AFGE Reps, there has been a minimal impact to operations due to Official time.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

NA

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

No negative impacts.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

There has been a negative impact with respect to address individuals with poor attendance. Specifically, the agency already has policy to address poor attendance. Adding the additional layer with the CBA results in inconsistent penalties being applied across the workforce.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

There are already policies in place to address the disciplinary process to include representation. Without the CBA, officers still have a voice and are represented with current policy and no need for additional layers to provide more points for mistakes or failures.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

There is already a grievance process in place with the NRC which is not benefited by the CBA. The CBA provides no benefit to officers or management with regard to the grievance process.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

The requirement to provide additional office space and resources.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Approximately 40 hours a month.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Office workspace and FTE.

Q21

Please provide the number of office spaces you provide for Union representatives.

Two spaces.

Q22

What are the impacts of providing these office spaces?

Minimal impact to overall operational footprint.

Q23

Please provide the number of parking spaces you provide for Union representatives.

NA

Q24

What are the impacts in providing these parking spaces?

NA

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Provides an additional layer which is not needed due to current policies and procedures. When the CBA was put on pause, only changes made were ones which benefited officers. With the addition of the CBA, it complicates policy and slows the ability to address operational needs and requirements.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

80 per pay period. More hours beyond our 100% AFGE Rep will be required soon to support the upcoming shift bid process for all airports in our AOR.

#13

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

Name:

Jamie K. Hicks

Q2

Airport (Hub 3 Letter Code):

CPR

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

100

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

None

Q7

If you do have Union representatives, how many are on 100% official time?

None

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Allows for management officials to standardize certain processes and requires employees to be engaged with the CBA.

Q10

What are some major areas of concern or dissatisfaction?

Discourages open dialogue. Must get Union to discuss items that impact work conditions. Self certification of sick leave. Restriction in transfers. No input in collateral duties/details. Lack of understanding of official discussions leading to grievances. Cost to agency for fit for duty.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse environment - stifles open dialogue.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

None

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Delays in open dialogue/addressing employee concerns.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Longer process to address habitual attendance issues.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Longer process to address habitual conduct issues.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

None.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Coordinating with official union members to host town halls/information sharing with the workforce.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

2 plus

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Time to address issues/schedule meetings/answer grievances

Q21

Please provide the number of office spaces you provide for Union representatives.

None

Q22

What are the impacts of providing these office spaces?

None

Q23

Please provide the number of parking spaces you provide for Union representatives.

None

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

N/A

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

1 plus

#14

COMPLETE

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Q1

Name:

David J. Durgan

Q2

Airport (Hub 3 Letter Code):

BIS

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

167

Q5 **No**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1 - Awaiting Union selection of a new representative following the retirement of our previous rep.

Q7

If you do have Union representatives, how many are on 100% official time?

None

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Ensures less than superior leaders are kept in check. Management is kept in bounds with appropriate treatment of officers and their rights. Drives structure and timeliness of discipline actions provides boundaries/rules/defined operating space to operate within.

Q10

What are some major areas of concern or dissatisfaction?

Greater interest and expectations for RFIs. Too broad, too much information, not enough resources to research and gather RFIs, timelines are not realistic. Parameters are too defined and tight throughout the CBA--not realistic and achievable. Required notifications to the union for any engagements with the BUEs are out of control...townhalls, orientations etc. with no accountability on Union acknowledgement/participation. Grievance process has different rules for each perspective...i.e. more leeway on the side of the union for missteps in processes i.e. untimely actions are commonly ignored on the Union side with no accountability though that is not the case if Management is untimely in any fashion.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse in many aspects. Union notifications are now onerous. Grievance process is brutal, old process was more streamlined. RFIs under current CBA are out of control and not realistic. BUEs have too many opportunities to defend/argue/fight their cases (we believe 6 opportunities). Management does not have the time to relive these cases this many times. Union appears more emboldened under this CBA than previous versions. They appear intent to fight any/all complaints no matter the merits of the case. Union reps are unprofessional and harassing.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

When we had a representative in the state, the .5 FTE was managed well by the rep.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Union and Human Capital seem to be at odds over the expectations of the Weingarten requirements.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Another aspect that sucks time and energy from mission focus. This CBA asks for too much, especially in the small airport environment where diminished staffing is already stretched.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Too much time spent of officers who are challenged with being to work/being to work on time.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

This process in onerous. Process involves entire chain of command in some fashion. Supervisors closest to the BUE expend vast amounts of time and effort to operate within this CBA space. Vastly detracting from our needed Operations focus.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Same response as previous question.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Respondent skipped this question

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Hard to quantify -- vast number of hours/vast number of management resources expending vast hours per grievance case. Not to mention the monthly meetings with Management Senior Leadership and the Union reps.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Currently have one full-time HR LMPOC. Even in small airport environment this is not enough. Unable to "set aside" folks to work CBA solely, diminished Mission Support staff is overtasked as is.

Q21

Please provide the number of office spaces you provide for Union representatives.

None

Q22

What are the impacts of providing these office spaces?

None

Q23

Please provide the number of parking spaces you provide for Union representatives.

None

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

CBA is a great distractor from our threat detection mission focus.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

.5 FTE - 1040 hours

#15

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Brian Cahill

Q2

Airport (Hub 3 Letter Code):

JAX

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

628 (DAB 56, ECP 66, GNV 48, JAX 216, PNS 108, TLH 51, VPS 83)

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

2 (JAX and PNS)

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

The current CBA codifies many of the already existing TSA policies and procedures – in some cases it aligns with the TSA Management Directives and/or Operational Directives.

Q10

What are some major areas of concern or dissatisfaction?

The current CBA entices officers to file grievances, creates unnecessary and wasteful processes, paperwork, tracking requirements, and meetings that do not serve the travelling public in any way but rather create opportunity costs for leaders/managers who should be focusing on serving the public directly.
The current CBA encourages union representatives to seek minor technicalities to avoid accountability for failures in threat detection, customer service, and policy adherence, instead focusing on the desires of officers instead of prioritizing the needs of the American public.
The current CBA makes the annual shift and leave bid processes exceptionally bureaucratic, time consuming, labor consuming, and constrains the flexibility of management to flexibly meet the Agency's mission.
The current CBA covers many technical issues like uniforms or leave policy but does not address major issues impacting officers, such as a national overtime policy or creation of a safe work environment, officer mental health, or childcare in a meaningful way.
The uniform/hair/tattoo policies codified in the CBA do not result in a professional-looking workforce (i.e. negatively impacts overall command presence).
The current CBA pulls management into a legalistic world of parsing nuances of terminology such as formal discussions, or Weingarten rights. This wastes precious time.
Establishing special assignments is more bureaucratic and distinguishing them from "collateral duties" is difficult as there are many exceptions.
AFGE reps are inexperienced and immature when it comes to operating in a CBA environment. They do not see the 'big picture. They are solely interested in the individual BUEs and NOT the overall success of the organization.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The operating environment under the current CBA is worse than the environment under prior TSA CBAs.

- The current CBA incentivizes BUEs to file grievances, whether they have merit (or not) and establishes a bureaucratic grievance management process that is managed mostly in the field units -- detracting from the Agency's mission.
- The current CBA does not hold any BUEs accountable for filing multiple unsubstantiated or frivolous grievances.
- The current CBA empowers BUEs to call off from their assigned shifts by allowing them to "self-certify" for up to 3 days – reduces the ability of management to reduce absenteeism.
- The current CBA makes scheduling committee meetings mandatory for CAT X, I, II, and III airports – basically all seven of our airports. The scheduling committees do not advocate for an efficient schedule to serve the travelling public – instead, they advocate for more employee friendly schedules that are not in the interest of the Agency or the travelling public we serve.
- The current CBA empowers local AFGE local Presidents to negotiate on an equal footing with the Federal Security Director and FSD Staff, reducing the agility of management to make good decisions that benefit the taxpayers.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Two officers are on 100% "official time" all year – this is equivalent to taking two officers away from operations for a year. One is at a CAT I which has a significant operational impact (yes...losing even one officer at the smaller airports is impactful). Additionally, local AFGE stewards have periodically been approved for official time (e.g. AFGE training), yet again taking them away from the primary Agency mission.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Both BUEs and management routinely misunderstand application of the Weingarten requirement, at times resulting in grievances. Grievances follow a bureaucratic process that takes a significant amount of time, tracking, and paperwork at the field level, even if they lack merit.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Both BUEs and management routinely misunderstand application of "formal discussions", resulting in grievances. This topic is so nuanced that TSA HQ felt a need to post a 78 question FAQ about different circumstances/meetings and whether they meet the CBA definition of a "formal discussion." At times, disagreements or misunderstandings about what constitutes a formal discussion resulted in grievances, which follow a bureaucratic process and management time and paperwork to adjudicate.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The policy on “self-certification” in Article 17, part e, ii, a) states a bargaining unit employee’s completed leave request will be used as self-certification for sick leave absences of three (3) consecutive workdays. This entices officers to abuse sick leave. This puts an undue burden on management to mitigate the resulting unscheduled absences. Only after three days can management request medical documentation. This is especially impactful when the three day self-certification is combined with other entitlements such as FMLA or family leave.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Investigations, gathering evidence, documenting proceedings, and multiple meetings with employees demand significant time from HR, managers, and legal personnel. Some of these aspects may be determined to be Formal Discussions which requires AFGE coordination along with Union Representation, increasing both time and cost.
Inconsistent interpretation of the CBA regarding disciplinary actions can lead to resentment, distrust, and disengagement among employees, impacting morale and potentially increasing turnover.
Significant demands are placed on HR to develop and implement policies, conduct investigations, facilitate meetings, and maintain records. Supervisors are crucial in identifying issues, initiating disciplinary conversations, and providing coaching and feedback. Employees may request a support person or union representative during disciplinary meetings further increasing cost and taking Officers from the front-line distracting from the mission.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The negotiated grievance process puts an undue burden on management at the airport level – basically to track, research, meet, and respond formally to all grievances. This process is required by two management officials (level 1 and level 2), with a third HR specialist required to keep track of all deadlines and paperwork. The process is not efficient nor effective and likely creates conflicts of interest at the local airport level since the staff is required to adjudicate decisions made by their subordinates at lower levels within the organization. There is no sanction for filing multiple unsubstantiated grievances so some AFGE reps see this as an opportunity for 'showing' they are supporting the BUEs.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

As previously stated, AFGE-TSA is an immature organization that does not know how to operate as a good partner. Instead, they see their role as adversarial. A local rep who confides in local management has reported he/she has been on widely-attended calls in which AFGE says, "Fuck management at every opportunity." THIS is what we are dealing with in the field.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Two full time (100 %) AFGE Representatives work 160 hours a month each. Human Resources (HR) employees currently work approximately 100 hours a month on CBA issues. Management spends about 80 hours a month working on CBA issues. Total hours a month equals approximately five hundred.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

In addition to the approximately 500 hours employees spend dedicated to CBA compliance and issues there is a direct cost in leased space provided to AFGE representatives.
A core team consisting of representatives from management, human resources, legal, and union representatives to oversee the Collective Bargaining process.
Investing in training programs for supervisors and employees to ensure they understand the new terms and conditions, such as:

- Updated policies and procedures related to, benefits, working conditions, and grievance processes.
- Training for employees on new roles or expanded responsibilities outlined in the CBA.
- Training for union officials and representatives on their roles and responsibilities within the new framework.

Addressing potential staffing adjustments or reassignments that might be necessary to comply with the CBA's provisions, including:

- Determining the appropriate number of personnel for various roles based on new workload distribution or operational changes.
- Securing legal counsel and administrative staff to ensure compliance and assist in any dispute resolution processes.

Q21

Please provide the number of office spaces you provide for Union representatives.

2

Q22

What are the impacts of providing these office spaces?

The 100% AFGE representative at JAX has an office that could have been allocated for staff functions such as regulatory or mission support. The 100% AFGE representative at PNS has a space that was previously used for training of officers – this is impactful in an airport with very limited space.

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

N/A

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

CBAs contain detailed provisions on working conditions, work hours, scheduling, and staffing levels. While these provisions aim to protect employees' rights and ensure fair treatment, they can sometimes limit management's flexibility in adapting to changing operational needs or implementing new strategies. For example, fixed shift structures or restrictions on workload adjustments may create challenges in responding to fluctuating service demands or staffing shortages.
CBAs impact workforce management in several ways, including hiring, training, and performance management. For instance, seniority clauses may influence promotion decisions, and specific grievance procedures may require additional time and resources to resolve workplace disputes. Additionally, while CBAs can foster a sense of job security and morale among employees, management needs to ensure that the agreed-upon terms also support a productive work environment that contributes to mission accomplishment.
The negotiation and administration of CBAs involve ongoing interaction and collaboration between the organization and the union. Building strong, respectful relationships and maintaining open communication channels are essential for navigating potential disagreements and finding mutually agreeable solutions. However, if relations become contentious, disagreements can divert resources and attention away from TSA's core mission.
CBAs impact our organization's ability to innovate and adapt to evolving circumstances, particularly in areas like technology adoption or work method adjustments. Careful consideration needs to be given to how contractual provisions might affect the introduction of new processes or technologies, ensuring that the organization can remain agile and responsive to its environment.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Two full time (100 %) AFGE Representatives work 160 hours a month each totaling 320 hours a month. Additionally, Official Time requests for other representatives varies depending on AFGE requests for Training, Representation of BUEs have totaled more than 300 hours a month.

#16

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Jared Babin

Q2

Airport (Hub 3 Letter Code):

ELP

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

133

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Clear guidance on transfers. PT to full time to conversions. Uniform policy. Special assignments. Committees.

Q10

What are some major areas of concern or dissatisfaction?

Formal discussions. Dedicated union officials on taxpayer funds. Reinstatements of former TSA employees losing seniority. Not being able to use absences for leave restriction with doctor's note. Restrictions on having male or female slots for bid lines- not allowing genderless.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

A lot worse. Too much restriction. requires more manpower to manage. Grievance procedures. AFGE unilateral selections of committee members.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Loss of resources for operations due to union matters.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Minimal

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Doesn't make sense at all. Doesn't allow for free flow of information.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

It is hard to maintain the 4% call in rate with the caveats of the CBA

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Indifferent

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Haven't had any

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

NA

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

40

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

An office, and man hours

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

Impacts nursing mothers

Q23

Please provide the number of parking spaces you provide for Union representatives.

3

Q24

What are the impacts in providing these parking spaces?

Minimal because airport does not charge

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Just frustration when things could be addressed sooner- Stacking issues and holding them for monthly meetings.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

8 hours a week for 1 FTE

#17

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Tyler Johnstone

Q2

Airport (Hub 3 Letter Code):

FSD

Q3

Hub Size

Small

Q4

How many bargaining unit employees do you have?

65

Q5

Do you have any Union representatives?

No

Q6

If you do have Union representatives, how many are on on 50% official time?

Respondent skipped this question

Q7

If you do have Union representatives, how many are on 100% official time?

Respondent skipped this question

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Defined requirements for Official Time. Ability to bargain locally in some areas to ensure no adverse impacts to local operations. Defined maximum number of AFGER representatives based on number of BUEs. Clarifies AFGE is responsible for all costs associated with obtaining airport issued media for non-BUE staff or BUEs serving as reps at airports other than their official duty station. Article 11: Childcare Working Group. Article 16: Uniforms, Uniform Allowanaces, and Appearance. Article 19: Shift Bid Process.

Q10

What are some major areas of concern or dissatisfaction?

Article 24: Awards and Recognition Process - BUES will unilaterally select the BUEs serving on the JAC. Article 25: Selection Process for Special Assignments - Seniority selection will be used for any assignment that does not require a specific skill(s) or skillset. Article 36: Communications - Unilateral selection by the Union of BUEs serving on committees that do no primarily deal with security matters.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse. The Union is able to make too many unilateral decisions around committees. Does not represent the majority of employees but utilizes influence to impact policy that adversely affects all employees.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

N/A

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

N/A

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Additional administrative requirement to communicate and document advance notification. First line leaders often hesitant to engage with employees effectively due to confusion on what could or could not be or turn into a formal discussion.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Minimal.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Minimal.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Requires significant time and personnel allocation for tracking of defined timelines, assignment of Step Officials, training, and coordination with Operations, Mission Support, Field Counsel, and Labor Relations POCs.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Respondent skipped this question

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

3-4.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Significant allocation of time and efforts from TSA personnel across the enterprise at all levels of leadership to receive CBA training, grievance process training, coordination, communication, research, and engagement with Union officials before, during, and after committee processes, grievances, disciplinary actions, schedule changes, and bid processes.

Q21

Please provide the number of office spaces you provide for Union representatives.

0.

Q22

What are the impacts of providing these office spaces?

N/A

Q23

Please provide the number of parking spaces you provide for Union representatives.

0.

Q24

What are the impacts in providing these parking spaces?

N/A

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Field leadership are spending significant amounts of time training, researching, and coordinating CBA related requirements that would be better spent supporting threat detection initiatives and employee engagement efforts that enhance the overall threat detection posture while supporting employees without a delineated CBA with strict requirements without the required flexibility for local operations and considerations.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

0.

#18

COMPLETE

Collector: Web Link 1 (Web Link)
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Time Spent: 00:09:10
IP Address: 216.81.81.83

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Q1

Name:

Douglas Cruz

Q2

Airport (Hub 3 Letter Code):

DEN

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1257

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

2

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Uniform Conformity and Management: The CBA streamlines uniform policies, ensuring that all officers adhere to consistent standards, which promotes a professional appearance and uniformity across the workforce.
Break and Lunch Management: The agreement structures break and lunch schedules, providing clear guidelines that help manage and balance work shifts, ensuring officers receive adequate rest periods while maintaining operational coverage.
Parking and Transportation Benefits: The CBA offers valuable parking and transportation benefits to officers, making it easier and more cost-effective for them to commute to and from work.
Shift Trades / ETC.: The CBA has led to the issuance of multiple Human Capital Management (HCAM) directives, including those that facilitate shift trades. This flexibility allows officers to manage their work-life balance more effectively by trading shifts with colleagues.

Q10

What are some major areas of concern or dissatisfaction?

Management believes that the current provisions of the Collective Bargaining Agreement (CBA) significantly hinder their ability to hold officers accountable for unscheduled absences. The CBA allows officers to call off excessively without facing sufficient consequences, which can disrupt operational efficiency and reliability.
Additionally, the CBA's shift bid process restricts the flexibility of screening operations to make necessary adjustments in response to unforeseen airline schedule changes. This limitation impedes the ability to ensure proper operational coverage, affecting the overall effectiveness and responsiveness of the screening process.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current Collective Bargaining Agreement (CBA) has relaxed restrictions on tattoos and piercings, as well as allowed the wearing of shorts at checkpoints. While these changes may offer greater personal freedom for officers, it is crucial to emphasize that TSA is a professional, public-facing security entity. Maintaining a professional image is essential for fostering trust and confidence among the traveling public. When officers do not project a professional appearance, it can negatively impact the perception of TSA's commitment to security and professionalism. Therefore, it is important to balance personal expression with the need to always uphold a professional and authoritative presence.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Given our current space restrictions, allocating office space and computer technology for Union Stewards has become increasingly burdensome. The challenge of finding appropriate office space for the screening management group is already significant, and the additional requirement to accommodate Union Stewards further strains our limited resources. This situation places an undue burden on our infrastructure and hampers our ability to efficiently manage and support both operational and administrative functions.
Assigning a full-time employee at a Category III airport as a 100% Union Official has a significant impact on screening operations. The absence of this employee, particularly a female officer, is noticeable. Currently, this employee is not maintaining their certification or performing screening functions. To optimize operations, it would be beneficial to schedule this employee in the operation in advance, maintaining her certification while accommodating their official Union duties. This approach ensures that the employee is utilized effectively when not engaged in Union activities.
With the recent changes eliminating the necessity for telework, the employee is now on-site. Other employees have expressed concerns about perceived favoritism, as they observe the Union official not actively participating in operational duties. Addressing this issue by integrating the Union official into the schedule, when possible, would help mitigate these perceptions and enhance overall team morale.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

When the Union Stewards are off the floor working on disciplinary cases, at times, this takes away our ability to fully and properly manage a busy airport environment, this issue compounds itself at smaller CAT 1-4 airports. The ability to also find a Union Steward at a large location and during different shifts has its own challenges, which can delay issuing action or correcting a behavior or training deficiency.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

See answer question 13

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The way Article 17 is currently written significantly ties the hands of management when attempting to hold officers accountable for unscheduled absences. The article's provisions require management to expend considerable time and effort determining whether there is a "pattern" of abuse when officers call off work. This process is not only cumbersome but also detracts from the primary focus of ensuring operational efficiency and security.

Regardless of whether a discernible pattern of abuse is identified, the frequent call-offs by officers severely hinder TSA's ability to accomplish its mission. The absence of officers disrupts staffing levels, compromises the effectiveness of security operations, and places additional strain on the remaining workforce. To maintain a high standard of security and service, it is imperative that officers are present on a regular basis and manage their leave responsibly.

Ensuring consistent attendance is crucial for the TSA to operate efficiently and effectively. Officers need to be reliably present to perform their duties, support their colleagues, and uphold the integrity of the security screening process. Therefore, a revision of Article 17 is necessary to provide management with the tools and authority to address unscheduled absences more effectively, thereby enhancing overall operational performance and mission success.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Time: The disciplinary action process can be time-consuming due to the need for thorough investigations, documentation, and adherence to procedural steps outlined in the CBA. This can lead to delays in resolving issues and may impact overall efficiency.

Personnel: The process requires the involvement of multiple personnel, including supervisors, HR representatives, union representatives, and legal advisors. This can divert resources from other critical tasks and may require additional training to ensure compliance with the CBA.

Cost: There are financial implications associated with the disciplinary process, including potential legal fees, costs related to investigations, and administrative expenses. Additionally, prolonged disciplinary actions can lead to increased costs due to lost productivity and potential overtime for other employees covering the duties of those involved in the process.

Resources: The process demands significant administrative resources to manage documentation, communication, and coordination among various stakeholders. Ensuring compliance with the CBA may also require additional resources for training and policy updates.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Resolution Time - The grievance process can be time-consuming, requiring multiple steps including filing, investigation, meetings, and potential arbitration.
Operational Delays - Time spent on grievance resolution can delay other operational activities, especially if key personnel are involved in the process.
Personnel:
Human Resources - HR staff may need to allocate substantial time to manage and resolve grievances, impacting their ability to focus on other HR functions.
Management - Supervisors and managers may need to participate in grievance meetings and investigations, diverting their attention from daily operational responsibilities.
Employee Morale - The process can affect employee morale, both positively (if grievances are resolved fairly) and negatively (if the process is perceived as unfair or overly bureaucratic).
Cost:
Legal Fees - If grievances escalate to arbitration, legal fees can become a significant cost factor.
Training - Costs associated with training HR staff, managers, and supervisors on the grievance process and conflict resolution.
Lost Productivity - Time spent on grievance resolution can result in lost productivity, which can have a financial impact on the organization.
Resources:
Documentation - The process requires thorough documentation at each step, necessitating robust record-keeping systems.
Meeting Space - Physical or virtual meeting spaces may be needed for grievance discussions and hearings.
External Resources - In some cases, external mediators or arbitrators may be required, adding to resource allocation.
Additional Considerations:
Policy Review - Regular review and updates to grievance policies and procedures may be necessary to ensure compliance and effectiveness.
Communication - Clear communication channels must be established to ensure all parties are informed and engaged throughout the process.
Consistency - Ensuring consistency in handling grievances to maintain fairness and transparency.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

No additional items to share.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Approximately 5 to 10 hours a month.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Workspace, file cabinets, computers, phones for the full-time union reps.

Q21

Please provide the number of office spaces you provide for Union representatives.

2

Q22

What are the impacts of providing these office spaces?

Workspace that could be used by multiple employees is now only designated to 2 employees.

Q23

Please provide the number of parking spaces you provide for Union representatives.

Employee receives airport parking similar to what is offered to all BUEs.

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

No additional items.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

80% of their time is spent away from the screening operations.

#19

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Anita Minaei (Included feedback from AFSDs)

Q2

Airport (Hub 3 Letter Code):

BUR

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

295

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

3

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

None that comes to mind. Anything that may appear to be a positive aspects of the CBA are ones that are already in TSA policy.

Q10

What are some major areas of concern or dissatisfaction?

- Limits management's ability to easily adapt to airline schedule changes.
- Creates unnecessary barriers to meeting with employees that only benefit the union, not employees.
- Allows for excessive unscheduled absences while limiting management's ability to address it.
- Creates confusion between management and employees because there is so much disinformation put out by the union.
- Shift Bid Process –

o The timeline requirements are way too long for posting of lines, implementation, etc. From the time the bid process starts to the time it goes into effect, there are so many changes that the bid often no longer reflects the needs of the operation.

o Forcing airports to have a Scheduling Committee and consult with AFGE when they have no understanding of the scheduling process, and zero useful feedback is a waste of everyone's time.

o The restrictions on adjusting schedules or requiring another bid makes it extremely difficult for management to adjust to last minute changes in flight schedules.

o Any requirement to "provide" AFGE with anything, seniority lines, bid results, etc. is an administrative burden and a waste of time. AFGE already has access to that information from their BUEs and they never do anything productive with it anyway.

- Shift Trades –

o Allowing employees to trade away 40% of their scheduled hours is egregious.

o Prevents management from setting policy to avoid last minute shift trade requests that disrupt the operation and cause conflict between employees and management.

- Annual Leave Bid –

o Forcing management to approve leave during this process based on projections a year in advance, hurts the operation. The employee is projected to earn that leave throughout the next year, but they are allowed to bid for all that time within the first couple of months before the time will be accrued.

o The current process results in an administrative burden to management to constantly monitor employee leave balances and approved leave to ensure officers are not taking leave they can't cover. Employees know if management doesn't proactively warn them in advance, that they can take the leave without penalty.

o Restricts management from innovating better annual leave policies and processes that work better for their AOR.

o Restrictions. Committees – forcing us to have certain ones, dictating how they're comprised, etc. Giving AFGE 100% control of who is on the committees is nonsensical.

- Many articles have nothing to do with the mission of the agency and are simply AFGE's attempt to get personal benefits. For example, parking, childcare working group, telework, facilities, uniforms, dues withholding.
- The uniform policy allows for clothing, tattoos, hairstyles, piercings, and other things that would not be considered professional in any work environment, let alone a federal security agency.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse due the new convoluted grievance process, less restrictive attendance management process, and 100% reps. Far too lengthy, contradictory, much of it has little to do with the field, creates an administrative burden for management to review it every time we are trying to make a decision to improve the effectiveness or efficiency of the agency.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Loss of use of TSA space to accommodate work space for 100% reps. In addition, despite having 100% reps assigned to airports, ad hoc official time is used by other union reps at those airports which takes resources away from checkpoints. Stewards continue to request official time for matters that are not eligible for AFGE representation. They file frivolous grievances based on actions that they know with certainty were appropriate, fair, and in accordance with policy. They use far more official time than should be required for routine tasks and take an officer off the floor for extended periods. For example three hours to write a statement about why they pulled the wrong bag from the x-ray.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Delay in investigations, corrective/disciplinary action, etc. while waiting for a representative to be available. Union representatives waste time during interviews looking after their own interests rather than the interests of the agency or employee. They frequently encourage the employee to lie or obscure elements during investigation. They frequently siderail the conversation by bringing up unfounded accusations against other employees and management officials unrelated to the investigation at hand.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Wasted time to create the appropriate notifications to send the union. Confusion among STSOs/TSMs and employees over what qualifies as a formal discussion. Disrupts and discourages communication between management and the workforce. Prevents the flow of timely and important information reaching the workforce. Instead of having ad-hoc events to discuss workplace issues and answer questions from employees, we have to take the time to schedule an official meeting and notify AFGE. This type of meeting also discourages management and BUEs from expressing themselves freely because they know AFGE is waiting to escalate anything they think they can plausibly turn into a crisis. It also severely limits the coaching and mentoring LTSOs receive since STSOs can't even call an impromptu LTSO meeting to discuss a concern they have seen in the operation.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

One of the worst parts of the CBA. It basically prevents management from addressing attendance at all except under only the most egregious circumstances – and even then, it requires an enormous amount of administrative work, constant monitoring, extensive tracking mechanisms, etc. Between the CBA/Labor Relations, Employee Relations, and Chief Council management has no idea how to appropriately track and address attendance in a manner that improves employee reliability. The CBA Sick Leave Restriction is a waste of time and does not work. The fact that an officer needs to have a "pattern" of abuse which is "3 or more" identified events as listed as the CBA" before a discussion can take place, and then afterwards they need to have either the same, or another pattern of (3 or more events) before we can safely place them on SLR is burdensome and is a waste of time for management. Further, even if an Officer is placed on SLR, they are only on it for 90 days, which is a waste of time because most people are good for 3-5 months, and then they go right back to abusing leave again once they are removed from SLR.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

It is waste of time allowing AFGE and the employee to prepare a "statement of disagreement" for LORs. I'm sure most employees don't like receiving an LOR. Why should management have to allow an officer and AFGE rep off the floor to write a statement that waste's management's time. Much of this article attempts to prevent management from taking appropriate action and does little to actually protect employees.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

- Grievances are extremely time consuming and rarely result in either party feeling better after completed. AFGE has a financial interest in filing frivolous grievances that they know have no standing or where they know management followed proper procedures and the action was fair, consistent, and appropriate. The Step I, Step II process in nonsense and a waste of time since you are basically asking the management official who issued the discipline and their supervisor, if they felt the action was appropriate. Of course, they are going to say that it was, they're the ones who issued it. We should skip these steps. The ability for the union to be present for a grievance from an employee who doesn't want union representation is ridiculous.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

- Providing office space for AFGE 100% is difficult since we are already very limited on space at airports. Having them wandering aimlessly around the screening locations with nothing to do is not good for morale among employees who are working very hard to perform the job they were actually hired to do. The 100% AFGE reps have so much free time on their hands that they manufacture crises out of nothing, just to try to look busy. Allowing them to telework was basically theft. They did zero work and had no accountability. We basically paid them to sit at home and do whatever they wanted. Allowing the 100% AFGE to use timecard processes separate from every other employee creates an administrative burden on management and makes it nearly impossible to hold them accountable for tardiness and absences. We already have a time management system in place, they are TSA employees, there is no reason they can't use the same system all of their peers use.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Approximately 5 hours per week.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Work space for the 100% reps, including laptops, phones, furniture. Significant time from management officials dealing with the union.

Q21

Please provide the number of office spaces you provide for Union representatives.

3

Q22

What are the impacts of providing these office spaces?

We had to re-purpose our Nursing Mother room and combine it with an STSO office space. It is more uncomfortable for nursing mothers and has a negative impact on the availability of the STSO office for required meetings with their direct reports.

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

NA

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

It is a constant distraction. It hinders nearly every decision we make. Any change we want to make, we have to comb through 187 pages of CBA to make sure it doesn't conflict with it. Even after ensuring a decision is consistent with the CBA, AFGE will still request meetings with management, file a grievance, sow discontent among the workforce and do everything in their power to prevent any changes from occurring and drive an ever-increasing wedge between the workforce and management. We waste several hours per week investigating unfounded claims of favoritism, discrimination, CBA violations, management overreach, etc. Many times we are prevented from making decisions that are better for both management and the BUE, because the CBA specifically forbids it. We waste several hours per week arguing with AFGE over gray areas of the CBA such as uniform issues or attendance. At times it might feel like some of our management and leadership are occupied addressing AFGE/CBA issues more than anything other matter.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

A minimum of 120 hours per pay period for the 100% plus the ad-hoc time requested by other reps.

#20

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, July 11, 2025 5:04:05 PM
Last Modified: Tuesday, July 15, 2025 4:38:34 PM
Time Spent: Over a day
IP Address: 216.81.81.82

Page 1

Q1

Name:

George Bush Intercontinental Airport

Q2

Airport (Hub 3 Letter Code):

IAH

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1206

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

The current CBA provides a sense of uniformity and consistency across the workforce. It establishes a solid base and structure that helps guide decision-making and promotes fairness. This consistency allows management and employees to operate under a common framework, creating a predictable environment for addressing workplace matters.

Q10

What are some major areas of concern or dissatisfaction?

There are several concerns with the current CBA that impact daily operations. Scheduling flexibility is limited, making it difficult to meet staffing needs effectively. The decline in uniform appearance standards has led to an inconsistent and sometimes unprofessional image. Attendance management has become more challenging, as the agreement makes it harder to hold employees accountable for unscheduled absences. Tracking the high volume of shift swaps and trades is time-consuming and difficult to manage. Additionally, some employees feel bound to an agreement they do not fully understand or support, as many BUEs are not well-versed in CBA policies. The existence of conflicting policies adds further confusion, and the level of accountability expected of employees is diminished under the current framework. The prioritization of seniority for special assignments can sometimes overlook the importance of performance or qualifications. There is also concern over the union having the final say in committee assignments, which limits leadership's ability to select the right individuals for critical roles. The CBA has inadvertently created a divide between leadership and frontline employees, as AFGE has not effectively educated its members on the agreement's provisions, leaving many employees unaware of their responsibilities or rights.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current CBA is generally viewed as less effective than previous agreements, primarily because management had greater flexibility in the past. While some aspects remain the same, the most noticeable decline is in uniform appearance, which has eroded the professional image of the workforce. Earlier agreements allowed leadership to act more decisively and maintain higher standards, which contributed to better operational efficiency.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

The use of Official Time has significantly impacted time, personnel, and resources. Human Resources and leadership spend excessive amounts of time assisting union representatives who are often not fully trained or familiar with their responsibilities. Managing and accounting for Official Time is a labor-intensive process that detracts from operational priorities, and much of this time could be better used elsewhere.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

The Weingarten requirement has had minimal direct impact because many employees and union representatives do not appear fully aware of this right. However, when situations arise where this right should have been offered but was not, it causes unnecessary delays and complications in resolving disciplinary or investigatory matters, ultimately slowing down the process.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

The Formal Discussion requirement results in considerable wasted time and effort. Management must issue notifications for discussions such as town halls, but in most cases, union representatives fail to attend these meetings. This leads to unnecessary administrative work with little practical benefit to the workforce or the mission.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Attendance management has worsened under the current CBA. Unscheduled absences have increased, and the tools available to management to address these issues are limited. There appears to be a direct correlation between the rise in attendance issues and the extension of Merit Systems Protection Board (MSPB) rights to employees, which has made it more difficult to take timely corrective action.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

The disciplinary process under the CBA is extremely time-consuming and costly. Even in straightforward cases, such as employees who abandon their jobs, the process to take corrective action is lengthy and resource-intensive. The amount of effort and paperwork required to carry out necessary disciplinary actions is disproportionate to the nature of the offense, which undermines accountability and disrupts operations.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The current grievance process is cumbersome, inefficient, and longer than previous versions. The two-step process adds unnecessary complexity without providing meaningful benefit, as new information, though allowed, rarely comes to light. This results in delayed case resolutions and increased administrative burdens on management without improving outcomes.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

The implementation of the current CBA has created division between leadership and employees, rather than fostering collaboration. Key processes such as attendance management and the grievance process have become less effective, leading to frustration, operational inefficiencies, and a weakened sense of team unity.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Our hub spends over 1,000 hours each month addressing union-related issues, including formal Labor-Management meetings, grievance responses, Official Time management, and other concerns raised by the union. This significant time investment diverts attention from mission-critical functions.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

We must set aside leadership time, workspace, and financial resources to implement the CBA. Union representatives require office space and equipment, and management must spend considerable time reviewing union concerns, even when those concerns do not violate the CBA. Additionally, we need more robust training for management to ensure proper CBA compliance, which adds to operational strain.

Q21

Please provide the number of office spaces you provide for Union representatives.

We currently provide one cubicle with two dedicated workstations for Union representatives to perform their duties.

Q22

What are the impacts of providing these office spaces?

Providing office space for Union representatives reduces the availability of workspace for operational staff and imposes additional costs in terms of equipment, utilities, and upkeep. This space could otherwise support mission-essential functions.

Q23

Please provide the number of parking spaces you provide for Union representatives.

No special parking accommodations are provided for Union representatives at this time.

Q24

What are the impacts in providing these parking spaces?

Since no dedicated parking spaces are provided to Union representatives, there is currently no operational impact related to parking.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

The CBA has affected our ability to maintain a security-driven mission by weakening attendance management and reducing leadership's command presence on the floor. The administrative demands created by the agreement pull focus away from security operations, making it more difficult to meet mission objectives efficiently and effectively.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Approximately 80 hours per week are allocated to Official Time or time spent away from screening functions by BUEs. This equates to two full-time staff members being unavailable for critical screening duties each week.

#21

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, July 15, 2025 4:32:07 PM
Last Modified: Tuesday, July 15, 2025 4:57:04 PM
Time Spent: 00:24:56
IP Address: 216.81.81.84

Page 1

Q1

Name:

Jason D. Hoban

Q2

Airport (Hub 3 Letter Code):

STL

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

500+

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

2

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

There is a significant amount MDs that are restated in the CBA, ultimately duplicating the expectation. The CBA does centralize the information, allowing uniform focus and alignment with policies set forth by TSA.
Article 21: Shift and Schedule Trades; Provides Officers with the flexibility to modify their schedules and days off, even when leave is not available. This provision enables Officers to optimize their work schedules for maximum days off or to better balance work and personal life.

Q10

What are some major areas of concern or dissatisfaction?

It reduces management flexibility and ability to implement changes or how matters are addressed.
Attendance leaves a lot to be desired; It takes far too long to effectively address attendance issues. It inhibits our ability to establish a culture of reliability.
Article 21 Shift and Schedule Trades; Paragraph D.15.d Bidding and Awarding Bids. This paragraph ensures that officers who fail to bid have their seniority protected by placing them in a bid line according to a specific sequence. Except in extreme circumstances, an officer who fails to bid should be assigned to a bid line at the conclusion of the shift bid process.
Article 21 Shift and Schedule Trades; Paragraph D.16 Personal Needs Request. Examples of what constitutes a personal need should be provided. Additionally, there should be an annual time limit specified for approval of such requests.
Article 21 Shift and Schedule Trades; Paragraph D.10. The Parties understand that assignment to a particular location does not restrict management from moving a bargaining unit employee to another location based on operational needs. Bargaining unit employees may be moved to different terminals, checkpoints, baggage locations, or other work areas as required. The phrase "Based on daily operational needs" should be removed to allow management the flexibility to move resources permanently.
Language concerning leave restrictions. Gives poor employees too much flexibility

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Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

It is better but there is still needed improvement, especially for speed because TSA's environment moves very quickly, and the CBA does not keep up.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

N/A

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Normally causes delays in the fact-finding process. Additionally, union representation presents or causes added challenges on the fact-finding process.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Having to coordinate formal discussions with union reps typically delays the process which increases time spent, cost and resources rather than being able to conduct discussion freely and when appropriate.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Attendance has always been the primary issue all airports deal with. Article 17 sets an added limitation outside of TSA's current attendance policy that has been more challenging for management to address.
Article 17 is yet another layer in addition to TSA policy we have to navigate which slows down action. We have to have more quick and decisive actions when it comes to addressing attendance issues; Attendance has a significant impact on us. The amount of administrative time used to manage attendance reduces the time we can spend with other priorities including employee engagement, leadership development, and operational oversight.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

We spend a significant amount of time handling discipline matters. ER actions take longer to be in compliance with the CBA thus slowing down the process.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Minimal due small volume of grievances

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Nothing that has not already been mentioned. The impact on our ability to address attendance issues less aggressively due to the CBA really does not allow us to establish an expectation of reliability/availability.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Estimated 3 to 5 hours Monthly LR meetings attended by senior leadership and subsequent actions to address issues brought up by LR; 1hr formal meeting with follow up as necessary. Our relationship with local LR is overal

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Use of personnel, equipment
2 FTE, office, IT resources
Space, furniture, parking, computers

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

minimal

Q23

Please provide the number of parking spaces you provide for Union representatives.

N/A; covered under entire workforce parking contract; 3 total

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

I believe that the CBA, at times, creates angst between the workforce and management and often creates a false sense of security for the workforce.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

80 hours per PP.

#22

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, July 15, 2025 5:07:24 PM
Last Modified: Tuesday, July 15, 2025 5:28:59 PM
Time Spent: 00:21:35
IP Address: 216.81.81.84

Page 1

Q1

Name:

Jerry Agnew

Q2

Airport (Hub 3 Letter Code):

PHX

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1251

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

5

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Personal representation (provides employees with a MD and policy knowledge base)

Q10

What are some major areas of concern or dissatisfaction?

- Self-Certification for absences of 3 days or less
- Committee membership restriction to dues paying members
- Uniform leniency (shorts and polos)
- Liberal utilization of ad-hoc official time
- TSA financing 100% representatives from FTE on top of ad-hoc official time
- Limitations on some Special Assignments (i.e. seniority vs interview which may not provide the opportunity to select the most qualified person for the assignment)
- Extremely limited accountability related to attendance corrective actions (i.e. must use limited timeframes and patterns)
- Inefficient and frustrating process for employees to cancel withdrawing AFGE dues
- AFGE grievances and formal discussion can be filed/requested without BUEs approval
- Under the provisions of the current CBA, we've seen a sustained decline in overall attendance rates. Our analysis indicated that certain areas of the agreement may be unintentionally creating opportunities for system misuse, which has contributed to the ongoing challenges with attendance accountability. These patterns not only present operational challenges but also suggest these vulnerabilities may warrant a strategic review and discussion in future negotiations, to strengthen oversight, clarify expectations and support workforce reliability.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse, due to lack of accountability, reliability and all concerns listed above.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

968 hours in total dedicated to ad hoc official time since January 2025. (577.75 from 1/1/25 to 2/26/25 and 390.25 from 6/11/25 to 7/14/25) when there have been no less than five (5) individuals who are dedicated 100% full time in the PHX AOR.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Repeated invocation to delay or reschedule investigative interviews (citing unavailability or need for specific representative, even when alternative qualified representatives are available)
Inserting themselves into non-disciplinary conversations (union representatives have asserted Weingarten rights during routine coaching or performance feedback sessions where no investigatory element for discipline exists)
Answering on behalf of the employee during interviews), during investigatory interviews, the union representative may at times speak over or answer for the employee; rather than serving in their intended advisory or supportive role)

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

No Impact to formal discussions

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Specifically Sick Leave. Article 17 2.e.ii.a) Self Certification and f) Sick Leave Restriction. Employees ability to excessively self-certify for up to 3 days of absences claiming sick leave has hindered our ability to ensure reliability and to meet mission needs. When discussing the use of sick leave with an employee, having to establish a pattern and then requiring the employee to continue the pattern before requesting medical documentation has to justify an absence continues to be an administration burden that does nothing to correct the abuse.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

No difference to existing policy.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

An overwhelming number of grievances have been submitted by the same union representative.
Frequently seeking remedies that are not permissible where the remedy requested would “erase, remove, alter, or withhold” information about an employee’s performance or conduct in that employee’s official personnel records.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Creation of an unfavorable relationship between BUE's, Non-BUEs and Leadership as they are allowed to make general unfavorable comments about management and TSA as long as they are not specific. (CBA Article 36. Communications; B. General; 2. Distribution of Union Information and Materials; a. which states in part "Posting and other materials distributed by the Union may not make defamatory or demeaning references to specific TSA officials or employees;".)

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

5 to 10 hours per month

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Five (5) laptops and accessories, four (4) desks and office chairs

---

Q21

Please provide the number of office spaces you provide for Union representatives.

One office space at Phoenix Sky Harbor International Airport for PHX AFGE members and one office in Tucson (TUS) for the 100% employee.

Q22

What are the impacts of providing these office spaces?

Providing these office spaces has had an impact. The space allocated to the AFGE was taken from areas utilized for specific programs and processes (ATLAS, uniforms, maintenance and lost and found.). Given our previous efforts to optimize space usage, reallocating even a small amount of space presents a considerable challenge

---

Q23

Please provide the number of parking spaces you provide for Union representatives.

One PHX Airport Parking Card issued to a 100% AFGE VP.

Q24

What are the impacts in providing these parking spaces?

We have a very limited Parking cards and are typically reserved for Transportation Security Managers (TSM) and other mission-critical support functions (training and logistics). Allocating a parking card to AFGE reduces the availability of these essential resources.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

None at this time.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

968 hours in total dedicated to ad hoc official time since January 2025. (577.75 from 1/1/25 to 2/26/25 and 390.25 from 6/11/25 to 7/14/25

#23

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, July 14, 2025 7:44:52 AM
Last Modified: Tuesday, July 15, 2025 5:29:49 PM
Time Spent: Over a day
IP Address: 216.81.81.83

Page 1

Q1

Name:

John Busch

Q2

Airport (Hub 3 Letter Code):

DCA

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

~600

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

3

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Gives officers an avenue for representation when needed; AFGE does a good job lobbying for the workforce

Q10

What are some major areas of concern or dissatisfaction?

Gives AFGE the right to join discussions, even if the member doesn't want it; encourages filing of grievances over discussion/mediation in-house to quickly resolve matters; restricts our ability to professionalize dress/appearance;

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Same

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

We have three 100% including an experienced LTSO and STI...we could use them in the operation

Q13 **Respondent skipped this question**

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Reps routinely delay meetings so they can be available...not all stewards are used efficiently.

Q15 **Respondent skipped this question**

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Respondent skipped this question

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Respondent skipped this question

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Respondent skipped this question

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

6-12

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Three full time officers plus stewards' official time; paid parking; office space which costs rent to the airport;

Q21

Please provide the number of office spaces you provide for Union representatives.

One space, three desks

Q22

What are the impacts of providing these office spaces?

Less space for our staff, when we are already ~4000 sq ft short of authorized space

Q23

Please provide the number of parking spaces you provide for Union representatives.

one

Q24

What are the impacts in providing these parking spaces?

We pay the fee to the airport on behalf of AFGE

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Respondent skipped this question

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Over the approx three months in CY 2025 that AFGE has been active we are averaging about 400-450 hours per month. This includes the hours of our full time reps and the hours used by other stewards.

#24

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 9:47:43 AM
Last Modified: Wednesday, July 16, 2025 10:08:31 AM
Time Spent: 00:20:48
IP Address: 216.81.81.80

Page 1

Q1

Name:

Stephen Taber

Q2

Airport (Hub 3 Letter Code):

MIA

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1500

Q5 **No**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Defined processes to ensure that there is consistency.

Q10

What are some major areas of concern or dissatisfaction?

Attendance management, leave bid, special assignments, AFGE representatives not knowing the CBA and incorrectly citing the CBA.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse. The current CBA presents a more structured and defined environment for employee rights and processes; however, this has come at the cost of operational flexibility. Compared to prior CBAs, the current agreement has introduced additional procedural requirements, increased administrative workload, and extended timelines for addressing both performance and conduct-related matters. Over time, this has contributed to a slower decision-making process and reduced responsiveness to real-time operational needs.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

At MIA, any unplanned absence of certified personnel due to official time duties directly impacts the ability to respond to high-volume periods. The loss of skilled officers during peak hours limits capacity to open additional lanes or operate complex screening systems efficiently. While MIA exhausts all mitigations to absorb some of the operational impacts, official time use still reduces available resources, particularly during critical windows of operation. Equipment and office space is challenging due to budget constraints, staffing and scheduling is stretched, requiring extensive reallocation.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

The Weingarten requirement occasionally results in delayed staffing or the temporary loss of certified officers during high-demand periods. Many times, meetings and investigations may be delayed while the employee is trying to coordinate to have an AFGE representative present. MIA doesn't have any partial or full-time representatives so this delay can exceed 24 hours. While the impact may be mitigated under normal conditions, peak travel periods at MIA, especially holidays or major events, expose operational vulnerabilities when union representation obligations remove essential personnel from checkpoints. This may prevent the timely opening of screening lanes or delay the deployment of specialized equipment, adversely impacting our security standards.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Formal discussion requirements have extended the time and personnel commitments needed for meeting coordination, especially for management teams. Scheduling, rescheduling, and aligning calendars with union representatives has significantly increased workload. Additionally, an increase in employee skepticism and misperception that all interactions with management must occur under Article 6 has eroded open communication and created operational inefficiencies.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The self-certification provision for up to three days has led to a measurable increase in unscheduled absences, with some employees opting not to submit supporting medical documentation. This trend has disrupted shift coverage and contributed to a decline in overall attendance reliability, creating vulnerabilities in our security structure.
It is extremely difficult to hold an employee accountable for unscheduled absences. If any employee provides medical documentation we cannot use that unscheduled absence for accountability purposes. Also, we have a high volume of employees with little to no leave, meaning they burn their leave as soon as they earn it, and we cannot use that for accountability purposes. We have an expectation to reduce unscheduled absences, but the CBA is a roadblock to doing that.
Holiday coverage is also impacted, as the CBA prioritizes seniority over operational need. This often results in staffing shortages, requiring the use of overtime or dual-functioning officers to maintain checkpoint throughput. These backfill measures carry financial and efficiency costs.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Delays in disciplinary action processes are exacerbated by procedural safeguards that require additional coordination and formal engagement. The perception among some employees that all interactions are protected under Article 6 has created resistance and slowed case resolution timelines. This causes longer periods of reduced productivity and extended staff unavailability in some cases.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The grievance process has become more time-consuming due to expanded engagement and formal dialogue requirements. Each grievance demands significant labor hours for preparation, response coordination, and documentation review. The frequency and formality of these grievances contribute to higher supervisory workload and divert attention from core operational tasks.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Implementation of the current CBA has led to increased employee focus on enforcement of entitlements and procedural protections rather than on TSA's core mission of threat detection and security assurance. There has also been a rise in BUE disengagement due to misconceptions or misinterpretations of CBA provisions. Over time, this cultural shift has impacted morale, teamwork, and overall alignment with agency goals.
The CBA also dictates that we must use seniority to make selections for Special Assignments (Article 25) based on seniority for multiple duties: uniform room duties. This includes duties to assist the procurement officer, supply and logistics duties (e.g., voluntarily abandoned property), van driver and/or vehicle maintenance duties, supply team duties, and any other special assignment that does not require a specific skill(s) or skillset. Many of the items listed here do require a special skills set however, we are prevented from making selections based on the knowledge, skills, and abilities required for the position.
The Annual Leave Bid (Article 20) requires that we have our checkpoint and baggage staff bid for leave in the same group. This has created a major operational impact since our baggage officers have the highest seniority and they take a majority of the leave time available around all winter holiday periods. In the last holiday period, we had to institute mandatory overtime in baggage since nobody was willing to work extra days to cover the operational needs in baggage. We have now added duel-certified officers so that we will have people to cover baggage for this year's holiday period, but an airport of our size with over 1,500 officers shouldn't have to do this.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Monthly Labor Management Meeting labor: 38 Hours est. Additional time is required to address union- or BUE-related concerns: 60 Hours est. This is in addition to the nearly full-time role of a designated management liaison. All meetings with multiple BUEs or union representatives must be included in labor planning.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

The primary resources allocated include:

- Personnel time (management, supervisory, and support staff for grievance handling, meetings, and documentation).
- Training hours to ensure compliance with new CBA-related procedures.
- Administrative overhead including case management, correspondence, and recordkeeping systems.
- Office Space
- Scheduling flexibility to accommodate official time, representation requirements, and additional meetings.

Q21

Please provide the number of office spaces you provide for Union representatives.

2 desk spaces.

Q22

What are the impacts of providing these office spaces?

Minimal impacts at the moment, but we will be undergoing a forced move and this will reduce our available office space.

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

We are unable to provide the spaces due to MIA parking requirements.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Increased administrative burden and procedural rigidity under the current CBA have detracted from MIA's ability to remain agile in responding to mission-critical situations. As employee focus shifts toward procedural protections, there is a noticeable reduction in alignment with TSA's core mission of proactive threat detection and service efficiency. Over time, this has created a cultural shift away from operational focus, requiring continuous reinforcement of mission priorities.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

20-30 hours a pay-period.

#25

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 9:59:08 AM
Last Modified: Wednesday, July 16, 2025 10:19:38 AM
Time Spent: 00:20:30
IP Address: 216.81.81.83

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Q1

Name:

Marcy Donnelly

Q2

Airport (Hub 3 Letter Code):

BOS

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1260

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

4

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

none

Q10

What are some major areas of concern or dissatisfaction?

Having 4 full time BUE out of operation - Amount of ROI submitted by Union tie up enormous resources for no reason - Article 17 Attendance Accountability Constraints - Grievance Process Step I/II consumes too many resources which supports the need for LM POC full time at CAT X - there are no counter measures to prevent union from bogging us down with frivolous requests

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Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Current CBA is better for BUEs than prior one. It provides clearer guidance for them, but at the same time, makes things like grievances more cumbersome

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Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Losing 4 full time baggage employees from the Security Mission is wasted resources

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Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

none

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

more time consuming arranging formal discussions - making notifications - makes Managers job more difficult

---

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

We are only allowed to cite specific patterns as listed in CBA for potential abuse. Any medical note provided for an absence has to be accepted and there is no criteria for what the medical note must entail. Officers go to Minute Clinic or buy a telehealth note online and we have to accept it. Significantly difficult to hold employees accountable for unacceptable attendance

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Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

None

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Grievance process very cumbersome. When a BUE grieves something, they can first request mediation, then Step I & II and expedited arbitration. This requires much coordination with grievant and their rep as well as process can drag on for quite some time. Many resources going into this process

---

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Shift trade eligibility is only impacted by adverse actions. Officers able to trade away up to 40% of schedule each quarter, not including FMLA and leave which results in some Officers hardly ever at work. BUE has to miss 3 or more shift trades in previous 180 days before made ineligible for trades and only then for 60 days - this is significant barrier in accountability

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Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

significant

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

We have space constraints and this adds to that issue

Q21

Please provide the number of office spaces you provide for Union representatives.

2

Q22

What are the impacts of providing these office spaces?

prevents use for other employees

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

We don't have parking in BOS - therefore we have to give them a spot reserved for Government vehicles - we have no option

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

na

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Undetermined

#26

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 9:35:27 AM
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Q1

Name:

John Bright

Q2

Airport (Hub 3 Letter Code):

DSM

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

213

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

I do not really consider that the CBA any key strengths.

Q10

What are some major areas of concern or dissatisfaction?

Major areas of concerns is that having a union creates an uptick of warrantless complaints. Many of the covered officers do not have a comprehension of their own CBA.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current CBA has more articles however does not create any real tangible strengths that covered positions benefit from.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

negligible less than 5 hour per month.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Majority of time spent is defending that management did not violate Weingarten because the covered employees do not understand Weingarten.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Majority of time spent is defending that management did not violate Formal Discussion requirements because the covered employees do not understand the Formal Discussion requirements.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The impacts regarding Attendance Management Process is negligible for management.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

The impacts to management are essentially negligible since the Disciplinary Action processes are in-line with TSA MD's, are basic processes and informational.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

No negative impacts on this section.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

The overall impact is somewhat significant because the covered employees do not have comprehension of their own CBA and it takes management to defend ourselves that there were not violations of their rights under the CBA. A review of the SOR decisions attest to this.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

40 hours

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

none

Q21

Please provide the number of office spaces you provide for Union representatives.

0

Q22

What are the impacts of providing these office spaces?

N/A

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

N/A

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

The overall impact is somewhat significant because the covered employees do not have comprehension of their own CBA and it takes management to defend ourselves that there were not violations of their rights under the CBA. A review of the SOR decisions attest to this.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

under 5 hours per month.

#27

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 10:10:55 AM
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Q1

Name:

Karen Burke

Q2

Airport (Hub 3 Letter Code):

LAS

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1200

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

14

Q7

If you do have Union representatives, how many are on 100% official time?

4

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

I do not see any strengths with the current CBA.

Q10

What are some major areas of concern or dissatisfaction?

The Union acts like they are entitled to where they feel they can do and say whatever they want without repercussions. They immediately threaten to file a grievance if they do not agree with what they are hearing. They are on the floor encouraging BUE's to file grievances, even if they BUE is 100% wrong. The Union leadership has told their members to file as many grievances as they can to clog up the system.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

I feel that the current environment is worse under this CBA. This CBA has given the Union and its members a since of entitlement that wasn't present with the other CBAs.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Having 4 - 100%ers and 14 - 50%ers, they have used 2390 hours since the October 1, 2024 - this does not count the 3 months when it was pulled. Most of this time was from the 50%ers.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

This is hard to track as it usually happens on the check points, we figure approximately 400 hours of time lost since October 1, 2024.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

This is hard to track as it usually happens on the check points, we figure about 500 hours lost since October 1, 2024, for briefings, meeting, new hire orientations and other events.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

BUEs call off for 1000's of hours every month because they believe they are protected, they can self-certify up to 3 days and bring in a doctor's note and there is nothing that management can do about it. The Screening Operation is under continual stress because they are short Officers on the check points every single day. Add another 200+ hours off the check points, every month, by Union Reps and BUEs when management has meetings with the BUEs regarding their attendance.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

With the Union having the exclusive representation rights, and the increase of grievances filed, this has more than doubled the time used by the Union Reps and BUEs to prepare for their Disciplinary Actions, being present during the process and then assisting in preparing and filing their appeals. Over the last 9 months we have 37 BUE that have been removed, that have all had a Union Rep that has been with them through the whole process - 17 have filed grievances including up to MSPB. This also adds legal counsel, I have no way to know how much time they put in on these matters.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

This newer grievance process has added to the time allowed to Union Reps as well as BUEs, there has been an increase in grievances, which in turn adds to the time they prepare, argue, and then appeal all their grievances.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

The implementation of the CBA provisions, particularly Article 17 (Attendance), has had several adverse impacts on our operations. The provision allowing employees to self-certify absences for up to three days and the requirement that any absence accompanied by a doctor's note absolves employees from accountability has led to a significant increase in absenteeism. Employees can easily obtain a doctor's note for a nominal fee from Teledoc services, resulting in numerous instances of fake doctor's notes and wasted hours investigating these fraudulent documents.
Since the new CBA was implemented in May 2024, attendance has measurably worsened. Around the holidays, it was not uncommon for LAS to incur 90-100+ call outs on any given day. This high level of absenteeism has disrupted daily operations and reduced overall efficiency.
To compensate for the excessive unscheduled absences, we were directed to blow the overtime (OT) budget. This has put the operation in a precarious position, as the remaining OT budget is now a fraction of what it should be. This budgetary strain has made it challenging to staff peak travel periods and support major conventions in the city.
The current provisions have created a loophole where officers can manipulate their schedules. Officers can sign up for OT shifts and then call out sick on their regular duty days. As long as they provide a doctor's note, management is unable to take action, effectively allowing officers to create their own schedules. Additionally, calling out sick on an OT shift does not count as an unscheduled absence, further complicating management's ability to address these issues.
Lack of Support for Management: HQER has not supported management in taking action against employees who exploit these provisions. This lack of support has further exacerbated the situation, making it difficult to enforce attendance policies and maintain operational integrity.
Articles 27 and 28 have also served as a significant administrative burden to operational managers. These articles require managers to participate in cumbersome disciplinary and grievance processes, which distracts them from their core responsibilities of providing oversight of their screening operation and personnel. This administrative burden inhibits managers from effectively addressing issues in a timely manner and ensuring that the operation is adequately staffed, and training and mission needs are met.
Overall, the implementation of the CBA provisions, particularly Article 17, has led to increased absenteeism, operational inefficiencies, budgetary constraints, challenges in managing staff schedules, and an increased administrative burden on managers. These issues have severely impacted our ability to maintain adequate staffing levels, support critical operations, and address issues promptly.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Approximately 950 hours.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

The entire leadership team, plus our legal counsel team, have specific roles in dealing with implementing and carrying out the CBA. There times differ as they all deal with the CBA at different locations and at different levels of implementation.

Q21

Please provide the number of office spaces you provide for Union representatives.

1.

Q22

What are the impacts of providing these office spaces?

The challenges associated with ensuring the union has office space at the airport are significant and multifaceted. Space at the airport is extremely limited, and accommodating the union's request for on-site office space has created several operational difficulties:
The airport has limited available space, and dedicating office space to the union has taken away valuable areas that could be better utilized for training and other essential operational needs. This has impacted our ability to conduct necessary training sessions and maintain operational readiness.
Despite offering the union a much better-suited offsite location, they refused to take it, insisting on being accessible at the airport. This decision has further strained our limited resources and complicated space management.
The presence of the union office at the airport has become a significant distraction. Officers are more focused on the traffic in and out of the union office and listening to conversations rather than concentrating on their duties. This distraction has negatively impacted productivity and operational efficiency.
The need to allocate space for the union at the airport has disrupted the overall layout and functionality of our facilities. It has forced us to make compromises that affect the smooth operation of our daily activities and the ability to meet our mission requirements.
Overall, the requirement to provide the union with office space at the airport has created substantial challenges, including space constraints, operational inefficiencies, and distractions for officers. These issues have hindered our ability to effectively manage our resources and maintain a focused and productive work environment.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1.

Q24

What are the impacts in providing these parking spaces?

None.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

The current Collective Bargaining Agreement (CBA) has had several additional impacts on our ability to focus on mission needs, further compounding the challenges already highlighted in response to question 18. Specifically, Articles 17, 27, and 28 have effectively minimized management's ability to address attendance and employee conduct issues, creating a significant operational burden. Here are the key impacts:

Article 17 (Attendance) allows employees to call off with impunity by self-certifying absences for up to three days and providing easily obtainable doctor's notes, which absolve them from accountability. This has led to a substantial increase in unscheduled absences, making it extremely difficult for management to ensure the operation runs efficiently with less staff. The sheer volume of call-offs, particularly around peak periods, has created significant challenges in managing wait times at passenger screening checkpoints.

The high number of unscheduled absences has forced management to overextend the overtime (OT) budget to cover shifts, depleting resources that are already finite. With the OT budget exhausted, it has become increasingly challenging to staff the operation adequately, especially during peak travel times and major events. This has put the operation in a precarious position, affecting overall mission readiness.

Articles 27 and 28 have added a significant administrative burden on operational managers, who are already struggling to ensure the operation is adequately staffed and mission needs are met. The cumbersome disciplinary and grievance processes outlined in these articles distract managers from their core responsibilities and inhibit them from effectively addressing issues in a timely manner. This has led to a decline in accountability and overall employee conduct.

The reinstatement of the CBA has had a measurable negative impact on operational efficiency. When the CBA was temporarily abolished, attendance improved significantly, and accountability was easier to establish. However, since its reinstatement, we have seen a return to 90-100+ call-offs, with no additional OT available to cover these absences. This has severely impacted our ability to maintain efficient operations and meet mission requirements.

The current provisions have created an environment where employees feel they can call off without repercussions, leading to a decline in overall morale and productivity. The lack of accountability has fostered a culture of complacency, making it difficult for management to motivate and engage the workforce effectively.

The current CBA has had a detrimental impact on our ability to focus on mission needs. The provisions in Articles 17, 27, and 28 have minimized management's ability to address attendance and employee conduct issues, leading to increased unscheduled absences, resource constraints, and operational inefficiencies. The metrics clearly show that the reinstatement of the CBA has resulted in a decline in attendance and accountability, further complicating our ability to manage a complex operation with finite resources.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

2390 hrs since Oct 1, 2024, by the Union, approx. 1200 hrs by BUEs.

#28

COMPLETE

Collector: Web Link 1 (Web Link)
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Time Spent: 00:18:30
IP Address: 216.81.81.82

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Q1

Name:

Jason Pantages

Q2

Airport (Hub 3 Letter Code):

LAX

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

2,690 – as of 07/15/25

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

None

Q7

If you do have Union representatives, how many are on 100% official time?

11

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Increased uniform allowances and it added detailed rules on shift-/annual leave-bidding and shift-trades for which no equivalent management directive exists.

Q10

What are some major areas of concern or dissatisfaction?

One of the biggest concerns brought to the attention of management is union dues. Several officers have contacted the HR staff inquiring about how to cancel the union dues. When employee's contact the local union representatives to acquire signatures on the cancellation request form, they are met with what someone may describe as aggressive and combative behavior. Additionally, during the CBA required 30-minute Union presentation during all new hire orientation classes, several new hires expressed to management that they felt like they were being "required" or "coerced" into signing up for the union. Local management was advised that it should not interfere with Union business. The fact that local management is unable to intervene with the new hires in what seems to be predatory practices is unacceptable.

The ability to self certify on sick calls and the inability of management to request medical documentation, has also caused the sick call percentages to go up at the Hub and Spoke airports. Lastly, the relaxed grooming standards have decreased our professional appearance.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The prior CBA simplified the grievance and arbitration process and was reviewed on a neutrality basis versus the new grievance process which is overly complex. Currently, the CBA requires for all communication to go through the Union which doesn't always voice the concerns of the individual employee. The language in the CBA also allows room for open interpretation what makes it difficult to hold employees accountable for their actions. In addition, the new CBAs can now have AFGE unilaterally select members of committees, rather than collaborative selections with management.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Official Time impacts resources and the security operation. To start, the 2024 determinations allow for several employee's to be designated as 100% union reps, which directly affects the airport staffing model. Additionally, for ad hoc stewards who request official time for representational purposes, end up being away from their duty location for hours, requiring management to shuffle around employee's, leaving the security checkpoint operating at less than 100% efficiency.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

No known or identified impact thus far related to Weingarten requirement.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

The impact is substantial. The need for advance notice can introduce delays in the scheduling and execution of discussions, potentially impacting any timeline, affecting productivity and efficiency. In summary, while the requirement to provide advance notice to the union for formal discussions is essential for maintaining transparent and collaborative labor relations, it incurs delays in coordinating timely communication with the workforce, thus impacting TSA's operational efficiency and effectiveness.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

One of the biggest concerns with the 2024 determination is the limitations it places on management when addressing attendance related misconduct. Employees with excessive unscheduled absences and late arrivals create significant operational challenges and an undue burden on the workforce. The Agency relies on employee's reporting for work when scheduled and on time. Employees who fail to do so, directly affect the Agency's ability to execute our mission in the most effective and efficient manner. The CBA undermines management's ability to swiftly address attendance related misconduct, which directly affects the Agency's security posture and the overall passenger experience. Here is the average Unscheduled Absences for the last twelve (12) months:
With CBA: Average UA rate: 3.14% (July 1, 2024 – March 8, 2025)
While CBA was suspended: 2.39% (PP05-PP11 / March 9, 2025 – June 14, 2025)
With CBA again in force: 3.20% (June 15, 2025 – July 12, 2025)
One percentage point increase in Unscheduled Absence rate under the CBA rules equates to approximately one hundred additional officers absent from work which directly impacts our staffing model.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

No issues. Article 27 seems to be consistent with what we have done prior to the effective date of the 2024 determination.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Time: The process requires significant time investment from Human Resources (HR) personnel and management. Each grievance case necessitates multiple in-person meetings, which involve substantial travel time. This time commitment detracts from their primary operational responsibilities.

Personnel: The involvement of HR specialists and management in the multiple grievance meetings required for one case versus only having one meeting per case (like in policy), diverts their attention from other critical tasks. The need for their presence in person further exacerbates the strain on personnel resources, as it often requires coordination and scheduling challenges.

Cost: The requirement for travel to attend grievance meetings incurs additional costs. This includes the use of government vehicles (G-cars) and associated travel expenses. These costs accumulate over time, impacting the overall budget allocated for HR operations.

Resources: The current process demands extensive email correspondence to coordinate meetings, manage schedules, and communicate updates. The frequent delays or lack of responses to emails, coupled with last-minute cancellations or rescheduling of meetings, lead to inefficiencies and resource wastage.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Strict contract terms regarding work hours, scheduling, and personnel action (i.e. details, special assignments, transfers) can limit management's flexibility in responding to changing business conditions or workforce needs. Additionally, the shift-trade process requires us to spend manpower/staff-resources to manage the program for which we are not specifically funded.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Approximately 100 hours between email inquiries, monthly meetings, grievance meeting, etc.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

We had to increase staffing locally for Labor Management Relation Purposes to manage and facilitate these new processes under the 2024 CBA. Additionally, had to develop efficient tools for tracking workforce metrics, sharing information, managing employee-related activities, and facilitate training for management officials. Approximately added a total of 5 FTE, 3 for Human Resources & 2 FTE for Scheduling.

Q21

Please provide the number of office spaces you provide for Union representatives.

We are required to provide a workspace, consist of desk, chair, a lockable file cabinet, a TSA-issued desktop/laptop. For LAX Hub & Spoke airports, total of 14 workspaces and approximate 860 square footage provided: LAX – 7 workspaces – approximately 420 sq. ft. SNA – 3 workspaces – approximately 150 sq. ft. LGB – 2 workspaces – approximately 120 sq. ft. ONT – 1 workspace – approximately 100 sq. ft. PSP – 1 workspace – approximately 70 sq. ft.

Q22

What are the impacts of providing these office spaces?

Loss of OLC Training computers for the Officers.

Q23

Please provide the number of parking spaces you provide for Union representatives.

LAX Hub & Spoke airports provide a total of 3 parking spaces: LAX-1, SNA-1, LGB-1.

Q24

What are the impacts in providing these parking spaces?

Total monthly parking cost for LAX Hub & Spoke airport is $100; $50 for each parking space at SNA and LGB.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Additional administrative burden to ensure compliance related to shift-bidding rules. i.e. vacant line bidding and changes to shift start-/end-times, only up to 60 minutes without bidding.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

For FY25 to date, here are the Official Time hours spent by AFGE Union representatives: With CBA: PP19/2024-PP04/2025 (October 1, 2024-March 8, 2025) – 9,566 hours While CBA is suspended: PP05/2024-PP10/2025 (March 9, 2025-May 31, 2025) – 0 hours

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#29

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 10:51:26 AM
Last Modified: Wednesday, July 16, 2025 11:16:21 AM
Time Spent: 00:24:55
IP Address: 216.81.81.83

Page 1

Q1

Name:

Kirk Skinner

Q2

Airport (Hub 3 Letter Code):

TPA

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

768

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

From an employee standpoint, the present CBA provides additional protections that prevent management from actioning substandard performance and behaviors, such as poor attendance and minor disciplinary infractions.

Q10

What are some major areas of concern or dissatisfaction?

The CBA creates a divided working relationship between management and employees. If an employee has a concern and does not feel comfortable addressing it directly with management, they do so through AFGE. This divide can significantly harm the workplace, leading to decreased morale, productivity, insufficient feedback and/or communication mechanisms, and impact on TSA's mission. Likewise, an overabundance of union engagement has a deleterious effect on managements' ability to promptly and effectively address minor adverse behavior trends, such as attendance, tardiness, and minor behavioral issues.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current CBA expanded the scope of the number of articles to 37 from 15, potentially laying the groundwork for union involvement in matters previously off limits based on prior determinations. This created the need for additional resources, costs, and incurred time restraints for the agency; whether it relates to handling grievances, attendance, scheduling, or other matters. Additionally, it created restrictions and/or limitations on management's decision making when addressing employee attendance concerns and operational decisions. Likewise, an overabundance of union engagement has a deleterious effect on managements' ability to promptly and effectively address minor adverse behavior trends, such as attendance, tardiness, and minor behavioral issues.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Allows employees who are union representatives to perform representational duties during their regular work hours without loss of pay or leave. When union representatives are on official time, they are not available to perform their primary security duties. This creates additional work for management and on their fellow officers when making schedule adjustments to fill the void which can impact the efficiency of operations and potentially lead to staffing shortages at checkpoints and/or baggage locations. Although this does not affect local funding, costs are impacting the agency as TSA pays the salary and benefits of employees on official time, even though they are performing representational activities.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Weingarten rights can cause potential delays in the investigation process, if Interviews in connection with an inquiry need to be rescheduled until a union representative is available. To accomplish this, management will need to adjust their schedule, therefore potentially adversely impacting operational needs of the agency. Additionally, when union representatives are in attendance (on official time), they are not available to perform primary security duties.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

When union representatives attend Formal Discussions, on official time, they are not available to perform their primary security duties. This can impact the efficiency of operations and potentially lead to staffing shortages at checkpoints and/or baggage locations. Additionally, it can impact management's ability to focus on the mission, as it requires time from both management and union representation.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The CBA severely restricts managements options for evaluating attendance and if appropriate, placing BUE's on Sick Leave Restriction (SLR). These rules severely limit the Agency's ability to address adverse attendance trends by limiting the scope management is permitted to consider for placing employees on sick leave restriction.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Under the CBA, BUE's can submit a statement of disagreement when issued a Letter of Reprimand (LOR). This process requires additional time and resources to address the matter. Management must review the statement and if appropriate, modify or withdraw the LOR.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The current CBA grievance process requires a substantial amount of time and resources from both local Management and the Labor Management Point of Contact (LMPOC). This involves a multi-step process, beginning with the Step I Official, then the Step II Official, and potentially could lead to arbitration. Strict time limits apply to each step, therefore creating a potential impact on TSA's mission. In addition, costs to the agency associated with grievances include but are not limited to Management, LMPOC, and Supervisory training associated with the grievance process.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Provisions regarding shift trades, shift bid adjustments and other work can impact staffing and scheduling, which requires the agency to modify resource allocations. Strict adherence to inflexible rules, particularly in the scheduling arena, severely limit the Agency's ability to react and adapt to the very fluid and dynamic aviation section environment

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Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

At least on to two hours a month in Labor Management Forums.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Managers, Supervisors and Human Resources need time understanding, applying, and adhering to the CBA. In order to accomplish this, resources for training are developed to ensure appropriate implementation.

Q21

Please provide the number of office spaces you provide for Union representatives.

0

Q22

What are the impacts of providing these office spaces?

N/A

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

N/A

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

AFGE misinterpretation or representation, and/or the application of the CBA sometimes pose challenges for management, which leads to more time spent on resolving issues locally.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

1040 hours per year (50% union representation), all others ad hoc.

#30

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 11:54:04 AM
Last Modified: Wednesday, July 16, 2025 12:13:12 PM
Time Spent: 00:19:07
IP Address: 216.81.81.83

Page 1

Q1

Name:

Daniel Narowitz

Q2

Airport (Hub 3 Letter Code):

CMH

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

690

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

3

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8 Respondent skipped this question

What is your overall satisfaction with the current CBA?

Q9

What do you consider the key strengths of the current CBA?

Provides a structured framework for interactions between BUEs, Union and Mgmt. Much of the policy information is from the MDs, so it is good that TSA's policies haven't been diluted in those areas.

- Some notable strengths of the Uniform, Uniform Allowances and Appearance. Provides the employees appropriate amount of funds for uniforms when used for what is needed (rather than buying scarfs, coveralls, etc.).
- Joint Awards Committee (JAC). This appears to have increased recognition over the years but could be the local JAC ensuring this occurs, improved over the years.
- Provides guidance to leadership on how to make proper decisions on a variety of topics and supports consistency in decision-making.
- Provides a document for leadership to show CB Officers in regard to the how and why a decision was made.
- Benefits to officers: maternity leave, shift trades.

Q10

What are some major areas of concern or dissatisfaction?

It doesn't seem that advice was sought from key field positions (SOOs, HRs, AFSDs) on how the provisions would affect our ability to accomplish our security mission. Specifically, the attendance and leave policy makes it very difficult to ensure that there are sufficient staffing levels at the airport for various shifts. TSA staffs airports with efficiency in mind and, with just a few absences, it can become necessary to impose mandatory overtime. Call-off numbers have increased as employees have discovered that they can call out sick whenever they want (for 3 days or less), and there's nothing management can do to try to correct it unless they display a leave pattern. Employees have discovered it is simple to find a doctor that will sign off on FMLA documentation and that anything can be considered a serious health condition if a doctor says it is. By alternating between sick leave usage and protected FMLA leave, they have found that management cannot even put them on a sick leave restriction. • Transfer Policy. Allows poor performers to relocate before an airport is able to assess the employee's performance and conduct and address as necessary. You are forced to address an employee where the previous airport failed. • Disciplinary and Adverse Actions. It appears that ER is requesting for more evidence than what is truly needed. • Fitness for Duty. This process seems to have gotten a little easier for the employee, no more TSA doctors to send the employee. • Shift Trades: The lack of ability to hold accountability of officers who continuously violate the shift trade agreement.

o Prior to re-implementation of the 2024 CBA, individuals who were issued disciplinary action were banned from taking part in shift trades. This allowed the operations to run more effectively because officers knew there were repercussions to their violating the policy.

- The union now has full authority over assembly of teams such as JAC/EAC instead of a collaboration with management.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

There are pros and cons of the CBA. However, when the contract was removed, there was very little disgruntled employees and decreased complaints and when it was reinstated the disgruntled employees and complaints increased. There is an environment of entitlement and thought that BUEs can get away with anything because the union is there to bail them out of trouble. The current CBA significantly limits the ability to prevent leave abuse and excessive absences.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

AFSDs would rather have their STSOs and TSMs focus on threat detection rather than having to go about properly addressing an employee for attendance and conduct. It feels as though we spend too much time holding employees accountable while staying within the CBA.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

No significant impacts at our airports.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

No significant impacts at our airports.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Increased amount of time spent by STSO or TSM addressing attendance where the time could be better spent elsewhere, on threat detection. The Leave Restrictions make it more difficult for management to address instead of making more difficult for an employee who calls off and goes to a local minute clinic for a doctor's note. Makes it difficult to manage between management leaves and peak travel periods to effectively manage and hold employee accountable. Overall, this process is extremely time consuming, and the resources are minimal. The Attendance Management Process affects the time and resources of leadership and also hinders the morale of officers. Most officers are good officers with good attendance. When they see poor performance or poor attendance not being addressed it affects their morale and productivity.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

The time and resources it takes from start to finish (date of incident to delivery of discipline) is extensive. Management would benefit from continued ER training, but it does take longer with this process because of how it needs to be written, the evidence, what occurred prior and what actions were taken. So many hours between management and ER are spent and again so many hours could be spent on threat detection.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

No significant impacts at our airports.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

CBA has emboldened poor performers to continue their conduct since they see that management cannot hold them accountable for their actions or that the union will fight to clear them of misconduct. We have seen impacts in confidence from the uniform workforce and leadership on how to handle situations. For example, going from banning officers who are disciplined for violating the shift trade policy for a year, to going back and telling them they can participate again completely loses its effect and they continue down the same road.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

We would need to address the concerns/problems regardless of whether they were BUEs or not. 1 hour for LM meetings, various amounts of time for other questions/concerns/issues.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

We set aside time for AFGE to speak with BUEs at orientation. We set aside a work location for the 50/100% Representatives and they have laptops.

Q21

Please provide the number of office spaces you provide for Union representatives.

Zero, CMH has 1 cubicle

Q22

What are the impacts of providing these office spaces?

None, they are in administrative area, they do not have privacy nor do those around them while being mindful of conversations that are taking place. The ability is more for AFGE Reps to intervene and add to the conversation.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1 at CMH 1 at CLE

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Respondent skipped this question

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Respondent skipped this question

#31

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 12:20:37 PM
Last Modified: Wednesday, July 16, 2025 12:35:14 PM
Time Spent: 00:14:36
IP Address: 216.81.81.81

Page 1

Q1

Name:

Amy Williams

Q2

Airport (Hub 3 Letter Code):

DAL

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

270

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

3

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Grievance Process/Shift Trades-Swaps

Q10

What are some major areas of concern or dissatisfaction?

Ability to address attendance; Dress/Appearance (tattoos/shorts/polos); Ability for BUEs to easily opt out of paying dues; Parking for Union Officials that already have airport employee parking paid for; providing government funded space for AFGE.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse - less FSD discretion; less ability to address leave abuse, local bargaining for things outside of local TSA controlled space.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Administrative burden to manage.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Administrative burden, scheduling conflicts, ability to have ad hoc meetings/briefings.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

3 day self certification makes it difficult to address attendance issues along with inability to address call offs and tardy.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Administrative burden and goes back to delays in meeting with BUE due to Rep not being available.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Wanting to grieve items locally that we don't have control over.....employee parking lot and shuttle service provided by the airport for all airport employees.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Limits agency adaptability to changing circumstances due to defined and established procedures.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

20 hours +-

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Staffing (FTE) and real estate.

Q21

Please provide the number of office spaces you provide for Union representatives.

2

Q22

What are the impacts of providing these office spaces?

Takes away space from MAP employees, and committee meeting spaces, especially since we have taken on additional Remote Workers in our office space.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

Abuse/misuse.....very limited parking allocated to TSA from the airport.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Ties our hands behind our backs when we need to make quick adjustments based on our operational needs and prevents us from being able to address issues with the workforce in a timely manner.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

240-300 + hours per pay period

#32

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 11:26:11 AM
Last Modified: Wednesday, July 16, 2025 12:41:28 PM
Time Spent: 01:15:16
IP Address: 216.81.81.82

Page 1

Q1

Name:

Brian Bushnell

Q2

Airport (Hub 3 Letter Code):

ALB

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

550

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

2

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Parameters for shift and leave bids provide transparency for the facilitation of these processes.

Q10

What are some major areas of concern or dissatisfaction?

The entitlements provided to the employee regarding attendance management, specifically self-certification, and the implementation of sick leave restriction. Our UA has increased since the CBA was reinstated. Additionally, a significant area of dissatisfaction within the workforce is the difficulty associated with canceling union dues or obtaining the required signature from the Union President to do so within the designate timeframe.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current CBA grants the Union increased authority while placing excessive restrictions on management. Addressing employee issues that may qualify as grievances now requires notification to the Union President, followed by communication with local Union Representatives. This process often results in delays, including the need to reschedule matters that could otherwise be resolved promptly. Additionally, Union Representatives frequently apply their own interpretation of the CBA's language, focusing on perceived entitlements rather than the original intent.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

We have two 100 % Official Time Representatives and one 50% Representative. In addition to these positions, Ad Hoc Representatives contribute to a total of approximately 420 hours per month spent away from mission critical duties. This represents a significant impact on personnel availability and operational resources.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

The application of Weingarten rights has had some operational impact. While we consistently accommodate requests for union representation, this requirement has, at times, delayed the resolution of otherwise straightforward issues. Coordination of schedules between management, employees, and union representatives often leads to unnecessary delays in addressing routine matters.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

The formal discussion requirements have created operational challenges by introducing added complexity into routine communications with the workforce. In some cases, we've had to weigh whether holding a meeting is worth the additional coordination required under these provisions. This has led to delays in delivering timely information and had occasionally limited management's ability to engage proactively and efficiently with employees.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The current attendance management process outlined in Article 17 has had a notable impact on operational effectiveness. The provision allowing employees to self-certify absences has, at times, limited management's ability to hold individuals accountable and opened the door for potential manipulation of the system. This has contributed to an increase in unscheduled leave usage, which affects overall coverage and workforce reliability. Additionally, considerable time and resources are spent reviewing attendance patterns and exploring options to address abuse - efforts that are further complicated by the constraints and procedural requirements imposed by the CBA.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

The disciplinary process has created administrative and operational challenges. The requirement for progressive discipline, strict procedural steps, ER inconsistency, and formal documentation often results in extended timelines for resolving conduct issues. Management must devote substantial time to preparing notices, coordinating union involvement, and ensuring compliance with all required steps and timelines. This not only diverts leadership attention away from mission-critical functions but also diminishes the immediacy and effectiveness of corrective actions. The process, while intended to protect employee rights, can ultimately hinder accountability and delay resolution of issues that affect team performance and morale.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The Negotiated Grievance process outlined in Article 28 has proven to be extremely time consuming and resource intensive. Frivolous of meritless grievances are often filed, even in cases where management has already provided a thorough explanation or justification. The process is frequently drawn out unnecessarily, with the Union including irrelevant or excessive content that appears intended to delay resolution and burden management. This practice diverts valuable time and resources away from mission-focused responsibilities and undermines the intent of fair and efficient dispute resolution.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

An additional area of operational impact involves the processing of shift trade documentation. This task consumes a disproportionate amount of time and attention from scheduling personnel, who must ensure compliance with CBA provisions while maintaining adequate staffing levels. The administrative burden is compounded by the frequency of shift trade requests and the documentation required for each.

More broadly, the implementation of several CBA provisions has introduced a recurring tension between operational flexibility and procedural obligation. Management is often required to prioritize compliance with contract language over timely decision making or mission needs. Routine managerial actions are delayed or complicated by layered union coordination requirements, extensive documentation obligations, and limitations on discretionary authority. While the CBA is intended to protect employee rights, its procedural application has at times hindered operational efficiency, diluted accountability, and created barriers to effective workforce management.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Approximately 10 hours.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Implementing the CBA requires a continuous investment of time, personnel, and administrative focus. Significant resources are devoted to regularly reinforcing procedures and expectations with all management officials to ensure consistent interpretation and application of contract provisions. This includes recurring briefings, one-on-one coaching, and periodic policy refreshers to maintain alignment across leadership.

Additionally, regular engagement with Union Representatives is necessary to maintain a collaborative relationship and to support workforce needs in accordance with the CBA. The interactions - while valuable - consume management bandwidth and require coordination across multiple levels. Scheduling resources are also heavily utilized to process and track items such as shift trades, official time usage, and grievance timelines.

Overall, the CBA demands ongoing organizational commitment to communication, documentation, coordination, and oversight that can detract from direct mission execution if not carefully balanced.

Q21

Please provide the number of office spaces you provide for Union representatives.

3

Q22

What are the impacts of providing these office spaces?

While these spaces are prioritized due to the sensitive nature of AFGE duties, they are allocated at the expense of other operational needs. TSMs and other staff do not have individually assigned office space. Due to limited capacity, one of the 100% official time representatives occupies space in our training room, which has reduced flexibility of that space and occasionally created scheduling and coordination challenges for training and operational briefings.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

Because the parking is controlled by the airport, TSA does not have the ability to guarantee proximity or location. This can create challenges in ensuring the space is as close and accessible as intended.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Overall, the cumulative administration and coordination requirements of the CBA divert leadership time and resources away from front-line security operations, making it more challenging to maintain an uninterrupted focus on core mission needs.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

400 - minimum

#33

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 8:34:01 AM
Last Modified: Wednesday, July 16, 2025 12:50:38 PM
Time Spent: 04:16:37
IP Address: 216.81.81.82

Page 1

Q1

Name:

Jennifer Gordon

Q2

Airport (Hub 3 Letter Code):

RDU

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

625

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

4

Q7

If you do have Union representatives, how many are on 100% official time?

4

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

The current Collective Bargaining Agreement (CBA) outlines TSA policies all in one place making it easy to reference for our frontline workforce.

Q10

What are some major areas of concern or dissatisfaction?

The current Collective Bargaining Agreement (CBA) presents several significant challenges that impact our operational efficiency and mission-critical functions. Firstly, it creates a division between Officers and management on work-related issues, as Officers often involve the Union instead of resolving matters directly with management. This leads to administratively burdensome processes that consume valuable time and resources. For example, any formal discussions with Officers require advance coordination with the Union, and investigations are delayed until Union involvement is secured. Additionally, management must allocate resources to review grievances filed by the Union and adhere to their timelines, which is labor-intensive and detracts from our core security mission. The CBA also complicates attendance and accountability, allowing Officers to "self-certify" up to three days of unscheduled leave, thereby limiting management's ability to ensure consistent attendance and impacting our ability to maintain security operations. Furthermore, four Officers are assigned to perform 100% Union duties, removing them from the security mission and reducing our pool of experienced, fully certified Officers. These Officers are provided with workspaces and their salaries are paid by TSA, yet they lack accountability to the local TSA office, creating an unnecessary burden. Collectively, these issues hinder our ability to effectively carry out mission-critical operations.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

N/A

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Based on the LMPOC's perspective and utilizing the I Band Step 1 salary as the basis for calculations, the impacts related to Official Time (Article 6) from September 2024 to July 2025 are as follows: For each Official Time request, 16 hours were allocated to one personnel, resulting in a cost of $846.40. This calculation is based on the I Band Step 1 salary rate of $52.90 per hour. Resources utilized included one computer and internet access. The distribution of hours per hub and spokes was as follows: RDU (16 hours), with no hours allocated to GSO, FAY, EWN, PGV, ILM, or OAJ. Additionally, approximately 30 minutes were spent on each official time request. These factors collectively contribute to the overall time, personnel, cost, and resource allocation associated with Official Time requests under Article 6.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Based on the LMPOC's perspective and utilizing the I Band Step 1 salary as the basis for calculations, the impacts related to the Weingarten requirement (Article 6) have been significant. Each instance of Weingarten Rights invocation required 4 hours of time from one personnel, resulting in a cost of $211.60, calculated at an hourly rate of $52.90. The resources utilized included one computer, internet access, one printer, paper, and one pen. The allocation of hours per hub and spokes was as follows: FAY (4 hours), with no hours allocated to RDU, GSO, EWN, PGV, ILM, or OAJ. Additionally, the process required the use of one private office space, one desk, and three chairs. Coordinating a grievance, which includes all communication with headquarters, the union, and management, as well as the completion of the decision memo, typically took around 4 hours. These factors collectively contribute to the overall time, personnel, cost, and resource allocation associated with the Weingarten requirement under Article 6.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Based on the LMPOC's perspective and utilizing the I Band Step 1 salary as the basis for calculations, the impacts related to Formal Discussion requirements (Article 6) have been considerable. Each formal discussion requirement necessitated 15 hours of time from one personnel, resulting in a cost of $793.50, calculated at an hourly rate of $52.90. The resources utilized included one computer and internet service. The allocation of hours per hub and spokes was as follows: RDU (15 hours), with no hours allocated to GSO, FAY, EWN, PGV, ILM, or OAJ. It is estimated that around 10 minutes were spent on each formal discussion requirement, not including phone calls from management that are not accounted for. These factors collectively contribute to the overall time, personnel, cost, and resource allocation associated with the Formal Discussion requirements under Article 6.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Based on the LMPOC's perspective and utilizing the I Band Step 1 salary as the basis for calculations, the impacts related to the Attendance Management Process (Article 17) have been substantial. The process required 64 hours of time from five personnel, including two managers, Employee Relations (ER), Labor Management Relations (LMR), a notetaker, and Field Counsel, resulting in a total cost of $3,385.60, calculated at an hourly rate of $52.90. The resources utilized included one computer, internet service, one printer, printer paper, and one pen. The allocation of hours per hub and spokes was as follows: RDU (32 hours), GSO (12 hours), FAY (8 hours), EWN (4 hours), ILM (8 hours), with no hours allocated to PGV or OAJ. Additionally, the process required the use of one private office space, one table, and four chairs. Coordinating a grievance, which includes all communication with headquarters, the union, and management, as well as the completion of the decision memo, typically took around 4 hours. These factors collectively contribute to the overall time, personnel, cost, and resource allocation associated with the Attendance Management Process under Article 17.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Based on the LMPOC's perspective and utilizing the I Band Step 1 salary as the basis for calculations, the impacts related to the Disciplinary Management Process (Article 27) have been considerable. The analysis covers the period from September 2024 to July 2025, marking the beginning of the Step Process. The process required 80 hours of time from five personnel, resulting in a total cost of $4,232, calculated at an hourly rate of $52.90.
The resources utilized included one computer, internet service, one printer, printer paper, and one pen. The allocation of hours per hub and spokes was as follows: RDU (48 hours), GSO (12 hours), FAY (8 hours), EWN (4 hours), ILM (8 hours), with no hours allocated to PGV or OAJ. Additionally, the process required the use of one private office space, one table, and four chairs. Coordinating a grievance, which includes all communication with headquarters, the union, and management, as well as the completion of the decision memo, typically took around 4 hours. These factors collectively contribute to the overall time, personnel, cost, and resource allocation associated with the Disciplinary Management Process under Article 27.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Based on the LMPOC's perspective and utilizing the I Band Step 1 salary as the basis for calculations, the impacts related to the Negotiated Grievance Process (Article 28) have been substantial. The analysis covers the period from September 2024 to July 2025, marking the beginning of the Step Process. The process required 128 hours of time from one personnel, resulting in a total cost of $6,771.20, calculated at an hourly rate of $52.90.
The resources utilized included one computer, internet service, one printer, printer paper, and one pen. The allocation of hours per hub and spokes was as follows: RDU (64 hours), GSO (12 hours), FAY (12 hours), EWN (4 hours), ILM (8 hours), with no hours allocated to PGV or OAJ. Coordinating a grievance, which includes all communication with headquarters, the union, and management, as well as the completion of the decision memo, typically took around 4 hours. These factors collectively contribute to the overall time, personnel, cost, and resource allocation associated with the Negotiated Grievance Process under Article 28.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Based on the LMPOC's perspective and utilizing the I Band Step 1 salary as the basis for calculations, the impacts related to the Request for Information (RFI) Process and HQ LMR Meetings, FSD AFGE Meetings, and other communications have been significant. The analysis covers the period from September 2024 to July 2025, marking the beginning of the Step Process.
For the RFI Process, 40 hours of time from one personnel were required, resulting in a total cost of $2,116.00. Resources utilized included one printer, printer paper, one folder, one pen, one binder, and one packet of paper clips. The allocation of hours per hub and spokes was as follows: RDU (30 hours), ILM (5 hours), OAJ (5 hours), with no hours allocated to GSO, FAY, EWN, or PGV. Approximately 5 hours were spent on each RFI, including all communication with headquarters, the union, and management.
For HQ LMR Meetings, FSD AFGE Meetings, and other communications, 20 hours of time from one personnel were required, resulting in a total cost of $1,058.00. Resources utilized included one computer, internet service, one printer, printer paper, and one pen. The process also required the use of one conference room, one table, and eleven chairs. It is estimated that 10 hours were spent on LMR meetings and FSD/AFGE meetings, with an additional 10 hours spent on other communications, including all communication with headquarters, the union, and management.

These factors collectively contribute to the overall time, personnel, cost, and resource allocation associated with the RFI Process and HQ LMR Meetings, FSD AFGE Meetings, and other communications.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

On average 2 Hours a month is spent on the monthly Union/Management meeting.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Personnel, office/conference room space, laptops/iphones, parking space.

Q21

Please provide the number of office spaces you provide for Union representatives.

4

Q22

What are the impacts of providing these office spaces?

It limits the number of spaces available for TSA or DHS employees.

Q23

Please provide the number of parking spaces you provide for Union representatives.

5

Q24

What are the impacts in providing these parking spaces?

It limits the number of spaces available for TSA or DHS employees.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Respondent skipped this question

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

160 hours per week

#34

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

Name:

Kriste Jordan Smith, Federal Security Director

Q2

Airport (Hub 3 Letter Code):

DFW

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1377

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

4

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

The verbiage within the CBA mostly aligns with guidance provided in the TSA Management Directives.

Q10

What are some major areas of concern or dissatisfaction?

Some BUEs' and Union Representatives' perception that the CBA trumps the need to maintain a professional and transparent rapport with TSA management. The CBA has also provided some Union Representatives with a false sense of empowerment regarding their level of authority in addressing matters covered in the TSA MDs.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The environment is worse in comparison to prior mainly because of the way some BUEs and Union Reps interpret the CBA. In the current CBA environment, BUEs' self-accountability has decreased as they are more apt to refer matters to the Union Reps, when collaboration with management would have been sufficient and effective.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

TSA operates within a highly efficient staffing model. Any un-budgeted time out of the operation can have a negative impact. At a large airport like DFW, we are more readily able to absorb those impacts than a small airport. However, the inability to open an additional lane during extensive volumes, or the inability to respond with maximum efficiency during a high impact baggage system outage, those are the capacities we lose when certified, capable employees are removed from the operation. Office space and equipment are less of an issue for us, but we need all hands on deck in the operations to manage growing volumes and maintain security standards.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

BUEs and Union Reps tend to believe that Weingarten Rights are applicable to every conversation with a Management Official. BUEs have expressed initial resistance to engage with Management Officials unless a Union Rep is present for a variety of lower-level discussions. At a large airport like DFW, we are more readily able to absorb the delays incurred while a BUE obtains union representation. In some situations, the delay could pull a fully certified officer out of the operation during our most intensive volume conditions. While we can generally "make due", there are foreseeable times and days when the stress on the checkpoint will prevent us from opening an additional lane to meet demands or force us to delay operating a crucial piece of security equipment.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

The more parties that are required to participate in a dialogue, scheduling becomes more difficult. The amount of time required to schedule, re-schedule, and align calendars has meaningfully grown for our management and supervisory staff in the wake of the Formal Discussions requirement. In addition, employee distrust in TSA has grown because BUEs are often mistaken in their belief that every interaction with management is subject to Article 6. This causes preventable conflict, a rift in the ongoing working relationship.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

A negative impact emerged from the ability of a BUE to self-certify for three days. We believe this has had a meaningful impact on driving up unscheduled absences, counteracting a culture of commitment. Effective with the 2024 CBA, we began to see an unprecedented uptick in false medical documentation.

Regarding holiday operational coverage, the CBA provides priority to the most senior employees. Every holiday, this results in a mass exodus from the baggage screening operation. We have to backfill, at great expense and inefficiency, with dual-functioned officers and overtime.

On the upside, we do appreciate the ability to reinstitute Sick Leave Restriction (SLR) within 3 months after the initial SLR, which was not available in a non-CBA environment.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Article 27 of the CBA does not significantly impact the disciplinary action process. The only nuance is the inclusion of Weingarten Rights which may delay management's fact-finding process for any given matter by at least 2 hours due to the required time allotted time for BUEs to obtain union representation (if the BUE chooses to). The more parties that are required to participate in a dialogue, scheduling becomes more difficult. The amount of time required to schedule, re-schedule, and align calendars has meaningfully grown for our management and supervisory staff in the wake of the Formal Discussions requirement. In addition, employee distrust in TSA has grown because BUEs are often mistaken in their belief that every interaction with management is subject to Article 6. This causes preventable conflict, a rift in the ongoing working relationship.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

While the grievance process itself (Step 1 and Step 2) is effective, the Union's right to file grievances on behalf of BUEs, even when BUEs do not wish to file a grievance has created confusion amongst some BUEs. There has also been an impact on the time management is away from the operation in the case of mass filed grievances that BUEs may not have filed on their own.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

A lack of self-accountability amongst BUEs who violate TSA MDs. Prior to reimplementation of the 2024 CBA, there was a noticeable improvement of communication between management and the uniformed workforce. This was evidenced by more employee-and-supervisor dialogue in the checkpoints the past few months, greater participation in workforce pulse surveys, and higher participation rates in employee working groups and committees during the period when the CBA was not in effect.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

615.5 hours - As a result of resumed grievances.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Coordination of a parking space for Union use; TSA Equipment (Laptop) with network access; provision of a workspace which at a minimum contains a desk, a chair, lockable storage space; and access to use TSA Controlled space.

Q21

Please provide the number of office spaces you provide for Union representatives.

Two cubicles for shared use and 1 office space at the airport.

Q22

What are the impacts of providing these office spaces?

It takes away from a Transportation Security Manager office space.

Q23

Please provide the number of parking spaces you provide for Union representatives.

One

Q24

What are the impacts in providing these parking spaces?

No impact as the airport does not charge TSA for the space.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Employee distrust in TSA has grown because BUEs are often mistaken in their belief that every interaction with management is subject to Article 6. This causes preventable conflict, a rift in the ongoing working relationship. This has a slow, steady, and over the course of time disruptive effect as employees become increasingly disengaged, less focused on threat detection and more focused on enforcing rights and privileges to which they believe they are entitled.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

696 hours

#35

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

Name:

Robert Spinden

Q2

Airport (Hub 3 Letter Code):

SEA

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

901

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

4

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

Provides structure and standardization for BUEs.

Q10

What are some major areas of concern or dissatisfaction?

Lack of flexibility in hiring/details/committees/communication. Hinders attendance management. Unfunded 50%/100% Reps. Restricts a leaders ability for routine discussions due to CBA requirements for union attendance. Rigid two-step grievance process.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse. We have expanded to 37 articles.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Union activity (discussions, grievances, etc.) can be untimely during operationally inopportune timeframes.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Same impact as feedback provided to question 12.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Same impact as feedback provided to question 12.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Current CBA requirements limits Management's ability to address poor attendance.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Current CBA requirements limits Management's ability to address misconduct at the lowest level.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Travel and time costs for step 1 and step 2 grievances at spoke airports that could have been handled at a lower level with onsite leadership.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

AFGE Local 1121 Leadership refuses to attend regularly monthly labor management meetings (in accordance with CBA) with management to address concerns. Management and LM POCs still attend scheduled monthly labor management meetings in its entirety to comply with CBA requirements.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Approximately 495 hours at the present time between LM POCs and Management.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Facility space, headcount, office space and time.

Q21

Please provide the number of office spaces you provide for Union representatives.

2

Q22

What are the impacts of providing these office spaces?

Minimal impact in SEA. GEG required the Senior TSM to vacate his office due to space limitations overall.

Q23

Please provide the number of parking spaces you provide for Union representatives.

2

Q24

What are the impacts in providing these parking spaces?

Minimal

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Nothing additional to add.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

0 recorded hours other than 50%/100%.

#36

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Kc Wurtsbaugh

Q2

Airport (Hub 3 Letter Code):

BIL

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

207

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Facility standardization in space, health, and safety. Clarification of some TSA policies with a focus on the officers role, so they better understand and know the union supports the policy.

Q10

What are some major areas of concern or dissatisfaction?

TSA policies are not kept up to date and we regulate off of HCAMs for several of them, adding a CBA to the mix of documents to compare when assisting management with discipline gets very complicated. This requires a lot of cross refencing for management and HR to ensure employees are held accountable while also abiding by the less restrictive requirements in the CBA. Also, Some CBA shift bid provisions can limit our operational flexibility to adjust to unanticipated flight changes. An example of this would be a temporary flight that is added to an airports flight schedule on short notice which would necessitate coverage outside of the window that can be covered within the allowable schedule adjustment range (120 min for our size airports). This can result in otherwise unnecessary overtime to cover the additional timeframes until a new bid cycle can occur or the schedule reverts back. 100% Union representative at a small AOR, takes away from staffing and leads to conversations on the floor with officers due to representative not being busy. Transfer policy allows officer to move from one airport to another every 6 months, can be used to avoid accountability for poor performance/conduct.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse, sick leave restriction changes, 6 month transfer really hurts smaller/hard to hire operations.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Official time use to participate in workgroups and/or training have been minimal in this AOR.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None in this AOR.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Delays in actions taken due to confusion among BUEs over what constitutes a formal discussion.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Attendance Management w/ the CBA is unnecessarily complex and each scenario presents its own challenges/complications that have to be vetted to ensure management does not violate the CBA while attempting to hold employees accountable for unscheduled absences. Unscheduled absences are difficult to correct, causing more overtime and/or operating shorthanded.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

None in this AOR.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

This is a detailed process that has to be completed in a timely manner and often puts other requirements to the back burner when we have a situation. In smaller airports like ours, the senior HR Specialist already has enough on her place so we have a fairly new F band HR Specialist doing this work so there is oversight involved as well.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Researching questions on the LMPOC site when things come up, shift bids generate a lot of questions.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

We have a monthly meeting, however the LMPOC is responsible for fielding any questions that come up from Management and this varies. Other time spent on issues average about 8-10 hours a week.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

We have an LMPOC and an alternate to deal with the issues that come up on a regular basis and we make these issues a priority. also a Laptop for official business.

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

Shared space must be cleared for union "official" work since this space is connected to airport staff office space and Operational supplies had to be relocated to afford the space.

Q23

Please provide the number of parking spaces you provide for Union representatives.

0

Q24

What are the impacts in providing these parking spaces?

n/a

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

The uncertainty of if it will be in place or not has created confusion among employees on how to proceed with activities. Getting resolution on this will be a great help in planning future activities and processes.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

80/pp

#37

COMPLETE

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Page 1

Q1

Name:

Jim Spriggs

Q2

Airport (Hub 3 Letter Code):

ORD

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

2200

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

5

Q7

If you do have Union representatives, how many are on 100% official time?

2

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Overall the expanded rights in the current CBA mirror many of TSA's existing policies. This brings some consistency to our management processes as it adds a layer of accountability as AFGE helps monitor our performance. Key articles like shift trades, parking, uniforms, transfer policy, health and safety all provide a great deal of value to our employees and make a positive impact on their worklife.

Q10

What are some major areas of concern or dissatisfaction?

Shift bid process is restrictive and limits our ability to pivot quickly for the assignment of personnel. Annual leave bidding is important but doesn't go far enough to help us manage our operation by forcing employees to take time off during non peak seasons. Attendance management restricts our ability to manage poor performing employees and encourages more folks to use additional leave by making it easy for them to call off. Additional folks on official time in some cases drives more grievances. Office space and parking are costly at the large airports and dedicating them to AFGE is a challenge. Union right to select committee members limits overall employee engagement and makes it difficult to get a mix of employees on a committee. Lack of accountability with folks on official time. No management oversight of their work.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

No significant difference for us locally.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

no oversight for Union officials, cost of offices and parking,

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Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Mostly a concern for the team at INV

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

disagreements on formal discussions and representation can be cumbersome and harm relationships

---

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The process can be cumbersome and often we expend too much resource chasing a handful of poor performers. System of self certification allows for too many shirt illnesses and call offs which are harder to control.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Nothing significant. Working with ER team is more cumbersome than working with AFGE at times.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Nothing significant here. Good local relationships help resolve items B4 grievances are filed.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Respondent skipped this question

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Strictly related to AFGE relations you have to include all committee meetings, monthly labor/management. Hard to quantify because so many activities including ER actions and more are covered by the relationship.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

I have 3 LR folks, a dedicated PA for committees and a variety of hours dedicated to scheduling and attendance management needed for compliance.

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

cost and reduced access for our management team. We have limited space.

Q23

Please provide the number of parking spaces you provide for Union representatives.

2 (MDW and ORD)

Q24

What are the impacts in providing these parking spaces?

limited impact

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Respondent skipped this question

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

just the 50% and 100% folks. You can run the numbers from payroll.

#38

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 16, 2025 3:09:21 PM
Last Modified: Wednesday, July 16, 2025 3:17:01 PM
Time Spent: 00:07:39
IP Address: 216.81.81.81

Page 1

Q1

Name:

ERIC BEANE

Q2

Airport (Hub 3 Letter Code):

IAD

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

1163

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

6

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Article 16 uniforms and appearance

Q10

What are some major areas of concern or dissatisfaction?

Article 6: Official Time
Article 17: Attendance Management
Self-Certification

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse, self-certification and official time impacts the operation

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Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Causes a negative impact to the operation

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Minimal impact

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Union notified typically a week in advance

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Payroll will close on Tuesday. AWOL notification must be made to the officer by Wed by 0800 which is very time consuming 2-3 hours

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Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

An hour per day for HRS and management are on the same page for any ER action

---

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Time is spent coordinating between step officials, AFGE, and grievants. Also drafting decision letters. 2.5 hours per case.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

UA have risen due to self-certification of three days for each BUE.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

3-4 hours per week

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Computers, desks, chairs, file cabinet, office space

Q21

Please provide the number of office spaces you provide for Union representatives.

3

Q22

What are the impacts of providing these office spaces?

Significant, as space is limited

Q23

Please provide the number of parking spaces you provide for Union representatives.

2

Q24

What are the impacts in providing these parking spaces?

Minimal impact

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Increased absences.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

1 to 4 hours per day

#39

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Brian Schilhabel

Q2

Airport (Hub 3 Letter Code):

OMA

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

271

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

2

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

It consolidates information from various MDs and policies which in turn makes it easy for employees to find a snapshot of information quickly. Some examples include information regarding employee rights, parking, uniforms, transfers, shift and schedule trades, payroll, labor management, childcare, etc.

Q10

What are some major areas of concern or dissatisfaction?

It has increased manhours and workload to maintain duplicate processes which already exist in current directives and handbooks. One standard should encompass all employees as a streamlined approach rather than establishing inefficient process targeting to specific employees.

The annual leave bid process does not work great for CAT4s where only 1 person can be given leave per day with the BUEs given priority over the STSOs.

Language that doesn't take size of airport into consideration. Makes it difficult to have discussions with personnel (Union notifications, most conversations being considered formal discussions, etc.) Mandates impractical timelines for bidding schedules, both for new personnel who come on board and for CAT 3/4 airports that will in many cases have new flight schedules starting monthly that will precipitate moving to the schedule prior to the bid taking place.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Better, in that improved timelines for bidding & shift adjustment increases give greater flexibility in scheduling.

Worse in that it takes away the ability to assign schedules to new TSOs between bids, changes to EOD and BUE date that is confusing for employees. The increase from 15 articles to 37, made it difficult for employees and representatives to understand the CBA and know where to find anything.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

It affects payroll as the timekeepers have to work more closely with the union member (100% or 50% time) to code their timecards correctly. If the union member isn't swiping in/out via eTAS when on official time, it complicates payroll processing as it has to be accomplished via paper timecard. This increase manhours as it must be manually input into two separate systems (GovTA and eTAS).

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Confusion within AFGE and the BUE on what this means, how & when to request.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Confusion within AFGE and the BUE on what is considered a formal discussion.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Shifting definitions and determinations on how to handle/report FMLA & Call Off's.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Primary impact here is the decreased support within LM and Field Counsel, with an increased need to document and process discipline with the return of the CBA.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Rather than streamlining the process it has substantially increased the amount of time it takes to provide a resolution as it is an exercise in paperwork, coordination, a meeting with elongated timeframes. Many man hours are spent accomplishing these tasks even though the allegation may not even be a grieve able. If the NRC did a thorough job upon receipt and vetting of the situation to see if it was even a grieve able allegation, this would prevent an exuberant number of man hours dedicated to adhering to the requirement of the CBA. It seems that the NRC and Labor management only ensure that all the rules are being followed and that the step officials adhere to the timelines. It's more so that they don't provide any feedback, they just oversee the process.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Back and forth we've had with implementing, then rescinding, then implementing - with unanswered questions remaining as parts of the CBA still contradict current executive orders.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

It varies - but we average 12 hours per month per grievance.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Time for training, two desk spaces, computers and a filing cabinet.

Q21

Please provide the number of office spaces you provide for Union representatives.

Two desk spaces in a shared office environment.

Q22

What are the impacts of providing these office spaces?

Shared space is used by TSMs, FET and COO for a variety of team meetings. Some of these meetings are curtailed with BUEs on official time are present.

Q23

Please provide the number of parking spaces you provide for Union representatives.

One

Q24

What are the impacts in providing these parking spaces?

Paperwork on our end, funding for space provided by HQ.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

I currently have a cooperative/understanding AFGE leadership team, so the impact has been minimal. With previous local AFGE leadership, the CBA accounted for ~ 2 hours of my time per day.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

With two employees on 50% Official Time, we estimate it at 80hrs per Pay Period.

#40

COMPLETE

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Page 1

Q1

Name:

Jose Rivera

Q2

Airport (Hub 3 Letter Code):

SJU

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

601

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

3

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

1. Scheduling
   - o Shift and Schedule Trades
   - o Seniority protection
   - o Management still in control of overtime
2. Operational Flexibility:
   - o Management retains the discretion to conduct shift bids more frequently based on operational needs (Article 19, Section D.5).
   - o The ability to assign bargaining unit employees to different terminals, checkpoints, baggage locations, or other work areas based on daily operational needs (Article 19, Section D.10).32.
3. Performance Management:
   - o A structured performance management process that includes performance planning, progress reviews, and annual appraisals (Article 30).
   - o The ability to place employees on Performance Improvement Plans (PIPs) and take performance-based actions if necessary (Article 30, Section L and M).
4. Disciplinary and Adverse Actions:
   - o Defined procedures for administering disciplinary and adverse actions, ensuring that management can address misconduct and performance issues effectively (Article 27).
   - o The ability to issue Letters of Reprimand without formal advance notice or proposal (Article 27, Section D.2).
5. Communication and Information Sharing:
   - o Provisions for the distribution of Union information and materials, while ensuring that such communications do not interfere with TSA operations (Article 36, Section B.2).
   - o The ability to notify and include Union representatives in formal discussions and shift briefs, fostering transparency and collaboration (Article 36, Section B.5 and B.6).
   - o Provides standardization and uniformity across all airports.
6. Flexibility in Employee Assignments:
   - o The ability to offer limited duty assignments to employees with approved Department of Labor (DOL)/OWCP claims based on operational needs (Article 31, Section D).

Q10

What are some major areas of concern or dissatisfaction?

- Article 19:D.5.b. "For shift adjustments between thirty (30) minutes and sixty (60) minutes, bargaining unit employees will receive notice one (1) pay period in advance".
  - At Cat II, III & IV airports' airlines often change their schedules with less than 30 days' notice, making it very difficult to meet our own notification requirements. In many cases, by the time the paid period comes around, the operation has already change. As result, we end up working overtime-whether voluntary or involuntary- to meet the operational needs.
- Article 19:D.5: "At Category X and I airports, management will conduct an additional bid when there is an operational need to adjust the start and end times of awarded shift bid hours by more than sixty (60) minutes. At Category II, III, and IV airports, management will conduct an additional bid when there is an operational need to adjust the start and end times of the awarded shift bid hours by more than 120 minutes".
  - This section of the CBA requires management to conduct more frequent shift bids instead of allowing the necessary schedule adjustments while honoring RDOs. Many times, the schedule change only lasts for a period of 2 to 3 weeks, after which the operational need reverts to the previous schedule or shifts to something different- forcing us to go through the shift bid process again.

- Article 19:D.7: "When management establishes new bid lines for new, fully certified officers, the lines will be offered airport-wide consistent with Section D.4 of this Article. Vacant lines remaining will then be made available to the new officers".
  - This section of the CBA once again requires management to add additional lines during the shift bid process that will remain unfilled until new officers are certified. In the worst-case scenario, all the vacant lines could impact the same shift, resulting in unmet operational needs at the start of the new bid, leading to overtime and unnecessary waiting times. It could also force management to conduct another shift bid process shortly after. The proper solution would be to assign newly certified officers to operational needs as they become certified and include them in the next shift bid process.

Additional information:

- Shift and Schedule Trades:
  - Allowing no set timeframes or deadlines for entering shift and schedule trades (Article 21).
- Performance Management and Improvement:
  - The detailed process for addressing performance issues, including the requirement for Performance Improvement Plans (PIPs) and multiple progress reviews (Article 30), may be time-consuming and resource-intensive for supervisors and managers.
  - The need to provide extensive documentation and follow specific procedures for performance-based actions could delay timely resolution of performance issues.
- Health and Safety Committees:
  - The establishment and maintenance of the Health, Safety, and Wellness Committee (Article 33) and other similar committees may require significant time and resources to address various issues and implement recommendations.
  - Ensuring compliance with health and safety recommendations while balancing operational needs could be challenging.
- Uniform:
  - The use of short trousers in the Checkpoint throughout the year, do not look

professional (Article 16).

- Communication and Information Sharing:
  - The requirement to provide Union representatives with access to certain information and communication channels (Article 36) may raise concerns about the potential for sensitive information to be shared or misused.
- Temporary and Permanent Changes in Position:
  - The processes for temporary and permanent changes in position (Article 30, Section H) may require careful management to ensure that operational needs are met while accommodating employee requests and performance issues.
  - There should be an established limit to Limited Duty assignments, and a process to follow if that timeframe is met.

- Union Involvement in Committees and Meetings: The participation of union representatives in various committees and meetings (Article 36) may require coordination to ensure that these activities do not interfere with daily operations. There are times that union representatives are not available which can cause delays in the adjudication of discipline cases.
- Performance Management:
  - Performance Improvement Plans (PIPs): The requirement to implement PIPs and conduct multiple progress reviews (Article 30) may be time-consuming for supervisors and managers. Ensuring that performance issues are addressed promptly while maintaining regular operations could be challenging.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

- Current CBA vs Previous CBA, previous CBA was more flexible for the scheduling perspective:
  - Current CBA provide less scheduling flexibility for management, and taking in consideration the point previous mentioned, it can cause delays in response to real time operational needs.
  - Current CBA present a longer or more frequent bid processes, which adds administrative burden and delays.
  - Current CBA present difficulty incorporating newly certified officers efficiently.
  - Current CBA increased involuntary or excessive OT due to uncovered needs from rigid bid process.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

• Official time represent a burn on the current AOR operation:
- o MID Year SAM25 di not include the allocation for current Union representative on 100 % official time.
- o In addition, if we have currently 3 FTE on 100%, allowing official time to Stewards for officers outside of the 100% make more operational constrains, why the officers on the 100% can't represent others officers an is and additional use of resources for the same purpose.

o Official Time for Union Activities: The allocation of official time for union representatives (Article 6) may impact the availability of employees for regular duties. Management will need to balance the need for union representation with operational requirements.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

No feedback.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Union Representation and Official Time:

o The allocation of official time for union representatives (Article 6) could be seen as a concern if it impacts operational efficiency or if there are challenges in managing the balance between union activities and operational needs.

o The requirement to provide official time for union representatives to attend various meetings and perform representational duties may strain resources, especially in smaller airports with fewer staff.

o Official time strains payroll, operation, and HR once they have training due to lack of communication

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Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

1. Leave Requests and Approval:
   - Advance Notice for Unanticipated Leave: The requirement for bargaining unit employees to notify management at least sixty (60) minutes prior to the start of their scheduled shift to request unanticipated leave (Section B.3) may be challenging to enforce consistently. Additionally, if employees present last-minute changes in circumstances, management may need to accommodate these requests, potentially leading to staffing shortages.
   - Denial of Leave: The provision that leave will not be denied solely based on an employee's leave balance and that leave will be denied only for appropriate reasons and not as a form of discipline (Section B.2) may limit management's flexibility in handling leave requests, especially during peak operational periods. This leaves the pending requests on a hold status.
2. Sick Leave and Documentation:
   - Self-Certification for Sick Leave: Allowing self-certification for sick leave absences of three (3) consecutive workdays or less (Section C.2.e.ii.a) may make it difficult for management to verify the legitimacy of frequent short-term absences, potentially leading to abuse of sick leave.
   - Medical Certification and Documentation: The detailed requirements for medical certification and documentation for sick leave absences (Section C.2.e.ii.b and c) may be administratively burdensome for management to track and enforce. Additionally, the need to safeguard medical documentation and restrict access (Section C.2.d) adds complexity to the process. It also allows officers 15-30 days to submit documentation. That can lead to more administrative tasks such as correcting time cards. Also, medical documentation does not excuse the absence. It is still considered an unscheduled absence.
3. Sick Leave Restriction:
   - Process for Imposing Sick Leave Restriction: The detailed process for identifying patterns of sick leave abuse, meeting with the employee, and potentially imposing sick leave restriction (Section C.2.f) may be time-consuming for management. The requirement to review the attendance record of an employee on leave restriction every three (3) months (Section C.2.f.v) adds to the administrative burden. Also, three months is not enough time for management to be able to tell if the employee attendance has improved. For example, searching for patterns is very time consuming.
4. Excused Absence and Administrative Leave:
   - Excused Absence: The various scenarios under which excused absence may be granted (Section C.5) may require management to accommodate multiple requests, potentially impacting operational coverage.
5. Breaks and Meal Periods:
   - Rest Breaks: The stipulation that rest breaks may not be given in the first or last hour of an employee's shift unless requested by the employee (Section F.8) may limit supervisors' flexibility in scheduling breaks.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Article 27 Disciplinary and Adverse Actions. Here are some potential non-beneficial items for management within this article:

1. Progressive Discipline:
   - Requirement for Progressive Discipline: The emphasis on progressive discipline (Section C.2) means that management must follow a step-by-step approach to discipline, which may delay the resolution of serious misconduct issues. Management may need to issue multiple warnings or lesser disciplinary actions before taking more severe actions, even in cases where immediate action might be warranted.
2. Documentation and Procedural Requirements:
   - Detailed Documentation: The requirement for detailed documentation and written notices for disciplinary actions (Section D) adds an administrative burden to the disciplinary process. Management must ensure that all documentation is thorough and accurate to support the disciplinary action, which can be time-consuming. Communication with HR needs to be effective.
   - Advance Notice and Opportunity to Reply: The requirement to provide advance notice of proposed disciplinary or adverse actions and allow employees a reasonable amount of time to present an oral and/or written reply (Section D.3.e) may delay the implementation of necessary disciplinary measures.
3. Employee Rights and Representation:
   - Right to Representation: Employees have the right to be represented by an individual of their choosing during the disciplinary process (Section D.3.f). This may complicate and prolong the process, especially if there are delays in securing representation or if the representative is not immediately available.
   - Union Involvement: The requirement to provide the Union with copies of disciplinary actions and allow the Union to be present during proceedings (Section D.3.g) may lead to additional scrutiny and potential challenges from the Union, potentially complicating the disciplinary process.
4. Removal of Letters of Reprimand (LORs):
   - Potential for Early Removal: The provision that allows employees to request the removal of LORs from their personnel files after six months if they have demonstrated improvement (Section D.2.e.ii) may limit the long-term effectiveness of LORs as a deterrent. Management must also consider and respond to these requests, adding to the administrative burden.
5. Unfounded Allegations:
   - No Record of Unfounded Allegations: The requirement that no record of an allegation of misconduct determined to be unfounded will be placed in an employee's personnel files (Section E.1) may limit management's ability to track patterns of behavior or past allegations, even if they were not substantiated.
6. Impact on Morale and Consistency:
   - Perceived Inconsistencies: The detailed procedural requirements and emphasis on progressive discipline may lead to perceptions of inconsistency or leniency in how disciplinary actions are applied. This could impact overall employee morale and the perceived fairness of the disciplinary process.
7. Time Limits and Extensions:
   - Time Limits for Decisions: The requirement for management to issue decisions on proposed disciplinary actions within specific timeframes (Section D.4) may be challenging to meet, especially in complex cases or when additional information is needed. Failure to meet these timeframes could result in procedural challenges from the Union or employees.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

No feedback. We don't get a lot of grievances.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

- Current CBA vs Previous CBA, previous CBA was more flexible for the scheduling perspective:
  - Current CBA provide less scheduling flexibility for management, and taking in consideration the point previous mentioned, it can cause delays in response to real time operational needs.
  - Current CBA present a longer or more frequent bid processes, which adds administrative burden and delays.
  - Current CBA present difficulty incorporating newly certified officers efficiently.
  - Current CBA increased involuntary or excessive OT due to uncovered needs from rigid bid process.

***The Union selecting the BUE imposes restrictions on management's ability to make the BUE selection including restrictions on management's ability to provide merit-based feedback on the selection. This could potentially limit management's ability to ensure that the selected BUEs align with the committee's organization's goals and standards.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Average of 8 hours. This includes monthly meetings, time spent by SOO ensuring compliance with the CBA etc.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Computers, Printers, Office Space, Over time or extended hours,

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Q21

Please provide the number of office spaces you provide for Union representatives.

2

Q22

What are the impacts of providing these office spaces?

These spaces where used as shared spaces by the Safety team, the communications media team, the hazmat group, TSM and STSO.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

None

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

All feedback is included in the questions above.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

120 hours a week for the dedicated union representatives. In addition on FY 2024 the union used 364 hours.

#41

COMPLETE

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Page 1

Q1

Name:

FSD - Martin Robinson

Q2

Airport (Hub 3 Letter Code):

MSP

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

714 BUEs

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

2 (Authorized and had 3, but one recently resigned from the role)

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

- Creates policy/guidance for areas not addressed in TSA Policy.

Q10

What are some major areas of concern or dissatisfaction?

- AFGE's unilateral selection of committees, task forces, and/or groups. The unilateral selection is burdensome, requires additional use of Union time, uses an excess of resources, and adds unnecessary steps and processes. AFGE often uses these selection opportunities to exclude interested BUEs who are not Union members.
- The newer CBA has often caused an inflated sense of entitlement in representatives, which creates a perception that they have no accountability to management and the Agency. Representatives often regard themselves as equals to the Agency leadership. Their interpretation of policies is often inaccurate or incomplete.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

- The current version of the CBA is worse than the previous version. It has created inefficiencies that do not enhance security and restrict organizational agility.
- Under the new CBA, our local Union assumes that they are able to operate with commensurate standing to, and the same authority as, the FSD.
- AFGE bargained for the right to telework, yet they were unwilling to follow the CBA itself, as they refused to complete the required telework agreements; however, AFGE was teleworking without approval and without the necessary agreements in place which caused a potential liability against the Agency.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

- The use of Official Time impacts management in time spent approving Official Time requests, training on acceptable uses of Official Time, tracking of Official Time, flexing of schedules related to Official Time use, impacting the operation when BUEs are away from their scheduled duties to perform Official Time.
- There is also a significant amount of time spent by timekeeping/payroll in order to modify timecards to document Official Time.
- The Official Time forms are often incorrectly filled out by Union representatives after repeated instructions and notifications to the Union to address the issue.
- Overall, the impact results in the Agency allocating additional time, personnel, costs, resources, space, and equipment.
- We believe that the use of Official Time is often miscategorized and is potentially claimed for unauthorized activities.
- Management has little to no oversight of Official Time use and whether it is being used for the alleged and reported purpose(s).
- Union Stewards call out for the screening portion of their shift but show up for their official time.
- During peak times Stewards request official time and management indicates they cannot accommodate due to operational needs however the Stewards are inflexible in their requests.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

- Attempt to invoke Weingarten on an excess of issues that are often not applicable.
- Union representatives will attempt to argue and challenge management to attend meetings where the employee is not entitled to Weingarten Rights.

i. For example, this occurs when management is issuing a proposal or decision letter, or more frequently, when supervisors want to have attendance discussions with an employee.

- The union frequently delays meetings where the employee is allowed representation by insisting on having 100% representatives attend, rather than utilizing an available Ad Hoc representative.

i. This undermines the purpose of having multiple Ad Hoc representatives.

ii. These delays can, and have, pushed investigations back by weeks due to 100% representatives being in training or on leave.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

- The Union often alleges that most or all conversations related to BUEs are formal discussions, even when the criteria is not met; this had resulted in burdensome and unnecessary attempts at mediation and/or to grieve extending the time required for action.
- Resulting in the engagement of multiple personnel, including Local and Human Capital Labor Relations, management, legal, and Senior Counsels. Requiring timeliness to avoid protentional grievances.

i. For example, the previously used and accepted formal discussion notifications of shift briefs are being disputed by the Union; and, they are requesting individual notifications for each shift brief, resulting in an inefficient use of management's time and bandwidth.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

- Representatives sometime attempt to force (or bully) their way into attendance discussions with employees who may have attendance issues.

i. As a result:

1. Leaders may sometimes postpone or delay attendance discussions in order to seek guidance.

ii. Prolongs the timeframe for resolving attendance issues.

- Lacks collaboration and creates roadblocks.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

- Most representatives request at least a 7-day extension to the normal 7-day response period.

i. It is unknown whether in good faith they utilize the additional time; however, it has become the default or standard request. And, at times they have requested multiple extensions. This has resulted in a delay of addressing disciplinary issues—and is a potential waste of Agency funds if Adverse action is required.

- Where employees without Union representation will usually have a ½ to 1 page response, representatives submit 3 to 7-page responses.

i. This adds significant time to resolving disciplinary action because each point the union raises needs to be addressed in the decision letter.

ii. Additionally, most of the union's response items are not applicable, incorrectly interpret policy, or outright harm the employee's case.

- To date, we have not seen a response for a proposed ER action that has helped the employee; in fact, some have worsened the employee's case.
- Greatly extends the process to allow for specific union representatives, which delays actions.
- Impacts and delays the scheduling of meetings.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

- It requires at least one (1) full-time employee to handle the grievance process from an administrative standpoint. In addition, it requires a management representative to handle mediations, Legal Counsel's time to advise prior to mediations, a management representative's time to attend grievance meetings, the drafting of grievance decisions, and Counsel's time to review grievance decisions.
- The timeline for drafting and issuing decisions is often very tight to meet the required timeliness, which may result in prioritizing the Union's business over the mission of the Agency.
- The majority of grievances received are unsubstantiated and frivolous, often they do not involve employee representation but rather represent the interests of AFGE and the individual interests of 100%, 50%, and general AFGE representatives.
- We have been directly told that the national Council has requested that the representative file numerous grievances.
- The program office does not provide validation, which hinders the resolution of grievances and contributes to inefficiencies or misunderstandings in addressing the concerns raised during the negotiated grievance process.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

- Union representatives create additional work for all impacted areas due to their overreach.
- Attempt to identify issues or concerns in the workspace that may conflict with the CBA.

i. AFGE lingers in the hallways and show up unannounced.

ii. AFGE lingers at the checkpoints and loiters in operational spaces.

- Our AFGE Local tends to exaggerate issues, presents issues aggressively, and is untimely in responding to correspondence.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

- We spend approximately 600 hours addressing union inquires, meetings, and general communications.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

- Ensuring availabilities in offices spaces, access to office spaces, requests for keys, changing of door codes, and storage space for Union materials.
- Allocating staff to serve as LMPOCs, to be present for mediations, to serve as Step Officials, to handle general Union inquiries.

Q21

Please provide the number of office spaces you provide for Union representatives.

- Three (3). 2 at MSP and 1 at DLH

Q22

What are the impacts of providing these office spaces?

- Less available space for management officials and administrative staff.
- Can't use the space as intended. Impacts officers' access to training computers within shared spaces.
- The union expects space to accommodate more than what is required by the CBA. Additionally, the union has requested a list of individuals or management who have access to their office spaces when they are not shared spaces.

Q23

Please provide the number of parking spaces you provide for Union representatives.

None, but they use their existing TSO parking access paddles

Q24

What are the impacts in providing these parking spaces?

NA

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

- Union activities are often burdensome and overextended, time-consuming, and a potential misuse of resources, and other allocations. The diversion of staff from their screening obligations and administrative responsibilities is a misallocation of human capital and their ability to support the agencies mission.

i. For example, requesting management investigate a possible CCTV policy violation without a grievance and based on rumor.

ii. Refusal to adapt to GovTA changes, resulting in some union representatives requesting payroll to ensure their timecards are correct despite having GovTA access.

- Union representatives insert themselves into areas managed by the administration, creating awkward and tense work environments.

i. For example, having union representatives outside management offices to overhear potential cases.

ii. 100% and 50% union representatives frequently position themselves at checkpoints, engaging with BUEs without cause of grievance or investigation, seeking opportunities to file additional grievances.

- General call-offs and unscheduled absences have increased since the return of AFGE.
- EAC activities are stonewalled or delayed, impacting the formation of committees, and negatively affecting employee morale due to the committee selection process.
- Instead of attempting to resolve issues at the lowest level, the union requests answers, and results directly from senior management.
- With the current CBA, grievances increased tremendously.

i. FY22 – 4

ii. FY23 – 14

iii. FY24 – 22

iv. FY25 – 14 and counting.

- The Union files similar grievances to previous grievance filings that have been resolved.
- The Union posts and distributes materials that raise unsubstantiated allegations against management. This results in sowing division and creates an us-versus-them environment. In addition, they post materials in unapproved locations.
- The Unions continued presence at the screening checkpoints, if not mitigated, may result in distractions to security functions.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

- Estimated FY-25 Total Official Time Hours: 9465.6

#42

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Reginald Stephens

Q2

Airport (Hub 3 Letter Code):

DTW

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1,062 Total, Hub-685, Spokes - 377

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

There are 4 at DTW that are Ad hoc, but are not listed as 50%. With another 5 Ad hoc at the Spokes, but are not listed at 50%.

Q7

If you do have Union representatives, how many are on 100% official time?

4

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

N/A

Q10

What are some major areas of concern or dissatisfaction?

Attendance Management and Uniforms. The attendance management article negatively impacts the Agency's ability to provide resources to effectively meet industry demands on a consistent basis.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current CBA is worse than prior CBAs due to the attendance management article. It creates challenges for management to effectively address attendance related challenges which in turn adversely impacts mission execution.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Requests for official time have a minimal impact administratively as they are processed through our Operations and Scheduling Leadership who tracks the time.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Last year there was more of a impact due to the number of misconduct investigations for BUE personnel by TSA Investigations.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Significant impact based on time required to coordinate meeting with both the BUE and Union Representative. This is addition to identifying meeting locations and addressing privacy concerns.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Overall attendance management results in a lack of accountability for BUE personnel who may be abusing their use of sick leave. This of course impacts operational staffing and TSA's ability to deliver an efficient experience for the traveling public.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

On average each disciplinary case can result in 2-3 hours of Official Time for the BUE involved. This consists of the pre-disciplinary meeting with the TSM, discussion with the Union Representative, and producing statements, replies, etc.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Many of the same factors are duplicated from the response in survey question 16. For example meetings with Union Representative and the Designated Grievance Official.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Respondent skipped this question

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Labor Management POC meetings - 3 hours, FY25 New Hire Orientation Classes - 0.5 hours, Safety Action Team Committee Meetings - 1 hour, FSD/Union President Meetings - 1 hour

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Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Office Space, Government Equipment (ex. Laptops)

Q21

Please provide the number of office spaces you provide for Union representatives.

1 Office Space

Q22

What are the impacts of providing these office spaces?

Reduced office space for management personnel.

Q23

Please provide the number of parking spaces you provide for Union representatives.

Each 100% Union Representative (4) has access to terminal parking

---

Q24

What are the impacts in providing these parking spaces?

Minimal impact

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

The CBA creates another competing interest for field leadership personnel to contend with while working to achieve mission objectives.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

102 hours combined between Union Representatives and BUEs (formal discussions, discipline, etc.)

#43

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Kathleen Connon

Q2

Airport (Hub 3 Letter Code):

SAN

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

684

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

None

Q7

If you do have Union representatives, how many are on 100% official time?

Three

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

The establishment of a CBA mitigates complaints because the officers and their union were involved in establishing the rules that they are being held to at this time.

Q10

What are some major areas of concern or dissatisfaction?

The sense of entitlement by the union that officers of the union are entitled to certain things like parking spaces and "offices" as defined by them. Therefore, every month that they meet with us, they indicate that they are waiting for the FSD to move MAP employee's from their space to give them better space then a cube and that the very limited parking that is given to TSA by the airport should be going to them and not senior managers like the AFSD-S, DAFSD-S and the FSD. Words matter and these items should have been defined better in the CBA.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The rules around Scheduling and bids are much better in the current CBA than the prior versions. The attendance management is worse in the current CBA than prior versions. Local collective bargaining is not a good idea. Local issues should not be in the CBA if FSDs will be able to bargain individually.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Managing official time is difficult and time consuming and hard to document. Officers do not understand the rules.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

SAN has not had a time that Weingarten was an issue.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Time consuming for documenting and approving and managing specifically around shift briefings. CBA language should be modified to be more specific about when and what qualifies for the time and what "time" is actually used.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The language addressing leave restriction reduced the effectiveness as a attendance management tool, primarily reducing the period of leave restriction to 90 days. This period is not substantial enough to impact employee behavior. The energy and effort to initiate leave restriction is unproductive. Patterns of abuse should not be limited or articulated in the CBA. It should be at the discretion of the supervisor.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Limited impact compared to prior CBAs.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

It is not that different than the past procedure so impact is not significant.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

There are no other significant impacts.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

50 hours a week by screening leadership. 80 hours a week by mission support.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Space for the union representatives to work and meeting rooms for them to work with the BUEs.

Q21

Please provide the number of office spaces you provide for Union representatives.

3 work stations

Q22

What are the impacts of providing these office spaces?

These work stations are no longer available for the MAP employees and for collateral duty employees. At this time it also impacts the number of HQ employees that have space to work in the airport off-site.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1 dedicated union spot and the three union 100% employees continue to hold their parking cards from the airport.

Q24

What are the impacts in providing these parking spaces?

The current location of the union parking space is not an impact at this time because there are enough employee parking spaces. This may become an issue as more employees are in the airport with the opening of the new terminal. The parking space that the union would like in the front side of the airport would impact the off site employees from parking. We currently share parking among management staff, which is 8 dedicated parking passes and passes for the government vehicles. Management would have to give up on of the 8 dedicated parking passes of the FSD staff to the union.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Understanding and implementing the CBA by front line management personnel requires significant time and attention that could otherwise could be dedicated to mission effectiveness. Interruptions to operational focus to address union related employee issues are frequent.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

We have three full time representatives that are away 100% of their time.

#44

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Greg Hawko

Q2

Airport (Hub 3 Letter Code):

CLT

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

650

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

2

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

The standardization of processes across all airports such as transfers, rights to representation, and shift/leave bidding.

Q10

What are some major areas of concern or dissatisfaction?

If the Union does not uphold their end of the agreement or participate in good faith, there's no recourse for Management. The CBA does not allow management to address excessive absences unless there is a pattern, and "Earn and Burn" is not considered a pattern. The step I and Step II Grievance was created to give the employee the opportunity to present new facts that were not considered originally. The union is not using the Step I and Step II meetings intended. They do not provide any new facts to be considered, but rather waste management's time requesting information that they already have or requesting management to address what has already been addressed in the original proposal and decision. It's very time consuming and does not help the employee. The term "formal discussion" is defined too generally, giving Union Representatives opportunities to be present when not always necessary and placing an unnecessary burned on management to schedule conversations that could otherwise happen naturally. Leaders should be able to meet with employees at any time to address concerns or policies.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current CBA is significantly worse that the environment under prior TSA CBAs because the 100% and Ad Hoc union officials are much more emboldened to act on behalf of AFGE and make it harder for management to build rapport with their employees. They are aggressive and dishonest to new employees during orientation, pushing them to join the union out of fear of being fired. The hiring process is laborious for the individual and the agency expends an exorbitant amount of man hours and resources to recruit and onboard so to have the Union representatives instill distrust for management on day one sets a negative tone and further drives down employee morale. They are also encouraging employees to obtain FMLA immediately upon completing 1 year with the agency. In addition, the fact that participation is a union right and not an employee right is inappropriate. Many times an employee does not want a union member present due to personal issues being discussed. The unilateral selection process is also unfair and hurts many employees who are not "favorites".

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Official Time Requests can often be tedious and time consuming. More often than not, requests for official time are submitted at the very end of the administrative work day or after hours for a formal discussion that is occurring before 0800 th e following day, to which the Union has had weeks' notice. A former Ad Hoc Union representative shared that that the 0449 president would assign them to attend a formal discussion at the last minute leaving them no option but to submit their Official time request after hours. Therefore, management is forced to designate a management official responsible for working the email box from airport opening to closing (0300 – 2300) seven days a week. (140 hours per week, 7280 hours per year). Knowing that our Local is quick to grieve we have established a spreadsheet for official time requests. Between the approval, tracking and payroll coding, each official time request takes approximately 15 minutes. Prior to the March 7th determination (at the peak of union activity with 5 Ad Hoc reps) we were receiving on average 19 requests for Official time per week. This computes to 4.75 hours per week spent on approving and processing official time requests by administrative staff in addition to the time spent away from screening duties by the BUE.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Nothing significant. A couple times gathering an employee statement has been delayed due to no Union rep availability.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Roughly one hour is spent after each cycle change (biannually) to notify the union of shit briefing formal discussions after that roughly 3 or 4 notifications are made per month.
Frequently at new hire orientation, we have to cut important discussions or staff introductions short during to give the Union their allotted 30 minutes of orientation time. The union rarely, if ever, has presentation material for the entire 30 minutes so time is quite literally wasted.
The CBA outlines that up to three union representatives will be allowed to attend new hire orientation, however it does not define a number of attendees for other formal discussions. There have been times that we have received requests from multiple Ad Hoc representatives to attend the same Formal discussion. On these occasions we have to reach out to screening management to assess the impact to staffing and the operation prior to approval. This delay wastes time and as stated above we often do not have much time to answer the requests for official time due to late submission. One a few occasions, the LM POC has had to work outside of hours to ensure that an answer is provided in response to the official time request to avoid a grievance

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Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

The majority of our ER actions are attendance related. The CBA makes it hard to have a real impact on attendance, specifically callouts/ unscheduled absences. Employees know that attendance cannot be addressed with any real consequence, as evident by the increased call off after their probationary period has ended.
This heavily impacts the workload of STSOs, TSMs, HR. Each of these workgroups is spending a varied portion of their day on addressing attendance and approving leave.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Minimal

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

With each grievance many hours are spent working with management officials on the Step I and Step II process, specifically writing responses which address issues that have already been addressed. This is wasted time and it seems like the union representatives purposely send grievances on issues that have already been addressed in order to waste managements' time.
As a side note, it is frustrating when the Union rep is allowed to lie in the grievance, and there's no recourse (for example: stating that a workstation was not provided for Union use, when one had been in place for a couple years.)

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

The ambiguity of the CBA has led to implementation challenges. We have had minimal training classes yet must provide guidance to members of screening management. Additionally, when reaching out to HQ Labor Relations there is often not clear guidance either.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

2 hours per month for Open House 1 hour per month for Monthly AFGE Meeting 4 hour per month AVL LTSO meeting 4 hours per month EAC meeting 1 hour per month AVL FEVS meeting

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Q20

What resources must you or your hub/airport set aside for implementing the CBA?

The main resource that is used in the implementation of the CBA and its ripple effects is the use of man hours

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Q21

Please provide the number of office spaces you provide for Union representatives.

We provide 3 designated workstations.

Q22

What are the impacts of providing these office spaces?

None

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

$7,200 and lowered morale for all other employees

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

It is significantly harder to quickly implement new processes and policies as formal discussions notifications are required

---

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Since the May 24 2024 we have approved 840 hours of official time for Ad Hoc representatives and have had 2 100%'ers

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#45

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Kieran Flynn

Q2

Airport (Hub 3 Letter Code):

AUS

Q3 **Medium**

Hub Size

Q4

How many bargaining unit employees do you have?

744

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

2

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

The key strength would include uniforms, uniform allowances, and appearance article, which helps ensure consistency in the officers' professional appearance. The shift bid and schedule trade processes also function well and provide flexibility for the workforce. The transfer policy is another benefit, as it allows BUEs the opportunity to move between airports.

Q10

What are some major areas of concern or dissatisfaction?

One major area of concern is the difficulty in effectively managing attendance for BUEs. The current processes limit management's ability to hold officers accountable for excessive absences, which directly impacts operational efficiency. While breaks and lunches are necessary and supported, the strict time constraints around when they must be taken create operational challenges, especially when working with minimal staff.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse. The CBA was significantly expanded in the latest negotiation and, in addition to a much greater compliance burden on management. Compared to the previous version, it has created more distance between BUEs and management.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

The use of official time for AFGE training during peak periods impacts staffing levels, reduces efficiency, and hinders our ability to meet throughput goals.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

None

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Unscheduled absences continue to have a significant operational impact. The current approach to managing leave abuse lacks effectiveness, contributing to high absentee rate. As a result, paid work hours are reduced, staffing resources are strained, and overtime is frequently required to maintain adequate coverage and support mission needs.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

AUS has not seen major negative impacts to the disciplinary process under the CBA. While progressive discipline is clearly outlined, allowing BUEs to submit written disagreements with LORs feels redundant. Since its implementation, every corrective action has been treated as though it could be appealed to the MSPB, necessitating involvement from both Legal and Employee Relations. As a result, management is now required to provide an MRU in support of a Letter of Counseling, a process previously reserved for more severe actions such as a proposed removal.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

None

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Locating office space, which involved relocating individuals to accommodate 100% AFGE employees.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Less that 5-hours

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

An office for two persons, 2 laptops, IP phone, desk, chairs, file cabinet.

Q21

Please provide the number of office spaces you provide for Union representatives.

One office for two persons

Q22

What are the impacts of providing these office spaces?

AUS was further impacted by office space limitations, resulting in the Threat Detection Manager having to relocate from their office. This adjustment strained an already limited workspace environment.

Q23

Please provide the number of parking spaces you provide for Union representatives.

One

Q24

What are the impacts in providing these parking spaces?

AUS was required to reassign a space previously designated for a senior staff member to AFGE.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

BUEs believe they they are protected from management under the CBA. For example, the unscheduled absence rate increased as soon as the CBA was reinstated. However, the same rules apply. This results in managers and supervisors spending time reiterating the policy and accounting for shortfalls in staffing.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

2,223 hours in addition to the two 100% officers.

#46

COMPLETE

Collector: Web Link 1 (Web Link)
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Page 1

Q1

Name:

Gerardo Spero

Q2

Airport (Hub 3 Letter Code):

PHL

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

Approximately 1300

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

0

Q7

If you do have Union representatives, how many are on 100% official time?

PHL: allocated 5, currently 4. PIT allocated 2, currently 0 (currently AFGE District representing until BUE is elected).

Q8

What is your overall satisfaction with the current CBA?

(no label) **Very Dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

N/A

Q10

What are some major areas of concern or dissatisfaction?

This is not an all-inclusive list, but a few examples of the current frustration with the CBA: Articles related to Awards, Attendance, Appearance, Shift Trades and Schedule Changes, Transfers and local bargaining. For example, AFGE's right to 'exclusive' selection of members of committees and councils. Our experience has been that their selections were based on favoritism and/or loyalty to AFGE, not the needs of the committee.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse, including that it now conflicts with multiple Presidential Executive Orders. Although the new CBA was intended to further encapsulate existing TSA Management Directives, it greatly expanded their influence and blurred the lines between management and labor, giving AFGE the ability to consistency misinterpret the language and intent to achieve their goals.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

We have experienced a complete lack of accountability and/or visibility for AFGE hours worked yet were asked to sign off on timecards attesting to those hours. We have seen conflict caused by AFGE being allowed to work remote, telework (etc.) while other employees were not (including other BUEs). We've experienced multiple issues with items like providing space for AFGE activities, where our local reps would insist that their interpretation of the CBA was significantly different from ours. We've experienced AFGE reps essentially ignoring the CBA and making their own hours, coming in outside of the defined hours.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

We have yet to have any issues since the CBA was stood back up. Before March, we spent a lot of time in conflict with AFGE on Weingarten Rights based off their misunderstanding of them. We went as far as sharing the guidance we sent out to TSMs and STSOs (which was shared by LMR HQ) and still were in conflict because AFGE stated we were incorrect.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

We have yet to have any issues since the CBA was stood back up. Before March, we spent a lot of time in conflict with AFGE on Formal Discussions based off their continued misunderstanding of them, notwithstanding many regular and special discussions. Their interaction with our uniformed workforce at large caused further confusion, resulting in delays in addressing issues.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

AFGE believes they should be present for Attendance Discussions and have locally advised/instructed officers to refuse to sign attendance management discussions (not corrective action). This gives local management the perception and/or inability that attendance cannot be effectively addressed. Essentially, they have inserted themselves into this and other processes that are not required by CBA.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

AFGE fights management on the disciplinary process and often states that ER and management handle the disciplinary process incorrectly. This includes phone calls, face to face meetings, and emails where AFGE uses disrespectful tones and tactics (to include hanging up on management during phone conversations). They often use veiled threats or coercion (i.e. we're going to grieve this if; we're going to call HQ…) to try to intimidate management officials and achieve their goals.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

No comments other than it requires the use of a fulltime resources across a large AOR.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

Supervisory TSOs and TSMs often feel their hands are tied because AFGE often misinterprets or claims the CBA says or means something when it's to their advantage, and speaks down to them and accuses them of not following policy. More often than not, they are incorrect even though management spends hours investigating the issues brought forth. When it's found that AFGE was incorrect, there are no repercussions and often no change in behavior on AFGE's part, in fact in some instances the behavior escalates as they feel empowered by the lack of accountability.
It's currently a major distraction from the mission due to the numerous Articles within the CBA. There has been no clear way to hold AFGE accountable.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Between our fulltime LMR POC, AFGE Bi-Weekly and Monthly Meetings, and misc. impromptu AFGE Meetings and/or emails when, we estimate a minimum of 130 hours per month. The projected number of hours that management spends responding to AFGE varies on what the AFGE feel is important in the moment. They demand attention when they feel a policy or CBA article is not being followed. In addition, the influx of calls that local leadership and HR receive uses valuable time and resources.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Dedicated personnel, space, equipment and immediate attention (priority)to all LMR related issues.

Q21

Please provide the number of office spaces you provide for Union representatives.

At PHL, 1 office, 2 double cubicles, 1 single cubicle. At PIT, 1 Office.

Q22

What are the impacts of providing these office spaces?

Available space could be better utilized to meet agency needs, i.e. housing remote workers, ‘hot-desk’ space for TSIs, TSMs and FAMs, changing job responsibilities that require increased privacy, etc. In order to find suitable space for AFGE at PHL, we had to move our maintenance team and one of our DAFSDs out of their offices, and yet AFGE still complained that the space provided was inadequate. In an era of tight budgets, it doesn't make financial sense.

Q23

Please provide the number of parking spaces you provide for Union representatives.

One at PHL and One at PIT.

Q24

What are the impacts in providing these parking spaces?

We do not have the ability to dedicate/assign parking spaces at any location as we don't control parking. However, to accommodate AFGE at PHL, we’ve reassigned 1 courtesy parking pass allocated to the FSD to AFGE. We do not have the ability to provide parking at PIT or any other location.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Our combined experience with local AFGE, both prior to and since re-implementation, has shown that they have neither the best interests of the agency nor of the officers in mind. They are not interested in meaningful partnership with management, rather only their own influence/self-interests and those of AFGE, a clear conflict of interest. Their activities often unnecessarily impede operations or they will pull juvenile stunts. For example during one employee appreciation event, the local rep stood outside the event vocally encouraging officers not to attend; in another, they were found to be lying to the media. They have lied directly to leadership, and they've instigated discontent among the employees. When it's found that AFGE acted improperly, there are no repercussions and no change in behavior, in some cases the behavior escalates. We remain hopeful that our experience is atypical across the enterprise and is perhaps either a local or regional phenomenon.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Allocated: 1120 hours per month; Current: 640 hours (3 vacancies) This only covers 100% AFGE reps and does not cover Ad Hoc or any future 50% reps.

#47

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, July 17, 2025 1:54:57 PM
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Page 1

Q1

Name:

FSD Pete Garcia

Q2

Airport (Hub 3 Letter Code):

MCO

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1,645 total, MCO=1273, PBI=292, MLB=62, VRB=18

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

8 = MCO=5 + PBI=3

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9

What do you consider the key strengths of the current CBA?

1. Officers can refer to a single document that generally provides them with employment expectations, attendance requirements, scheduling, Uniform Requirements, Health, and Safety, EEO, grievance processes, payroll, etc.

2. Officers have the right to discuss representational matters with a Union representative consistent with the CBA.

3. Thirty-seven (37) Articles within the CBA, broken down by topic area and easy to read.

Q10

What are some major areas of concern or dissatisfaction?

1. Poor communication results in misunderstandings and unnecessary grievances filed by the Union.

2. Union Representatives often do not know TSA policy when addressing situations and/or representing officers, outside of the CBA.

3. Limits our ability to operate with flexibility and responsiveness, and may lead to inefficiency in the operation.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The current CBA is organized better than the prior CBA. The current CBA offers a better breakdown of articles for easier reference.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Cost me 10.5 FTE for 100% and 50% union employees.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

When there's an incident and an Officer reasonably believes that a meeting with management could result in discipline, they will in most cases, request a Union Representative. When this occurs, it delays resolution, while waiting for a Union Representative to arrive. Often the Union Representative does not understand policy as it relates to the questioning required, during the fact-finding inquiry. As a result, additional personnel are pulled to replace officers and union representatives until the inquiry is completed.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Officers often request official time to represent other Officers in cases involving grievances, personnel policy, practices, or other general conditions. Officers in official duty capacity take time from operational resources at the airport.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Union Representatives have taken valuable time from Human Resources Specialists, AFSDs and other management personnel, interfering with cases involving AWOL, unscheduled absences, tardy occurrences, FMLA, medical documentation requirements and other attendance cases.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Union Representatives often do not understand the disciplinary process and take time from Human Resources Specialists, AFSDs and other management to educate themselves. In most disciplinary cases, Union Representatives will request one or more extensions to the Officers reply period and not provide anything significant to mitigate or remove the discipline proposed, further delaying the process.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Union Representatives are often argumentative and take time and resources from Human Resources Specialist, AFSDs, and other management when dealing with Step 1 and Step 2 grievance cases.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

N/A

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

2-hour monthly meeting with MCO Union President, Representatives and AFSDs. 1-hour monthly TSA HQs Labor Management Meeting, which offers guidance, help and direction on how to manage and work through Union issues. Daily, Union Representatives take time and resources from supervisors and management in the screening operation. Daily, Union Representatives take time from other administrative staff to educate themselves on administrative practices and prepare grievance cases.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

All management staff to include the FSD, DFSD, AFSDs, Human Resources Specialists, Scheduling Operations Officers, Training Staff, Finance/Payroll and other Administrative Staff.

Q21

Please provide the number of office spaces you provide for Union representatives.

MCO provides three (3) cubicle spaces for six (6) Union Representatives. PBI provides an office space for three (3) Union Representatives.

Q22

What are the impacts of providing these office spaces?

FSD Staff employees were moved to other shared office spaces to provide the mandatory space requirements for Union Representatives at MCO Hub/Spokes.

Q23

Please provide the number of parking spaces you provide for Union representatives.

Two (2) parking spaces (MCO = 1 and PBI = 1).

Q24

What are the impacts in providing these parking spaces?

No impact locally, however TSA is paying for parking spaces.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

N/A

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Approximately 4 hours a pay period.

#48

COMPLETE

Collector: Web Link 1 (Web Link)
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Last Modified: Thursday, July 17, 2025 4:08:47 PM
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Q1

Name:

Thomas Carter

Q2

Airport (Hub 3 Letter Code):

EWR

Q3 **Large**

Hub Size

Q4

How many bargaining unit employees do you have?

1169

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

3

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

Provides a means of standardized communications between BUEs and (at least their representatives) and management. Identifies areas of BUE (Officer) concerns.

Q10

What are some major areas of concern or dissatisfaction?

- This year our unscheduled absence (UA) rate was approx. 5.3%. Since the CBA came back into effect, it has gone up to approximately 6.6%.
- The CBA restricts management's ability to ensure sick leave is not abused or misused by limiting when management can request medical documentation
- Managing breaks and lunches becomes more difficult as the CBA requires us to not give breaks and lunches in the first or last hour of the shift. If operations require adjustment (weather, etc.) we have limited ability to manage this and often have to close lanes while we still have high volume to make sure we get breaks and lunches done, and not cause a CBA violation/grievance. This has been problematic with the airport construction projects, FAA air traffic control issues at EWR, causing irregular flight schedules.
- 100% and 50% Union employees come out of our operation, which reduces our FTE available.
- Use of Official time bank hours for non 50% or 100% employees also reduces FTE available for security screening work
- Newly promoted Managers and Supervisors that were promoted since the CBA was rescinded do not have CBA training, as it was ceased. They are at a disadvantage in terms of working with the bargaining unit.
- Currently there are great restrictions on BUE uniform items and the uniform contract is expiring at the end of the July. Impacts from this will cause violations of the CBA in terms of uniform items that are permissible under the CBA.
- Required monthly meetings, regardless of any issues, reduce support staff and FSD staff flexibility to handle other mission support tasks, which has been exacerbated by the loss of support staff to workforce transition programs and early retirement
- Selections to special assignments and committees must be coordinated through the union leadership which impacts the ability to select the most skilled/talented/capable candidate, and many time focused on the most senior individual
- Employee recognition is also slowed, due to the need to convene a Joint Awards Committee and work with the union to have members of the committee named
- Communication between management and BUEs in made complicated, as we need to provide advance notice for "formal discussions" and provide time for representatives to plan to attend. Communication is often times later than it needs to be, especially on time sensitive issues, as we must comply with the CBA in scheduling these meetings
- Deciding Official process for proposed discipline, the employee and union make every effort to drag out process.
- Requests for Information (RFIs) for Letters of Reprimand (LORs) are problematic. Management is not required to provide Materials Relied Upon (MRU) for LORs. If AFGE is looking for the MRU, they are required to submit a RFI to the National Resolution Center (NRC) through our local HR specialists. This is a length process as the NRC could take a couple of months to respond to the RFI. As such, this can delay grievances as the union will request extensions to allow time to receive a response from the NRC.
- When BUEs wish to cancel their union dues, it is difficult for the employee to contact the AFGE president to get his signature. This leaves the employee frustrated and angry. AFGE is quick to sign off on the form to initiate union dues but slow to sign the form to cancel them.
- Providing a nursing mother's room in small airports (TTN) is problematic. There are usually no extra rooms to provide space and we are at the mercy of the airport authority to provide a room for the employee. Currently the room that we have at TTN is subject to being taken away. There is talk that American Airlines wants the space.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

The environment has worsened. In canvasing the Team, the viewpoint from management is that the CBA favors the BUE far to heavily, limits management ability to execute the mission and engage with employees. Overall, it removed much needed flexibility to adjust to changing conditions in the security operation which reduces effectiveness, efficiency and customer experience.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

Union representatives having lengthy meetings without prior notice. Official Time is far more than is necessary for the tasks needed to be accomplished by union representatives. Official time removes FTE from the security operation. This article also complicates further, an already ultra-complicated scheduling and bidding process, as there needs to be an account of schedules filled by 50% and others.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Officers misunderstanding their rights. Delays in time to have these meetings and investigations, as coordination must take place with union representatives.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Formal discussion slows down the ability to communicate efficiently with BUEs due to requirements to notify representatives in advance. High impact on time and resources. The union regularly delays meetings or cancels at the last minute.

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

An extraordinary amount of time has been spent by management and supervisory personnel trying to manage and address attendance. The CBA should not reference FMLA at all, as this entitlement is already included in federal law.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

The union regularly delays meetings or cancels at the last minute, especially for rebuttal hearings/meetings.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

The union regularly delays meetings or cancels at the last minute.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

It has generated a line of demarcation between management and officers. There is a perception of "us vs them". Strains in relationships on stakeholder - to include Article 9/10 - facilities - trying to get parking and dealing with environmental issues outside TSA control. Also, the bid process requires we put extensive pressure on airlines to provide data on schedules that meet the CBA requirements for shift bid timelines. If the shift bid timelines do not line up with their schedule changes, our bid can be ineffective in getting the right people in the right place at the right time.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

525 hours estimated for total including FSD, DFSD, AFSD-Ss, SSOO, LMPOC, AFSD-MS, TSM/DAFSD, STSOs

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Q20

What resources must you or your hub/airport set aside for implementing the CBA?

We must set aside the FTE used to support Official time. Office space is also provided.

Q21

Please provide the number of office spaces you provide for Union representatives.

We provide 1 cubicle full time. However, for the 50% we must carve out space in other areas for them work on demand. This may reduce the availability of training stations or other work stations for TSOs to use to check email, etc.

Q22

What are the impacts of providing these office spaces?

Less availability of space and computer for workforce.

Q23

Please provide the number of parking spaces you provide for Union representatives.

100% is provided 1 space at our HQ. This is free. However, Local 2222 senior officials come from JFK and demand parking passes for the airport, and we strain relationships with airport operators to obtain these.

Q24

What are the impacts in providing these parking spaces?

Time and effort to coordinate. Relationship strains with stakeholders.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

Ultimately, less focus on security. For instance, no breaks or lunches in first or last hour. We are literally closing lanes to meet this need, putting more pressure on other lanes. It is causing delays for management in helping those who need it, addressing those that require it and has had a negative impact on unscheduled absences.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

Per month - approximately 425 hours

#49

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

Name:

Tim Berroyer

Q2

Airport (Hub 3 Letter Code):

LIT

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

189

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

None

Q7

If you do have Union representatives, how many are on 100% official time?

1

Q8

What is your overall satisfaction with the current CBA?

(no label) **Neither satisfied nor dissatisfied**

Q9 **Respondent skipped this question**

What do you consider the key strengths of the current CBA?

Q10

What are some major areas of concern or dissatisfaction?

The wearing of smart watches has introduced the most impactful and negative distraction to threat detection. Also having Union Reps on 100% time with zero time performing screening duties.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse, as it progressively introduces more time requirements of management on non-security-related matters when we need to be squarely focused on our Mission's charge.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

None

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

None

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

None

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

None

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

None

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

None

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

None

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

Labor Management meetings monthly - 1-hour each.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Leased office space and laptop.

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

Renders the space unavailable for other staff or guest usage.

Q23

Please provide the number of parking spaces you provide for Union representatives.

1

Q24

What are the impacts in providing these parking spaces?

Direct cost to TSA.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

None other than what has been mentioned.

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

776.5

#50

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

Name:

Elizabeth Selecky/David Wood

Q2

Airport (Hub 3 Letter Code):

MHT

Q3 **Small**

Hub Size

Q4

How many bargaining unit employees do you have?

81

Q5 **Yes**

Do you have any Union representatives?

Q6

If you do have Union representatives, how many are on on 50% official time?

1

Q7

If you do have Union representatives, how many are on 100% official time?

0

Q8

What is your overall satisfaction with the current CBA?

(no label) **(no label)**

Q9

What do you consider the key strengths of the current CBA?

For BUE's to have the option to have representatives to assist in ER actions. Also, to help BUE's understand or interpret the CBA. Having a larger window to adjust shifts if the flight schedule changes.

Q10

What are some major areas of concern or dissatisfaction?

The automatic policy allowing officers to wear shorts regardless of the environment and weather conditions. The lack of FSD discretion on officers wearing shorts. The Union's authority to assign the location of the Union reps regardless of the size of the operation.

Q11

Is the current CBA better or worse than the environment under prior TSA CBAs that you may have experienced? Please provide detail as to how.

Worse, for the following reasons. 1)Leave restrictions are too short and the union having sole discretion over most committee assignments. 2) The broad flexibility regarding documentation and absenteeism. 3) Giving FSD no discretion on officers wearing shorts regardless of the weather and operational environment.

Q12

What impacts on time, personnel, cost, resources, etc. related to Official Time (Article 6) have you experienced?

We have one 50% Representative who uses 40 hours a pay period for Union Activities, but there aren't many union actions at our Hub/Spoke, so sometimes it's a lost resource from screening.

Q13

What impacts on time, personnel, cost, resources, etc. related to the Weingarten requirement (Article 6) have you experienced?

Limited to no impact.

Q14

What impacts on time, personnel, cost, resources, etc. related to Formal Discussion requirements (Article 6) have you experienced?

Extra time spent for management to set up & send Formal Invite emails to most meetings and to track the formal invites. For screening, having the ability for representatives to attend all meetings can impact the screening operation, and usually only 1 would be able to attend due to staffing needs. Minimal as it is based on operational availability to have a representative attend. (We have never had to deny a representative attending.)

Q15

What impacts on time, personnel, cost, resources, etc. related to the Attendance Management Process (Article 17) have you experienced?

Management is limited in addressing unacceptable absenteeism with the policies on medical documentation as well as reduced sick leave restrictions.

Q16

What impacts on time, personnel, cost, resources, etc. related to the Disciplinary Action process (Article 27) have you experienced?

Limited to moderate impact due to recurrent training for AOR Senior Leadership, Management, HR, and supervisors which takes them out of the operation.

Q17

What impacts on time, personnel, cost, resources, etc. related to the Negotiated Grievance Process (Article 28) have you experienced?

Not much impact for Union Representatives at this airport due to the small number of grievances.

Q18

Please describe any other impacts from implementing the CBA provisions you have experienced.

In some areas it creates more of a separation between management and the work force. In the field environment, it is critical to have the ability to make decisions and act on a moments notice and the CBA limits our ability to do so.

Q19

How many hours per month does your hub/airport spend on addressing bargaining unit employee or Union issues/concerns? For example- monthly Labor/Management meetings.

5 hours.

Q20

What resources must you or your hub/airport set aside for implementing the CBA?

Training, HR, space management, and staffing to cover the training.

Q21

Please provide the number of office spaces you provide for Union representatives.

1

Q22

What are the impacts of providing these office spaces?

It reduces the availability of work space for other employees.

Q23

Please provide the number of parking spaces you provide for Union representatives.

N/A - Airport provides parking at terminal for all airport employees.

Q24

What are the impacts in providing these parking spaces?

None.

Q25

Please describe any additional impacts the CBA has on your ability to focus on mission needs.

N/A

Q26

Please provide the number of hours for your hub/airport that are allocated to official time or time spent away from screening function by the BUE.

40 hours per pay period for our 50% Union Rep and approximately 2 hours a pay period for each of our other Union Representatives.

TAB 3

Nationwide Unscheduled Absence Trends

	Pre-2024 CBA UA Baseline 05/24/23 - 05/23/24	UA w/CBA 05/24/24 - 02/27/25	UA w/o CBA 02/28/25 - 06/02/25	UA following CBA reinstatement 06/03/25 - 07/31/25	December 2024 UAs	April 2025 UAs	June 2025 UAs
Nationwide Average (all airports)	4.09%	4.75%	3.93%	4.35%	5.34%	3.91%	4.29%

TAB 3.1

Unscheduled Absence Trends for Large Hub Airports

Airport	UA w/CBA 05/24/24 - 02/27/25	UA w/o CBA 02/28/25 - 06/02/25	Increase or Decrease	UA following CBA reinstatement 06/03/25 - 07/31/25	Increase or Decrease	December 2024 UAs	April 2025 UAs	June 2025 UAs
ALB	5.42%	5.11%	-0.31%	5.46%	0.35%	4.92%	4.57%	4.51%
ATL	7.45%	6.86%	-0.59%	8.55%	1.69%	7.57%	6.72%	8.44%
BOS	2.85%	2.86%	0.01%	3.41%	0.55%	2.68%	2.97%	3.38%
CMH	3.70%	0.62%	-3.08%	1.61%	0.98%	5.37%	0.57%	1.28%
DEN	5.99%	4.15%	-1.84%	4.31%	0.16%	5.37%	4.07%	4.23%
DFW	5.72%	4.90%	-0.83%	4.84%	-0.06%	5.73%	4.60%	4.84%
EWR	6.36%	5.27%	-1.09%	6.36%	1.09%	5.91%	5.26%	6.35%
FLL	6.49%	4.29%	-2.20%	4.12%	-0.18%	7.29%	4.23%	4.43%
HNL	4.77%	5.14%	0.37%	5.78%	0.64%	5.42%	4.87%	4.98%
IAH	5.60%	4.88%	-0.72%	4.67%	-0.21%	5.87%	5.04%	4.76%
JFK	7.62%	7.83%	0.21%	8.34%	0.51%	8.15%	8.37%	8.29%
LAS	5.12%	3.74%	-1.38%	3.80%	0.06%	5.51%	3.72%	3.95%
LAX	3.26%	2.60%	-0.67%	3.62%	1.02%	3.59%	2.58%	3.55%
MCO	6.96%	6.92%	-0.04%	6.74%	-0.18%	9.32%	6.81%	6.54%
MIA	5.61%	5.34%	-0.27%	7.07%	1.73%	5.88%	5.12%	7.18%
MSP	4.92%	4.12%	-0.80%	4.40%	0.28%	5.39%	4.12%	4.23%
ORD	4.66%	4.68%	0.02%	5.57%	0.90%	4.79%	4.68%	5.43%
PHL	7.54%	6.66%	-0.89%	7.59%	0.94%	8.15%	7.27%	7.31%
PHX	7.41%	5.23%	-2.18%	6.61%	1.39%	10.10%	4.84%	6.43%
SEA	8.11%	5.05%	-3.06%	5.58%	0.54%	8.81%	5.33%	5.45%
STL	7.22%	5.37%	-1.84%	5.81%	0.44%	6.97%	5.20%	5.75%
TPA	3.74%	4.55%	0.81%	4.87%	0.32%	4.28%	4.69%	4.69%

TAB 3.2

Overview of Bargaining Unit Employees (BUEs)

As of August 26, 2025

Total Number of all current BUEs (screening workforce) (does not include STSOs, CCOs, SSAs) August 26, 2025	Total current TSOs (including MSTIs, ESTIs, ETSOs, MTSOs)	Total current LTSOs	Total number TSIs
42,886	36,028	6,012	846

TAB 3.3

Top 15 Category X Airports by Volume

Top 15 Cat X Airports by Volune 05/24/2024 to 02/27/2025		
Code	**Airport**	**Total Passengers**
LAX	Los Angeles International	28,841,573
JFK	John F Kennedy International	26,235,099
ATL	Hartsfield - Jackson Atlanta International	23,882,110
ORD	Chicago O'Hare International	23,481,855
MCO	Orlando International	21,104,241
DFW	Dallas-Fort Worth International	20,930,880
MIA	Miami International	20,256,980
LAS	Harry Reid International	20,004,598
EWR	Newark Liberty International	19,668,511
SFO	San Francisco International	19,663,170
DEN	Denver International	18,988,791
BOS	General Edward Lawrence Logan International	17,835,199
PHX	Phoenix Sky Harbor International	16,222,453
SEA	Seattle-Tacoma International	16,141,619
IAH	George Bush Intercontinental/Houston	15,036,413

TAB 3.4

Phoenix Unscheduled Absence Data - December 2024

	Percent of Screeners with Unscheduled Absences	Number of Screener Shifts Lost to Unscheduled Absences
Monthly Rate	10.1%	1998
Daily Average	n/a	64

TAB 4

AFGE

MASTER AGREEMENT

AFGE TSA COUNCIL 100 & TRANSPORTATION SECURITY ADMINISTRATION

2024

TRANSPORTATION SECURITY ADMINISTRATION

EFFECTIVE DATE | MAY 24, 2024

2024 COLLECTIVE BARGAINING AGREEMENT

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ARTICLE 1: PREAMBLE

This Collective Bargaining Agreement (CBA) is made between the Transportation Security Administration (TSA or Agency) and the American Federation of Government Employees, AFL-CIO (AFGE or Union), which is the exclusive representative for the bargaining unit employees of TSA.

The Agency and the Union (the Parties) recognize that bargaining unit employees are essential to achieving the Agency's critical security mission and that a cooperative working relationship between labor and management plays a vital role in the success of the bargaining unit employees. The Parties recognize that the labor management relationship must be built on a solid foundation of trust and mutual respect, promote a quality work environment for all employees, and enable successful performance of TSA's mission.

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ARTICLE 2: RECOGNITION

A. PARTIES TO THE AGREEMENT:

1. The Parties to this Agreement are the Transportation Security Administration (TSA or Agency) and the American Federation of Government Employees AFL-CIO (AFGE or Union).

2. The Parties understand that the term Agency when used in the context of this Agreement will refer to the Transportation Security Administration.

3. The Parties understand that the term Union when used in the context of this Agreement will refer to AFGE.

B. UNIT OF RECOGNITION AND COVERAGE:

1. The unit of recognition covered by this Agreement is the bargaining unit defined as the full- and part-time non-supervisory personnel carrying out screening functions under 49 U.S.C § 44901, as that term is used in the Aviation and Transportation Security Act (ATSA), Pub. L. 107-71, § 111(d), and as stated in the June 29, 2011 Federal Labor Relations Authority *Certification of Representative*.

2. Where the term "employee" or "employees" is used, it is understood that it includes only bargaining unit employees unless it is: (a) a term from an Agency policy where such term is taken to mean “employees” (including but not limited to bargaining unit employees); or (b) otherwise expressly stated.

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ARTICLE 3: EMPLOYEE RIGHTS

A. Bargaining unit employees have the right to discuss representational matters with a Union representative consistent with this collective bargaining agreement.

B. The Parties understand that bargaining unit employees shall have and shall be protected in the right to form, join, and assist any labor organization, or to refrain from any such activity, freely and without fear of penalty or reprisal.

C. Bargaining unit employees have the right to act for a labor organization in the capacity of a representative and the right, in that capacity, to present the views of the labor organization to the Agency, to other officials of the Executive Branch, Congress, and/or other appropriate authority.

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ARTICLE 4: MANAGEMENT RIGHTS

A. The Parties understand that TSA has the management rights provided for in the *Determination on Transportation Security Officers and Collective Bargaining* (which incorporates the provisions of Chapter 71 of Title 5 of the U.S. Code as set forth in the Determination).

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ARTICLE 5: UNION RIGHTS

A. The Union is the exclusive representative of the employees in the bargaining unit.

B. Formal Discussions: The Parties understand that the Union has the right to be given the opportunity to be represented at any formal discussion between one or more representatives of the Agency and one or more employees in the unit or their representatives concerning any grievance or any personnel policy or practices or other general condition of employment. In addition to this Article, TSA MD 1100.77-5, *Formal Discussions*, contains the policy and procedures concerning this Union right. In the event of a conflict, the provisions of this collective bargaining agreement shall govern.

C. *Weingarten* Rights: *Weingarten* rights are set forth in Article 26: *Interviews in Connection with an Examination by an Agency Representative*.

D. Requests for Information:

1. Upon request and to the extent not prohibited by law, the Agency will furnish to the Union, or its authorized representative, data:

   a. which is normally maintained by the Agency in the regular course of business;

   b. which is reasonably available and necessary for full and proper discussion, understanding, and negotiation of subjects within the scope of collective bargaining; and

   c. which does not constitute guidance, advice, counsel, or training provided for management officials or supervisors relating to collective bargaining.

2. The Union agrees to document the requests for information and provide the particularized need why the information is necessary, relevant, and how it will be used.

3. A submission of a request for information will not delay the filing or processing of a grievance.

4. This information will be provided at no cost to the Union. If the Agency believes that it will need more than ten (10) workdays to provide the requested information, it should provide a good faith estimate of when that information will be provided. The Parties recognize that the amount of time that it takes to respond to a request for information can depend on the complexity of the request.

E. New Hire Orientation:

1. TSA will allow up to three (3) union representatives to make a thirty (30) minute presentation immediately before the lunch break to new bargaining unit employees

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attending the New Hire Orientation. No recruiting or other internal union business may be conducted during the orientation.

2. For those union representatives who are TSA employees, they may be on official time consistent with Article 6: *Union Representatives and Official Time* when making the thirty (30) minute presentation. Duty time will not be authorized. For any travel associated with the thirty (30) minute presentation, official time may be authorized within the jurisdiction of that union representative's local. When official time for travel is approved for a union representative to make the presentation, TSA will not incur any cost associated with the travel.

3. TSA will provide the Union with reasonable notice, generally at least one (1) full pay period, of the date, location, and time of the orientation, as well as the approximate number of new hire bargaining unit employees attending the orientation.

F. TSA Training Academy:

1. The Agency will give the Council 100 President or designee reasonable notice, generally at least one (1) full pay period where possible, of the date(s), location, time, and the approximate number of bargaining unit employees who will be attending new hire training at a TSA training academy.

2. In a TSA-controlled area, TSA will allow (where feasible) the Union to install one (1) lockable bulletin board (approximately 24" x 36"), purchased by the Union, in a break room or equivalent space. The purpose of this bulletin board will be to provide bargaining unit employees with pertinent contact information and notices of employee rights. Such bulletin boards will be for the exclusive use of the Union.

3. The Parties understand that the Union rights addressed in this Article also apply to the representation of bargaining unit employees who are attending new hire training at a TSA training academy. For any travel associated with the representational activity, official time may be authorized. The Union should send representatives who are located within a reasonable commuting distance. When official time for travel is approved for a Union representative to perform representational activities, TSA will not incur any cost associated with the travel.

G. Access to TSA-Controlled Space for Union and Representational Activities:

1. The Parties understand that AFGE and TSA are permitted to bargain locally over access to TSA-controlled space for union representational activities consistent with Article 13: *Bargaining*.

2. Unless and until a local agreement is reached and in effect consistent with Article 13: *Bargaining*, the Parties will adhere to the following:

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a. At each airport, the FSD or FSD's designee will establish a process for the submission, review, and approval/denial of requests for use of TSA-controlled space in accordance with the following:

i. Process for submission of written requests (via email or other means) and for prompt response from TSA, including the justification in the event of denial of requested use.

ii. Requirement to include date, time, and location of activity.

iii. Name, title, and contact information of TSA official designated by the FSD to receive requests.

iv. Such requests shall be made no later than forty-eight (48) hours in advance of the meeting's start time, absent exigent circumstances. Management may approve requests received less than forty-eight (48) hours in advance of the requested start time.

v. FSDs or their appointed designees should approve requests that are reasonable and do not disrupt or negatively impact operations.

vi. In the event meeting space is not available at the time requested, TSA will inform the union representative of times that the space is available for use.

vii. Management will allow the Union to use TSA-controlled space when it is available for membership drives at a location that will provide access to bargaining unit employees during break and lunch periods. If a membership drive is held in a break room, all employees will be allowed access during these activities. Detailed arrangements will be coordinated at the local level according to the terms of this Article.

viii. Off-duty bargaining unit employees who are conducting union/representational activities will have access to break areas. If such area is located in the sterile area, the bargaining unit employee will present their TSA-issued ID media and proceed through screening. Airport issued media will not be used for these purposes.

ix. If a bargaining unit employee wishes to discuss representational matters with a Union representative in TSA-controlled facilities, such bargaining unit employee shall have the right to contact and meet with the Union representative on duty time. Normally, the bargaining unit employee will be released from their assignment when they request to exercise this right, subject to operational requirements. The release should occur as soon as possible, but may be delayed for up to one (1) workday due to operational requirements. Such a delay in a bargaining unit employee's release will extend by one (1) workday any time limits that may apply to the representational matter when the time limits are under TSA control.

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x. If available, TSA will provide confidential meeting space during official hours of business, in areas under the control of TSA. If confidential space exists but is not available at the time requested, TSA will inform the union representative of time that the space is available for use.

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ARTICLE 6: UNION REPRESENTATIVES AND OFFICIAL TIME

A. GENERAL PROVISIONS:

1. Upon request and approval, as detailed below, a reasonable period of official time will be granted to bargaining unit employees elected or designated to serve as union representatives to perform representational duties consistent with the Determination on Transportation Security Officers and Collective Bargaining (Determination) (which incorporates the provisions of 5 U.S.C. Chapter 71 as set forth in the Determination) and the collective bargaining agreement.

2. The Parties understand union representatives will not suffer any loss of pay for use of official time in accordance with the Determination (which incorporates the provisions of 5 U.S.C. Chapter 71 as set forth in the Determination), other applicable government rules and regulations, and/or the collective bargaining agreement.

3. Union representatives on 100% official time will not perform any screening duties or any technical proficiency assessments and their TSO certification may lapse.

   a. The Union may not designate a bargaining unit employee for official time until the bargaining unit employee has completed all initial certification requirements.

   b. Because they will be performing union activities on a full-time basis and not be performing any TSA duties, these bargaining unit employees will be presumed to have attained the same performance level they earned in the most recent rating of record which was not presumed.

   c. Union representatives on 100% official time for the entire rating period will not be eligible for awards for screening performance; however, they are eligible for other awards.

   d. When a union representative on 100% official time completes their full-time official time service, they will be required to complete a return-to-duty training program and pass certification testing, as determined by the Agency. The amount of time and level of return-to-duty training and certification testing will be based on TSA Policy. Failure to successfully complete the return-to-duty training and certification requirements may result in removal from TSA.

4. When a representational activity is held at a particular time and/or official time is approved for a representative, the Agency will make the necessary shift adjustments for the participants to be on duty during the scheduled or requested date and time, subject to operational needs.

5. Upon request and approval in advance, a reasonable period of leave without pay (LWOP) will be granted to Council 100 and Local Officers for the purposes of carrying out Union-

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related duties. LWOP requests must be made in accordance with Article 17: *Attendance Management Process*.

B. **AUTHORIZED USES OF OFFICIAL TIME:**

1. Union representatives will be authorized for, and may be approved subject to operational needs and consistent with this Agreement, official time for representational duties consistent with the Determination on Transportation Security Officers and Collective Bargaining (Determination) (which incorporates the provisions of 5 U.S.C. Chapter 71 as set forth in the Determination), including all matters relating to the administration of the collective bargaining agreement, such as but not limited to:

   a. Formal discussions, *Weingarten* rights, and New Hire Orientation as set forth in Article 5: *Union Rights*.

   b. Investigating, preparing for, participating in, and representing employees in regard to:

      i. discrimination complaints and appeals;

      ii. informal employee or labor-management complaints;

      iii. unfair labor practice charges (if applicable) or grievances alleging unfair labor practices and related hearings or any equivalent proceeding;

      iv. grievances;

      v. corrective, disciplinary, or adverse actions for which the bargaining unit employee has a right to representation;

      vi. arbitration hearings;

      vii. statutory appeals as authorized under Chapter 71 (if any);

      viii. health and safety related matters as authorized by law, regulation, policy, and the collective bargaining agreement;

      ix. attendance at CBA committee meetings as the designated Union representative(s);

      x. labor-management meetings;

      xi. serving as technical advisor, co-representative, or otherwise assisting during hearings;

      xii. negotiations;

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xiii. presenting the views of the Union to the Agency, officials of the Executive Branch, the Congress, and/or other appropriate authority;

xiv. maintaining records and reports required of the Union by the Determination (which incorporates by reference 5 U.S.C. § 7120(c)); and

xv. attending conventions, conferences, and meetings of professional organizations when it is mutually determined it will be of benefit to the bargaining unit employee and TSA.

c. Meeting, communicating, or conferring with bargaining unit employees and representatives of the Union concerning representational functions.

d. Attending training if determined by both Parties to be mutually beneficial to both Parties.

e. Reviewing and responding to memoranda, letters, and requests from Agency Representatives consistent with their representational duties.

f. Reviewing and disseminating manuals, and notices, which affect bargaining unit employee personnel policies, practices, or working conditions.

2. The list of representational activities in Section B.1 is not exhaustive. Union representatives may request and be approved for official time for representational activities not listed in Section B.1.

3. If a request for official time is denied, the reason will be provided in writing and may be grieved.

C. **PROHIBITED USES OF OFFICIAL TIME:** Union representatives shall not use official time for the following purposes:

1. Any activities that are in violation of any applicable law, rule, or regulation.

2. Internal union business (e.g., solicitation of membership, election of union officials, the collection of dues) in violation of Section 1 of the Determination (which incorporates by reference 5 U.S.C. Section 7131(b)).

D. **100% AND 50% OFFICIAL TIME:**

1. In recognition of the nature and complexity of Agency operations consisting of rapidly evolving round-the-clock operations, TSA agrees that the Union will receive the below pre-authorized allocation of official time for Union use as follows:

a. The Union shall be granted a total of 193 official time positions, to be assigned by Council 100, subject to appropriations. Council 100 officers are included in this total.

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The Union may designate positions as 100% or 50%, and at least 25 of the 193 total positions will be designated as 50%.

2. Allocation of 100% official time positions subject to Section D.1.a:

   a. At an airport with less than 300 bargaining unit employees (as set forth in the most recent report provided under Article 36: *Communications*, Section B.12), there can be a maximum of two (2) 100% official time union representatives. At an airport with 300 or more but less than 450 bargaining unit employees, a maximum of three (3) 100% official time union representatives; 450 or more but less than 600, a maximum of four (4) 100% official time union representatives; 600 or more but less than 750, a maximum of five (5) 100% official time union representatives; and continuing in the same pattern with one additional 100% representative for each additional 150 bargaining unit employees. Up to twelve (12) Council 100 Officer(s) will not count towards this formula.

      i. Any airports which exceed this allocation as of October 25, 2023, may continue to maintain that number of 100% official time union representatives, and may not reassign or add additional 100% positions until their allocation is consistent with Section D.2.a.

      ii. Airports will not lose a 100% official time position previously allocated unless the total number of bargaining unit employees remains below the applicable threshold for the last three reports under Article 36: *Communications*, Section B.12.

   b. The allocation of 100% official time positions across airports cannot exceed the total number of official time positions in Section D.1.a.

3. The Union will provide the Agency with a roster of its Council 100 officers within thirty (30) calendar days of the effective date of this Agreement and annually thereafter.

4. The Union must provide written notice to TSA identifying the bargaining unit employees placed on official time under this section along with a statement listing these bargaining unit employees' duties and responsibilities on behalf of the Union.

5. Council 100 will provide written notice to the Director of TSA Labor Relations or designee whenever it adjusts a bargaining unit employee's block time allocation (e.g., changes an employee's block time from 100% to 50% or 50% to 100%) or adds/removes a bargaining unit employee to/from a block time position. TSA will implement changes within ninety (90) days after receiving notice.

6. Work schedule assignments, participation in shift and annual leave bid(s), and administrative matters for union representatives on 100% official time:

   a. The local union president or designee will establish the work schedules for the union representatives in their jurisdiction and notify the designated management official in

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writing of those schedules in advance of the administrative workweek. Those work schedules must fall within Monday through Friday during the hours of 0600 and 1800.

b. Union representatives serving on 100% official time will not participate in the shift and annual leave bid(s).

   i. Union representatives on 100% official time who complete their full-time official time service may select any shift schedule that would have been available to them during the latest shift bid, consistent with their seniority, and will work that schedule. They will then participate in the next applicable shift bid.

   ii. Union representatives who were on 100% official time and who complete their full-time official time service will be allowed to take all previously approved annual leave. Any subsequent annual leave requests must be made consistent with Article 20: *Annual Leave Bid Process.*

c. The Parties understand that union representatives on 100% official time who want to telework must follow TSA MD 1100.30-5, *Telework Program*, and associated Handbook.

d. Within thirty (30) days of the effective date of this Agreement, all union representatives on 100% official time must complete the required TSA electronic system training. Starting the first pay period after completion of the training, unless the TSA electronic system is not available or the local airport permits the submission of paper time and attendance records, representatives on 100% official time must submit and validate their time and attendance records in the TSA electronic system each pay period. For union representatives designated on 100% official time after the effective date of this Agreement, they must complete the required TSA electronic system training within thirty (30) days from the date they begin 100% official time service and, unless the TSA electronic system is not available or the local airport permits the submission of paper time and attendance records, validate their time and attendance records in the TSA electronic system starting the first pay period after completion of the training.

e. Unless the TSA electronic system is not available or the local airport permits leave requests to be submitted in accordance with Article 17: *Attendance Management Process*, all requests for leave will be submitted to the designated management official in the TSA electronic system.

f. Time and attendance records must be annotated appropriately to record a union representative's use of official time.

7. Work schedule assignments, participation in shift and annual leave bid(s), and administrative matters for union representatives on 50% official time:

   a. Union representatives on 50% official time will work with local management to schedule their official time duties and TSA duties.

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b. Union representatives on 50% official time are required to participate in the shift and annual leave bid(s) consistent with Article 19: *Shift Bid Process* and Article 20: *Annual Leave Bid Process*.

c. The Parties understand that union representatives on 50% official time who want to telework while on official time (i.e., not during the part of their schedule when they are performing screening functions) must follow TSA MD 1100.30-5, *Telework Program*, and associated Handbook.

d. When they are performing screening functions, union representatives will be required to use the designated time clock station in accordance with Article 17: *Attendance Management Process*.

e. For the part of their schedule when on official time, union representatives will submit a paper time and attendance record (provided by management) to the designated management official.

f. All requests for leave will be submitted consistent with Article 17: *Attendance Management Process* and Article 20: *Annual Leave Bid Process*.

g. Time and attendance records must be annotated appropriately to record a union representative's use of official time.

E. ***AD HOC* OFFICIAL TIME:**

1. Union representatives who are not on 100% and 50% official time can request and may be approved for official time on an *ad hoc* basis consistent with this Article. Union representatives who are on 50% official time can request and may be approved for official time on an *ad hoc* basis only for up to eighty (80) hours per calendar year for the purpose of attending union trainings.

2. The Parties understand that union representatives on *ad hoc* official time who want to telework while on official time must follow TSA MD 1100.30-5, *Telework Program*, and associated Handbook.

F. **OFFICIAL TIME BANK:**

1. A bank of 75,000 total official time hours will be allocated for *ad hoc* use per calendar year, consistent with the requirements of this Article, subject to appropriations.

   NOTE: Union representatives on 100% official time are ineligible for *ad hoc* official time, and Union representatives who are on 50% official time can request and may be approved for official time on an *ad hoc* basis only for up to eighty (80) hours per calendar year for the purpose of attending union trainings.

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2. Any time spent by employees, including Union representatives, that is provided under separate authority to participate in certain statutory procedures (e.g., proceedings before the Equal Employment Opportunity Commission) will not be charged to the official time bank.

3. Official time approved for union representatives on an *ad hoc* basis to participate in bargaining for a new collective bargaining agreement and any related third-party proceedings will not be charged to the official time bank.

G. **USE OF OFFICIAL TIME BANK:**

1. Approval of official time from the bank is subject to the Agency's operational needs, and must be requested in accordance with the requirements in this subsection. If official time is denied for operational reasons, management will provide the reason in writing.

2. Upon request by the Council 100 President or designee, the Agency will provide the Union with a report indicating the total number of official time hours used in the past quarter from the bank of hours.

3. Official time used from the additional bank of hours for representational activities will be requested using the following procedures:

   a. The request must be made using TSA Form 1160-6, *Union Representative Official Time*, or any other form if mutually agreed to by the Parties, which must be completed in its entirety.

      i. Requests for official time must be submitted by the union representative to the designated management official. The Agency will provide the Local Union President with an up-to-date list of designated management officials within the Local's jurisdiction.

      ii. Union representatives seeking official time should request only the amount of time believed necessary to address the matter. The minimum amount of official time that may be requested is a fifteen (15) minute increment.

      iii. If a standing meeting on workplace issues is established and it is a formal discussion, a bargaining unit employee who is designated as the union representative to attend the standing meeting may receive official time on a recurring basis consistent with this Article.

      iv. The request normally must be submitted in advance on TSA Form 1160-6, *Union Representative Official Time*, or any other form if mutually agreed to by the Parties. Requests can be made in advance orally in cases where such advance written notices would be impractical. Examples of instances where the advance submission of TSA Form 1160-6, or any other form if mutually agreed to by the Parties, would be impractical are: shootings, traumatic incidents, significant

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incidents, and events directed by the Agency (e.g., Agency-initiated meetings, phone calls, interviews) scheduled on short notice. In these circumstances, TSA Form 1160-6, or any other form if mutually agreed to by the Parties, will be submitted subsequently. Oral requests for official time must be approved prior to the union representative taking the official time.

v. Time and attendance records must be annotated appropriately to record a union representative's use of official time.

vi. If the matter for which official time was requested and approved consumes less time than is authorized, the bargaining unit employee must report in a timely manner to the immediate supervisor for instructions, which may include returning to duty.

vii. Designated management officials are required to promptly review requests for official time and respond to the requesting bargaining unit employee as soon as possible.

viii. Upon exhaustion of the hours in the bank, no subsequent requests will be approved for bargaining unit employee union representatives not designated as 100% or 50% official time unless the representational matter is covered by the EEO regulation, 29 CFR 1614.

b. Upon receipt of a complete TSA Form 1160-6, *Union Representative Official Time Request*, or any other form if mutually agreed to by the Parties, the designated Management official will promptly review the request and approve or deny it as soon as possible. The designated management official will retain one copy and return one copy to the requestor.

c. If the union representative is not provided an answer to the request prior to the time requested, the representative may not assume it is approved.

d. When appropriate, the Agency will work with the representative to schedule an alternate time and/or date for use of the requested official time. The alternate time and/or date will be noted on the TSA Form 1160-6, *Union Representative Official Time Request*, or any other form if mutually agreed to by the Parties.

e. If official time is denied, the designated management official will provide a written explanation for the denial as soon as possible. If the request is denied because of operational needs, management will work with the requestor to identify an alternate time.

f. If the request is approved, the Union representative will provide their supervisor with a written copy of TSA Form 1160-6, *Union Representative Official Time Request*, or any other form if mutually agreed to by the Parties, showing approval.

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H. **TRAVEL FOR UNION REPRESENTATIVE:**

1. Once official time is authorized for a specific function that requires travel outside a Union representative's work location, the representative will be permitted to leave the facility to discharge their functions after notifying their respective supervisor of their destination, expected return date/time, and the category of representational activity involved. When travel is approved for a union representative to conduct representational activities, TSA will not incur any cost associated with bargaining employee travel for the representational activity, unless specifically authorized.

2. Where travel to another location within the jurisdiction of a Local union is necessary for representational activities consistent with the provisions of the collective bargaining agreement, official time may be authorized for such travel.

I. **ALLEGATIONS OF MISUSE:** Each union representative is responsible for utilizing official time only for authorized purposes, consistent with the Determination and this Agreement. Alleged misuse of official time shall be brought on a timely basis to the attention of the Director of TSA Labor Relations or designee, who will then notify the Council President of the allegation.

J. **UNION REPRESENTATIVE APPEARANCE WHILE ON OFFICIAL TIME:**

1. Union representatives on official time are required to present a neat, clean appearance, to reflect the required level of professionalism while performing their representational duties in a TSA work area. Any management concerns about the appearance of a union representative will first be brought to the Local President (or, if the concern is about the Local President, to the Council 100 President).

2. Union representatives on official time are not required to wear a TSA uniform while performing their representational duties in a TSA work area but may if they so choose. If they choose to wear the TSA uniform, they must wear the TSA uniform in accordance with Article 16: *Uniforms, Uniform Allowances, and Appearance.*

3. Union representatives on 50% official time must wear the TSA uniform while performing screening duties in accordance with Article 16: *Uniforms, Uniform Allowances, and Appearance.*

K. **TRANSFERS:**

1. Union representatives on 50% official time and *ad hoc* official time can transfer consistent with Article 23: *Transfer Policy*.

2. Union representatives on 100% official time can transfer consistent with Article 23: *Transfer Policy*. If the union representative on 100% official time transfers into an airport that has already met its allocation as set forth in Section D.2, that union representative will no longer be on 100% official time and must successfully complete all required

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certifications at the gaining airport. If the union representative on 100% official time transfers into an airport that has not already met its allocation set forth in Section D.2, that union representative can continue to serve on 100% official time and will not be required to be certified at the gaining airport.

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ARTICLE 7: DUES WITHHOLDING

A. **PURPOSE:** This Article addresses the process for Union dues withheld through payroll deduction.

B. **DUES WITHHOLDING:**

1. A bargaining unit employee may have dues withheld through payroll deduction if the bargaining unit employee voluntarily completes TSA Form 1158-1, *Voluntary Deduction/Cancellation of AFGE Union Dues*, in accordance with the instructions in Sections I, II, III, and IV, of the TSA Form 1158-1, dated 5/2022. The date of the form may be revised as a result of a change described in Section B.8 below.

2. A bargaining unit employee may cancel payroll dues deductions by completing TSA Form 1158-1, *Voluntary Deduction/Cancellation of AFGE Union Dues*, in accordance with the instructions on the form.

3. For those bargaining unit employees who properly complete TSA Form 1158-1 requesting dues withholding, dues withholding will become effective the pay period following receipt of TSA Form 1158-1 by the office designated on Form 1158-1 and dues will be deducted each pay period.

4. TSA will timely remit the dues deduction to AFGE in accordance with its arrangements with TSA. Each pay period at the national level, management will provide to AFGE national a dues report in excel format developed from information received from the National Finance Center (NFC), or successor entity, to include BUE name, airport code, and amount deducted.

5. The Union will timely forward any completed TSA Form 1158-1 to the contact listed on TSA Form 1158-1 when such forms are submitted to the Union.

6. Bargaining unit employees who have elected to have dues withheld and who are reassigned or transfer from one airport to another will continue to have dues withheld. If there is a difference in the dues withholding amount at the gaining local, the change becomes effective the same pay period in which the transfer is processed.

7. AFGE has the right to change the amount to be deducted when certified by AFGE at any time after the bargaining unit employee's membership begins.

8. The TSA Payroll Office Processing Instructions contact listed on TSA Form 1158-1 may be changed at TSA's discretion. Management may only change the contact information on the form, all other information will remain the same. TSA will notify the AFGE Council 100 President and the designated point of contact at the AFGE National Office at least ten (10) days in advance of change.

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ARTICLE 8: DISTRIBUTION OF COLLECTIVE BARGAINING AGREEMENT

A. Electronic Distribution: TSA will post the current collective bargaining agreement on TSA's intranet. The posted collective bargaining agreement will have hyperlink ability to assist bargaining unit employees in navigating through the collective bargaining agreement.

B. [Blank] The Parties did not reach agreement on this provision.

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ARTICLE 9: FACILITIES

A. **PURPOSE:**

1. Appropriate use of facilities within the control of TSA management and consistent with TSA's mission can produce more efficient and effective working relationships. The Parties also recognize that the appropriate use of TSA facilities by bargaining unit employees in connection with their work is beneficial to TSA's mission.

2. The Parties further recognize the importance of providing those facilities, within the control of TSA management, that are necessary and reasonable for the Union to carry out its activities as the exclusive representative of the bargaining unit. The Parties recognize that providing such facilities furthers their joint interest in promoting effective labor-management relations.

B. **BARGAINING UNIT EMPLOYEES WHO ARE NURSING:**

1. In addition to this Article, TSA MD 1100.63-7, *Nursing Mothers/Lactation Support Program,* contains the policy and procedures governing the TSA Nursing Mothers/Lactation Support Program. In the event of a conflict, the provisions of this Agreement shall govern.

2. A bargaining unit employee will be allowed reasonable break time to express breast milk for one (1) year after the child's birth. Typically, on an as needed basis, this could be every two (2) to three (3) hours or around two (2) to three (3) times during an eight (8) hour workday. Bargaining unit employees may (but cannot be required to) use their paid 15-minute rest break to express breast milk. Consistent with Article 17: *Attendance Management Process*, management may approve additional fifteen (15) minute paid rest breaks.

3. Bargaining unit employees will be provided a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public which may be used to express breast milk.

   a. In locations under the control of TSA, designated for lactation only, TSA will ensure the room at a minimum includes: a door that locks from the inside, a standard electrical outlet (110V), a comfortable chair, a table or flat surface, trash can, paper towels, disinfectant wipes/cleaner, and close proximity to a sink and running water. If one of the items listed above for facilities for use by bargaining unit employees who are nursing is unavailable or supplies are running low, the bargaining unit employee will bring it to management's attention and allow a reasonable amount of time (generally within three (3) business days) to address the issue.

   b. If the space is not under the control of TSA or not designated for lactation only, the room at a minimum should include: a door that locks from the inside, a standard electrical outlet (110V), a comfortable chair, a table or flat surface, trash can, paper

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towels, disinfectant wipes/cleaner, and close proximity to a sink and running water. If there are concerns with the space and the space is not under control by TSA, the bargaining unit employee will bring the concern(s) to management's attention and TSA will coordinate (generally within three (3) business days) with worksite authorities to address the concern(s).

c. Bargaining unit employees will be provided a sign to place on the door of dual function spaces consistent with TSA MD 1100.63-7, *Nursing Mothers/Lactation Support Program.*

C. **ISSUANCE OF AIRPORT-ISSUED IDENTIFICATION (ID) MEDIA:** The following procedures regarding the requesting of airport-issued ID media for union representatives apply to the extent permitted by the applicable Airport Security Program:

1. Individuals may request ID media to perform AFGE representational activities. The AFGE representative/POC will provide completed requests to the Federal Security Director (FSD) or designee. Once a completed request is received, the FSD or designee will submit the request to the airport authority/operator.

2. The FSD or designee will submit all completed requests for ID media to perform AFGE representational activities to the airport authority/operator.

3. All bargaining unit employees, including those who serve as union representatives, will be permitted to complete the airport identification media application and renewal process while on duty.

4. At each airport with a complete security program, AFGE may request escort privileges for bargaining unit employees designated by AFGE as local union officials. However, at CAT I, II, III, and IV airports, no more than five (5) AFGE-designated bargaining unit employees may maintain escort privileges at a time.

5. AFGE is responsible for all costs and documentation associated with obtaining airport-issued ID media for staff (i.e., non-BUE) representatives as well as any ID media for BUEs serving as union representatives at airports other than their official duty station.

D. **USE OF AIRPORT-ISSUED IDENTIFICATION (ID) MEDIA:** The Parties understand that once the requested airport-issued ID media has been issued:

1. Entry to the sterile area will be through a screening checkpoint after submission to TSA screening.

   a. Bargaining unit employees in possession of TSA-issued ID media may, to the extent permitted by the applicable Airport Security Program, use their existing TSA-issued ID media when sterile area access is necessary to engage in union-related activities and perform representational duties (on or off duty) on behalf of a bargaining unit employee.

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2. ID media issued to AFGE representatives will be included in each local TSA unit's annual audit of ID media.

3. AFGE representatives who have received airport-issued ID media and who end their association with AFGE will follow the airport authority/operator rules for immediate return of the airport-issued ID media. AFGE national headquarters will provide regular updates to TSA of changes to representatives.

E. **FLOORING:** TSA will make reasonable efforts to coordinate with worksite authorities to ensure that flooring in TSA work areas is properly cleaned and maintained.

F. **NEW FACILITIES:** When a determination is made to acquire new or additional facilities, or to modify an existing facility or work area, management will notify the AFGE Local President or designee in advance of a plan for an infrastructure project over $1,000.00 which substantially affects the working conditions of bargaining unit employees. The AFGE Local President or designee will have an opportunity to review and provide input on that plan.

G. **LIGHTING:**

1. The Parties understand that AFGE and TSA are permitted to bargain locally over lighting consistent with Article 13: *Bargaining*.

2. Unless and until a local agreement is reached and in effect consistent with Article 13: *Bargaining*, the Parties will adhere to the following:

   a. Unless superseded by future technology which renders such lighting unnecessary, TSA will provide fixed UV lights at airports where travel document checker ("TDC") workstations have been equipped with electrical power dedicated for the TDC workstations. Where electrical power is not readily available at the workstation, TSA will make reasonable efforts to obtain electrical power supply or install fixed, battery-operated UV lights.

   b. TSA will provide supplemental task lighting at checkpoint and checked baggage physical inspection locations when TSA determines that general lighting is insufficient.

   c. <u>Glare</u>: TSA will undertake reasonable efforts to minimize glare in bargaining unit employee work areas through:

      i. placement of, for example, screens, shields, or other equipment to block glare; and/or

      ii. work with the local airport authority and/or the appropriate third party to make alterations to facilities as needed.

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H. **LOCKERS:**

1. The Parties understand that AFGE and TSA are permitted to bargain locally over lockers consistent with Article 13: *Bargaining*.

2. Unless and until a local agreement is reached and in effect consistent with Article 13: *Bargaining*, the Parties will adhere to the following:

   a. Once per year, the FSD or designee will meet with the AFGE local president or designee to review the capacity of each local airport under the FSD or designee's area of responsibility to provide lockable lockers within the facility.

I. [Blank] The Parties did not reach agreement on this provision.

J. **COMPUTERS FOR 100% OFFICIAL TIME UNION REPRESENTATIVES:** Within one hundred twenty (120) days of the effective date of this Agreement, TSA will provide each bargaining unit employee on 100% official time with a computer with network access if available. TSA will make a reasonable effort to secure network access if it is not already available. The Parties understand that the TSA-issued computers are TSA property and must be safeguarded and used consistent with all applicable rules and regulations. Bargaining unit employees whose service on 100% official time ends must immediately return the TSA computer to management. Any additional equipment furnished by the Union and/or union representative(s) intended to be used on the TSA network and/or with a TSA computer must comply with all applicable rules and regulations.

K. **EQUIPMENT AND ACCESS TO TSA-CONTROLLED SPACE FOR UNION REPRESENTATIONAL ACTIVITIES:**

1. The Parties understand that AFGE and TSA are permitted to bargain locally over access to TSA-controlled space for union representational activities consistent with Article 13: *Bargaining*.

2. Unless and until a local agreement is reached and in effect consistent with Article 13: *Bargaining*, the Parties will adhere to the following:

   a. Where Management provides dedicated work space as of the effective date of the Agreement, management will not remove the Union's access to the space unless necessary (e.g., loss of TSA control over space). If space is removed, alternative space, consistent with this Article, will be identified and provided within a reasonable period of time.

   b. <u>Space for Union Representatives on 100% Official Time</u>:

      i. At CAT X and I airports, TSA will provide each bargaining unit employee who is designated as a union representative on 100% official time with work space (which may be used by more than one individual provided that a union representative will

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not be required to use the same work station simultaneously with another individual). Where practicable, this space will allow for easy access to bargaining unit employees and will be located at the airport. If space is not available on-site, it will be provided at a TSA off-site location. The space will contain, at a minimum, a desk, chair, and file cabinet or other storage space. Additional equipment may be furnished for the work area at the Union's expense consistent with available space.

ii. At CAT II, III, and IV airports, TSA will provide each bargaining unit employee who is designated as a union representative on 100% official time with work space (which may be used by more than one individual provided that a union representative will not be required to use the same work station simultaneously with another individual), if available. Where practicable, this space will allow for easy access to bargaining unit employees and will be located at the airport. If space is not available on-site, it will be provided at a TSA off-site location, if available. If work space is not available, the FSD or designee will notify the Union Local President in writing of the reason the work space is unavailable. The space will contain, at a minimum, a desk, chair, and file cabinet or other storage space. Additional equipment may be furnished for the work area at the Union's expense consistent with available space.

c. Work Space at CAT X Airports: Management will provide a work space for use by the Union (which may be shared among union representatives) at each CAT X airport. If space is not available on-site, it will be provided at a TSA off-site location. The work space will contain, at a minimum, a desk, a chair, a lockable file cabinet or other lockable storage space, a TSA-issued desktop/laptop, and, if available, network access.

d. Work Space at CAT I Airports:

i. Management will provide a lockable file and/or storage cabinet for use by the Union.

ii. Management will also provide a work space (on-site or off-site) to the Union Local when work space is available. If provided, work space will contain a desk, a chair, and, where available, a TSA issued desktop/laptop and network access.

iii. When access to the work space is restricted, management will make reasonable efforts to provide the Union representative access to the work space.

iv. If the work space is not available, the FSD or designee will notify the Union Local President in writing of the reason the work space is unavailable.

e. Upon request at CAT II, III and IV airports, management will provide a lockable file and/or storage cabinet for use by the union.

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ARTICLE 10: PARKING

A. **PURPOSE:** TSA has determined that providing full parking subsidies for TSA bargaining unit employees at their airport duty stations is necessary to attract and retain qualified security screening personnel and to avoid significant impairment of TSA's operating efficiency at the nation's airports. The Parties recognize the value of subsidizing bargaining unit employees parking costs based on the varied schedule requirements of the workforce.

B. Management will provide full parking subsidies to bargaining unit employees who park in designated lot(s)/areas at their airport duty stations (i.e., the bargaining unit employee will have no out-of-pocket expense).

C. TSA will provide full parking subsidies for bargaining unit employees as set forth in Section B of this Article beginning within two (2) full pay periods of the date that the bargaining unit employee submits their required paperwork for the subsidy.

D. To be eligible for parking subsidies, a bargaining unit employee must comply with the requirements of the parking subsidy program. TSA will provide bargaining unit employees requesting parking subsidies with electronic access to the bargaining unit employee requirements of the parking subsidy program. Parking provider rules may vary by specific airport parking locations.

E. **LOCAL BARGAINING OVER PARKING, INCLUDING UNION PARKING:**

1. The Parties understand that AFGE and TSA are permitted to bargain locally over parking facilities and shuttle service consistent with Article 13: *Bargaining*.

2. Unless and until a local agreement is reached and in effect consistent with Article 13: *Bargaining*, the Parties will adhere to the following:

   a. At every CAT X and CAT I airport, TSA will provide one parking space for union use as close as practicable to the airport. This allocation cannot be reduced as a result of local bargaining.

   b. Direct payment by the Union representative and subsequent reimbursement by the Agency is an acceptable method for satisfying the requirement of this Section.

   c. "As close as practicable" does not include valet parking and/or curbside parking.

   d. If there is an issue or concern about the provision of the one parking space for union use, the AFGE Council 100 President or designee will promptly raise the issue or concern with the TSA Director of Labor Relations or designee. This does not waive the right to file a grievance.

ARTICLE 11: CHILDCARE WORKING GROUP

A. The purpose of this Article is to develop a Working Group for the Parties to explore potential options to make child care more affordable for bargaining unit employees whose children are, or will be, enrolled in licensed child care facilities.

B. Within one hundred twenty (120) days of the effective date of this CBA, TSA and AFGE will establish a Working Group to explore potential options to make child care more affordable for bargaining unit employees whose children are, or will be, enrolled in licensed child care facilities:

1. The Working Group will be made up of at least one (1) management representative and up to three (3) Union representatives to develop joint recommendations for implementation. Subject matter experts may also attend.

2. The Working Group may make joint recommendations on matters including but not limited to:

   a. Childcare subsidy program options (to include potential eligibility requirements).

   b. Potential participation in other federal child care programs/services.

   c. Potential childcare resources for bargaining unit employees.

3. The Working Group will meet virtually at least four (4) times in the first twelve (12) months following the establishment of the Working Group, and at least two (2) times during each subsequent twelve (12) month period. The Director of TSA Labor Relations or designee and the AFGE Council 100 President or designee may agree to additional meetings that will be held virtually.

4. Joint recommendations will be forwarded to the appropriate Assistant Administrator(s) for consideration.

   a. Within sixty (60) calendar days of receiving the joint recommendation, the appropriate Assistant Administrator(s) will reply to the Working Group indicating acceptance or denial of the joint recommendation or to request additional information regarding the joint recommendation.

   b. If accepted, a joint recommendation will be implemented at the appropriate Assistant Administrator's direction.

   c. If the joint recommendation is denied, management will specify in writing, at the time denial is communicated, why management will not implement the joint recommendation and will refer it to the Working Group for further deliberations.

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5. Joint recommendations of the Working Group that are approved by the appropriate Assistant Administrator(s) will be implemented consistent with that approval and may not be subject to impact and implementation bargaining at the national level.

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ARTICLE 12: LABOR MANAGEMENT FORUM

A. **PURPOSE:** This Article addresses the National and Local Level Labor Management Forums to be used by the Parties to discuss the conditions of employment of the bargaining unit consistent with TSA's mission.

B. **GENERAL:**

1. The Parties recognize the importance of Labor Management Forums (LMFs) to review, discuss, consider, and make recommendations on matters relating to working conditions of employment of the bargaining unit and employee morale. These discussions will not be or otherwise assume the character of collective bargaining. Neither the Agency nor the Union is obligated to reach agreement on the issues addressed during the LMF meetings.

2. Generally, the Agency will allow bargaining unit employees and their Union representatives to engage in pre-decisional involvement on non-security related (as solely determined by the Agency) workforce matters related to bargaining unit employees at the national level. This is not intended to unreasonably delay the development of Agency policies or have the Union involved in day-to-day matters of the Agency, but rather is an effort to work collaboratively on issues of mutual concerns. Pre-decisional involvement does not waive TSA or the Union's rights.

C. **NATIONAL LMFs:**

1. Beginning in calendar year 2024, the National LMF will meet at TSA Headquarters, AFGE Headquarters, or at another no-cost facility as agreed to by the TSA Director of Labor Relations or designee and the AFGE Council 100 President or designee, three (3) times per calendar year for no more than two (2) working days each meeting. A virtual option will be available for those participants who cannot attend in person. The TSA Director of Labor Relations or designee and AFGE Council 100 President or designee also can mutually agree to hold any of these meetings virtually (rather than in person).

   a. Additional meetings (beyond the three (3) meetings per calendar year) may be held virtually as mutually agreed upon by the TSA Director of Labor Relations or designee and the AFGE Council 100 President or designee.

2. At least fourteen (14) calendar days prior to the scheduled date of the National LMF meeting, the AFGE Council 100 President or designee will provide, in writing, matters proposed for discussion to the TSA Director of Labor Relations or designee.

   a. Any matter not submitted by this timeframe will not be considered for discussion unless by mutual consent of the Parties. Failure to provide appropriate topics within the prescribed timeframe and/or failure to provide topics that would fill two (2) working days may result in a modification to the length of the National LMF meeting.

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3. The Union will be entitled to have up to twelve (12) bargaining unit employees who are AFGE Council 100 Officers present on official time during the National LMF meeting.

    a. For those up to twelve (12) AFGE Council 100 Officers attending the National LMF meeting in person, travel will normally take place the day before and day after the National LMF meeting. Where feasible, the Council 100 Officer may, at their discretion, travel on the day of the meeting. Those up to twelve (12) AFGE Council 100 Officers will be permitted to use a reasonable amount of official time for travel to and from the National LMF meeting (when appearing in person).

    b. TSA will pay the travel and per diem expenses for those up to twelve (12) bargaining unit employees who are AFGE Council 100 Officers for the three (3) National LMF meetings if the meetings take place in person.

4. In addition to the up to twelve (12) AFGE Council 100 Officers addressed in Section C.3 above, the Union is entitled to have up to four (4) AFGE representatives who are not bargaining unit employees attend the National LMF meeting. The Union is responsible for the travel and per diem expenses (if any) for these up to four (4) AFGE representatives.

D. **LOCAL LMFs:**

1. Beginning in calendar year 2024, Local LMFs (i.e., LMFs held at the level of the Federal Security Director's area of responsibility) will be held between management and local Union leadership on at least a monthly basis. The meetings will generally last one (1) hour, unless the Parties mutually agree to shorten or extend the length of the meeting.

2. The number of bargaining unit employees and union representatives attending each Local LMF will be addressed locally.

3. Bargaining unit employees who are union representatives attending Local LMF meetings will be on official time consistent with Article 6: *Union Representatives and Official Time.*

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ARTICLE 13: BARGAINING

A. **PURPOSE:**

1. This Article addresses the procedures for local level bargaining, as well as impact and implementation bargaining at the national level.

2. The Parties understand that they can engage in local level bargaining as well as impact and implementation bargaining at the national level as set forth in the Determination on Transportation Security Officers and Collective Bargaining (Determination).

3. The Parties agree that the Articles contained in this Agreement constitute the entire Agreement. The Agreement may only be changed upon mutual written consent of the Parties.

B. **TIME LIMITS:** If any of the time periods set forth in this Article ends on a Federal holiday or Saturday, or Sunday, the time period will be extended to the following day that is not a Saturday, Sunday, or Federal holiday. All time limits provided in this Article may be extended by written agreement of the Parties.

C. **LOCAL LEVEL BARGAINING:**

1. The Parties understand that they are permitted to engage in bargaining at a local level no lower than a Federal Security Director's area of responsibility on the following issues as set forth in the Determination and this Agreement:

   a. access to TSA-controlled space for union representational activities;
   b. lighting;
   c. parking facilities and shuttle service;
   d. break space for bargaining unit employees' use; and
   e. lockers.

2. <u>Procedures for Local Level Bargaining</u>:

   a. No later than sixty (60) days after the effective date of Section C of this Article, TSA will provide in writing to the AFGE Council 100 President or designee a list of the Federal Security Directors, their emails, and their respective areas of responsibility.

   b. *Local Level Bargaining Invocation*: No later than two years after the effective date of this Agreement, the Union will submit by email to the Federal Security Director or designee and Director of Labor Relations or designee the Union's intent to bargain on a local level (hereafter "bargaining invocation"). In the Union's bargaining invocation, the Union also will identify its designated representative(s) for local level bargaining.

   c. *Introductory Meeting:* Following receipt of the bargaining invocation in Section C.2.b, the Parties will schedule an introductory meeting to discuss: (1) which topics the Union

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wishes to bargain locally consistent with the Determination and this Agreement; and (2) when the Parties will begin local level bargaining, which will generally occur within ninety (90) days of the introductory meeting.

d. *Local Level Bargaining*:

i. Ground Rules for Local Level Bargaining:

a) The Chief Negotiator of each bargaining team will have full authority to speak for their principal and enter into a binding agreement.

b) The Chief Negotiators will establish the schedule for negotiations.

c) The Parties will work toward resolution in a timely manner and will avoid unnecessary delays. If a break in negotiations is necessary, the Parties will agree on a time and date to resume bargaining prior to any recess, whenever practicable.

d) Each bargaining team will consist of up to four (4) bargaining team members, to include the Chief Negotiator, unless the Chief Negotiators agree in writing to add to or subtract from the number of members each bargaining team will have. Each Party may replace a member(s) of its team at any time, with advance written notification provided to the Chief Negotiator of the other Party. Each bargaining team may also have a note taker.

e) Each Party will inform the other of the names of its bargaining team members at least seven (7) calendar days before the start of any negotiations. Each Party may replace a member(s) of its bargaining team at any time, provided that notification of such replacement shall normally be given at least two (2) calendar days prior to the first meeting that the replacement member will be attending.

f) Generally, bargaining will take place virtually, unless the Chief Negotiators agree in writing to bargain in person. Where (1) bargaining over a particular topic is expected to be complex or last a significant period of time (e.g., more than one week), or (2) a majority of bargaining team members are already located in the same commuting area, the Parties agree that in-person bargaining may be more appropriate.

i) Sessions that include bargaining team members appearing in person generally will take place at a no-cost facility in close proximity to the hub of the FSD's area of responsibility unless the Parties agree otherwise in writing.

ii) A virtual option will always be available for bargaining team members who cannot appear in person for sessions that otherwise may be held in person.

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g) The Union will be entitled to have up to four (4) bargaining unit negotiators present on official time during negotiations, including caucuses, on designated bargaining days, unless the Chief Negotiators agree in writing to more than four (4) bargaining unit negotiators consistent with Section C.2.d.i.d above.

i) Those up to four (4) bargaining unit negotiators (unless the Chief Negotiators have agreed in writing to more) will also be permitted to use a reasonable amount of official time for travel to and from bargaining sessions (when appearing in person), to the extent such bargaining unit employees would otherwise be in a paid duty status.

ii) TSA will adjust the work schedules as needed of the up to four (4) bargaining unit negotiators (unless the Chief Negotiators have agreed in writing to more) to place them in a duty status during regular negotiation hours and for time spent in travel to and from the scheduled bargaining sessions (when appearing in person).

h) The Parties will exchange written proposals. Proposals will be identified as either Union or Agency proposals and include the date exchanged. The Parties may also engage in Interest-Based Bargaining at any time, during which the Parties will continue to exchange written proposals.

i) Each Party will be responsible for maintaining its own records of the negotiations. There will be no audio or visual taping of sessions or verbatim transcripts of the sessions. Notes may be taken by members of the respective bargaining teams and/or their designated note taker.

3. Agreements reached in local level bargaining will not include any terms that conflict with this Agreement.

4. This Section will be in effect one hundred and twenty (120) days after the effective date of this Agreement. The purpose of this time frame is to give both Parties sufficient time to prepare for and train on local level bargaining procedures.

D. IMPACT AND IMPLEMENTATION BARGAINING AT THE NATIONAL LEVEL:

1. This Section addresses the process the Agency and the Union will use when, at the national level, engaging in bargaining that is commonly referred to as "impact and implementation bargaining".

2. The Parties recognize the Agency's critical work as an agile security agency. When any impact and implementation bargaining for security-related matters (as solely determined by the Agency) (e.g., certain changes to Standard Operating Procedures (SOPs); implementation of security equipment) and/or matters involving any action the Agency deems necessary to carry out the Agency's mission during emergencies is required, the Parties will use post-implementation bargaining exclusively.

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3. Bargaining Procedures for Non-Security Related and Non-Emergency Related Matters:

a. *Notice of Change*:

i. The Agency shall notify the Council President or designee, by email, of its proposed change or implementation of a change that may affect personnel policies, practices, and/or working conditions of bargaining unit employees at the national level (hereafter "Notice").

ii. The Notice will, at a minimum, contain: (1) a description of the proposed change; (2) the proposed implementation date; and (3) citation to the section(s) of current Agency policy impacted (if applicable).

b. *Request to Bargain*:

i. Within fifteen (15) calendar days of the date of the Notice, the Union will submit its intent to bargain (hereafter "bargaining invocation"), by email, to the Director of Labor Relations or designee. In the Union's bargaining invocation, the Union also will identify its designated representative and may request that the Agency provide a briefing.

ii. If the Union's bargaining invocation does not request a briefing, the Union will submit its written proposals within fifteen (15) calendar days of the bargaining invocation date. The Union will submit its written proposals to the Director of Labor Relations or designee.

iii. If the Union's bargaining invocation requests a briefing:

a) The briefing must take place within five (5) days of the date of the bargaining invocation unless otherwise agreed to in writing by the Parties.

b) The Union will submit its written proposals within fifteen (15) calendar days of the date of the briefing. The Union will submit its written proposals to the Director of Labor Relations or designee.

c. *Impact and Implementation Bargaining*:

i. If the Parties have not otherwise reached agreement, the Parties will meet, consistent with Section D.3.c.iii below, to commence negotiations within ten (10) calendar days of the receipt of the Union's written proposals.

ii. Once commenced, negotiations will continue until either agreement is reached or impasse is declared.

iii. Ground Rules for Impact and Implementation Bargaining:

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a) The Chief Negotiator of each bargaining team will have full authority to speak for their principal and enter into a binding agreement.

b) Subject to Section D.3.c.i, the Chief Negotiators will establish the starting date and time, as well as schedule for negotiations.

c) The Parties will work toward resolution in a timely manner and will avoid unnecessary delays. If a break in negotiations is necessary, the Parties will agree on a time and date to resume bargaining prior to any recess, whenever practicable.

d) Each bargaining team will consist of up to four (4) bargaining team members, to include the Chief Negotiator, unless the Chief Negotiators agree in writing to add to or subtract from the number of members each bargaining team will have. Each Party may replace a member(s) of its team at any time, with advance written notification provided to the Chief Negotiator of the other Party. Each bargaining team may also have a note taker.

e) Each Party will inform the other of the names of its bargaining team members at least three (3) calendar days before the start of any negotiations.

f) Generally, bargaining will take place virtually, unless the Chief Negotiators agree in writing to bargain in person. Where bargaining over a particular change is expected to be complex or last a significant period of time (e.g., more than one week), the Parties agree that in-person bargaining may be more appropriate.

   i) Sessions that include bargaining team members appearing in person will alternate between TSA Headquarters (6595 Springfield Center Dr., Springfield, Virginia 22150) and AFGE Headquarters (80 F St. NW, Washington, DC 20001) or at another no-cost facility as agreed to by the Parties.

   ii) A virtual option will always be available for bargaining team members who cannot appear in person for sessions that otherwise may be held in person.

g) The Union will be entitled to have up to four (4) bargaining unit negotiators present on official time during negotiations, including caucuses, on designated bargaining days, unless the Chief Negotiators agree in writing to more than four (4) bargaining unit negotiators consistent with Section D.3.c.iii.d above.

   i) Those up to four (4) bargaining unit negotiators (unless the Chief Negotiators have agreed in writing to more) will also be permitted to use a reasonable amount of official time for travel to and from bargaining sessions (when appearing in person), to the extent such bargaining unit employees would otherwise be in a paid duty status.

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ii) TSA will adjust the work schedules as needed of the up to four (4) bargaining unit negotiators (unless the Chief Negotiators have agreed in writing to more) to place them in a duty status during regular negotiation hours and for time spent in travel to and from the scheduled bargaining sessions (when appearing in person).

h) The Agency will pay the travel and per diem costs (in accordance with Federal Travel Regulations and applicable law) of up to four (4) bargaining unit negotiators for in-person bargaining, unless the Chief Negotiators agree in writing that the Agency will pay the travel and per diem costs of more than four (4) bargaining unit negotiators.

i) Should the Parties reach impasse, the Agency will pay the travel and per diem expenses for up to four (4) bargaining unit negotiators to attend in-person mediation and impasse resolution proceedings unless the Chief Negotiators agree in writing that the Agency will pay the travel and per diem costs of more than four (4) bargaining unit negotiators.

j) The Parties will exchange written proposals. Proposals will be identified as either Union or Agency proposals and include the date exchanged. The Parties may also engage in Interest-Based Bargaining at any time, during which the Parties will continue to exchange written proposals.

k) Each Party will be responsible for maintaining its own records of the negotiations. There will be no audio or visual taping of sessions or verbatim transcripts of the sessions. Notes may be taken by members of the respective bargaining teams and/or their designated note taker.

4. <u>Post Implementation Bargaining Procedures for Security-Related and Emergency-Related Matters</u>:

a. *Notice of Change*:

i. The Agency shall notify the Council President or designee, by email, of its implementation of a security-related and/or emergency-related matter that may affect personnel policies, practices, and/or working conditions of bargaining unit employees at the national level (hereafter "Notice").

ii. The Notice will, at a minimum, contain: (1) the change and the implementation date; and (2) citation to the section(s) of current Agency policy impacted (if applicable).

b. *Request to Bargain*:

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i. Within fifteen (15) calendar days of the date of the Notice, the Union will submit its intent to bargain (hereafter "bargaining invocation"), by email, to the Director of Labor Relations or designee. In the Union's bargaining invocation, the Union also will identify its designated representative and may request that the Agency provide a briefing.

ii. If the Union's bargaining invocation does not request a briefing, the Union will submit its written proposals within fifteen (15) calendar days of the bargaining invocation date. The Union will submit its written proposals to the Director of Labor Relations or designee.

iii. If the Union's bargaining invocation requests a briefing:

a) The briefing must take place within five (5) days of the date of the bargaining invocation unless otherwise agreed to in writing by the Parties.

b) The Union will submit its written proposals within fifteen (15) calendar days of the date of the briefing. The Union will submit its written proposals to the Director of Labor Relations or designee.

c. *Impact and Implementation Bargaining*:

i. If the Parties have not otherwise reached agreement, the Parties will meet, consistent with Section D.4.c.iii below, to commence negotiations within ten (10) calendar days of the receipt of the Union's written proposals.

ii. Once commenced, negotiations will continue until either agreement is reached or impasse is declared.

iii. <u>Ground Rules for Post-Implementation Bargaining</u>:

a) The Chief Negotiator of each bargaining team will have full authority to speak for their principal and enter into a binding agreement.

b) Subject to Section D.4.c.i, the Chief Negotiators will establish the starting date and time, as well as schedule for negotiations.

c) The Parties will work toward resolution in a timely manner and will avoid unnecessary delays. If a break in negotiations is necessary, the Parties will agree on a time and date to resume bargaining prior to any recess, whenever practicable.

d) Each bargaining team will consist of up to four (4) bargaining team members, to include the Chief Negotiator, unless the Chief Negotiators agree in writing to add to or subtract from the number of members each bargaining team will have. Each Party may replace a member(s) of its team at any time, with advance

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written notification provided to the Chief Negotiator of the other Party. Each bargaining team may also have a note taker.

e) Each Party will inform the other of the names of its bargaining team members at least three (3) calendar days before the start of any negotiations.

f) Generally, bargaining will take place virtually, unless the Chief Negotiators agree in writing to bargain in person. Where bargaining over a particular change is expected to be complex or last a significant period of time (e.g., more than one week), the Parties agree that in-person bargaining may be more appropriate.

   i) Sessions that include bargaining team members appearing in person will alternate between TSA Headquarters (6595 Springfield Center Dr., Springfield, Virginia 22150) and AFGE Headquarters (80 F St. NW, Washington, DC 20001) or at another no-cost facility as agreed to by the Parties.

   ii) A virtual option will always be available for bargaining team members who cannot appear in person for sessions that otherwise may be held in person.

g) The Union will be entitled to have up to four (4) bargaining unit negotiators present on official time during negotiations, including caucuses, on designated bargaining days, unless the Chief Negotiators agree in writing to more than four (4) bargaining unit negotiators consistent with Section D.4.c.iii.d above.

   i) Those up to four (4) bargaining unit negotiators (unless the Chief Negotiators have agreed in writing to more) will also be permitted to use a reasonable amount of official time for travel to and from bargaining sessions (when appearing in person), to the extent such bargaining unit employees would otherwise be in a paid duty status.

   ii) TSA will adjust the work schedules as needed of the up to four (4) bargaining unit negotiators (unless the Chief Negotiators have agreed in writing to more) to place them in a duty status during regular negotiation hours and for time spent in travel to and from the scheduled bargaining sessions (when appearing in person).

h) The Agency will pay the travel and per diem costs (in accordance with Federal Travel Regulations and applicable law) of up to four (4) bargaining unit negotiators for in-person bargaining, unless the Chief Negotiators agree in writing that the Agency will pay the travel and per diem costs of more than four (4) bargaining unit negotiators.

i) Should the Parties reach impasse, the Agency will pay the travel and per diem expenses for up to four (4) bargaining unit negotiators to attend in-person mediation and impasse resolution proceedings unless the Chief Negotiators

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agree in writing that the Agency will pay the travel and per diem costs of more than four (4) bargaining unit negotiators.

j) The Parties will exchange written proposals. Proposals will be identified as either Union or Agency proposals and include the date exchanged. The Parties may also engage in Interest-Based Bargaining at any time, during which the Parties will continue to exchange written proposals.

k) Each Party will be responsible for maintaining its own records of the negotiations. There will be no audio or visual taping of sessions or verbatim transcripts of the sessions. Notes may be taken by members of the respective bargaining teams and/or their designated note taker.

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ARTICLE 14: PAYROLL SERVICES

A. TIMELY AND PROPER PAYROLL SERVICES:

1. TSA will make reasonable efforts to ensure that each bargaining unit employee receives their full compensation due (amount that was due based on payroll transmission) on the established payday at the electronic site designated by the employee. Bargaining unit employees are responsible for reviewing their electronic earnings and leave statements and notifying their local payroll point of contact of any discrepancies. Once per year, TSA will notify bargaining unit employees of the local payroll point(s) of contact for their airport.

2. When a bargaining unit employee does not receive proper base pay compensation on the established payday, TSA will, as soon as the payroll office is notified, authorize payment in accordance with established TSA practice and the bargaining unit employee will receive payment within three (3) to five (5) days. Pay discrepancies requiring investigation will be resolved expeditiously.

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ARTICLE 15: TELEWORK

A. **PURPOSE:** Although the duties of a bargaining unit employee generally must be performed in-person, the Parties recognize that there are certain tasks (e.g., certain special assignments, representational duties performed by union representatives) which may successfully be performed at an Alternative Worksite. Therefore, the purpose of this Article is to address telework for eligible bargaining unit employees.

B. **DEFINITIONS:**

1. Telework: For the purposes of this Article, telework is a flexible work arrangement under which an employee performs the duties and responsibilities of such employee's position, and/or other authorized activities, from an approved alternative worksite other than the location from which the employee would otherwise work.

2. Alternative Worksite: A location where management has approved an employee to perform official duties away from the employee's regular worksite. An alternate worksite is the approved telework location (e.g., employee's residence, another TSA worksite, etc.).

3. Official Worksite: The location where the work activities of an employee's position of record are based, as determined by the employing office. An employee's official worksite is the "duty station" documented on the employee's *Notification of Personnel Action*, Standard Form 50 (SF-50).

C. **GENERAL:**

1. In addition to this Article, the Parties understand that TSA MD 1100.30-5, *Telework Program*, and the associated Handbook provide TSA policy and procedures for TSA's Telework Program. In the event of a conflict, the provisions of this Article shall govern.

2. The Parties understand telework participation is at the discretion of management and subject to management approval. Telework participation is not an employee entitlement or right.

3. Bargaining unit employee participation in the telework program is voluntary.

4. Performance standards and performance management practices for employees participating in telework and those who do not participate in telework must be the same and consistent with TSA's performance management system.

5. Teleworkers may not provide dependent care (e.g. childcare, eldercare) during work hours while participating in a telework arrangement; teleworkers must make arrangements for dependent care. This provision will not be interpreted to mean that such dependents may not be present in the teleworker's Alternative Worksite during times of telework.

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6. Bargaining unit employees who telework continue to be bound by TSA standards of conduct and all applicable TSA policies while working at the Alternative Worksite and/or using Government-Furnished Equipment (GFE).

7. The Parties understand that representational duties of Union representatives are suitable for telework.

D. **BARGAINING UNIT EMPLOYEE ELIGIBILITY:**

1. To be eligible for telework, the bargaining unit employee must:

   a. not be on a Performance Improvement Plan (PIP);
   b. [Blank] The Parties did not reach agreement on this provision.
   c. complete and sign all applicable telework forms;
   d. complete all mandatory telework training; and
   e. comply with all other applicable eligibility requirements specified in TSA policy.

2. The Agency may terminate the telework arrangement of any bargaining unit employee who does not continue to meet all eligibility requirements.

E. **TELEWORK AGREEMENT:**

1. The Agency will require a bargaining unit employee to complete and sign all applicable telework forms prior to beginning work at an Alternative Worksite.

2. The Parties understand TSA may inspect employees' alternative worksites during their normal working hours to ensure proper maintenance of GFE and conformance with safety standards as appropriate.

   a. [Blank] The Parties did not reach agreement on this provision.

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ARTICLE 16: UNIFORMS, UNIFORM ALLOWANCES, AND APPEARANCE

A. **PURPOSE:** The TSA bargaining unit employee uniform is a readily identifiable symbol of the security mission and contributes to the public trust, individual and group pride, and command presence. The Parties agree that there is a shared interest in supporting and encouraging bargaining unit employees to maintain a consistent professional presence. This Article addresses bargaining unit employee appearance, the allocation of TSA approved uniform items – type and count – to be provided to bargaining unit employees, and uniform allowances for use to purchase additional uniform items. Uniform allowance is distributed to bargaining unit employees through bargaining unit employee accounts with TSA's identified uniform vendor.

B. **DEFINITIONS:**

1. Ceremonial Uniform: Special uniform items that will be used for approved TSA Honor Guard. Ceremonial uniform items will be special ordered only for those bargaining unit employees selected to participate on established ceremonial teams.

2. Dress Uniform: The dress uniform is the long-sleeve uniform shirt with necktie and trousers (or skirt when worn in lieu of trousers as provided for in Section C) as provided by the authorized vendor.

3. Initial Uniform Allotment: The initial uniform items issued to bargaining unit employees.

4. Annual Uniform Allotment: The annual standard uniform items issued to bargaining unit employees.

5. Uniform Allowance: An annual monetary amount made available to each bargaining unit employee to purchase standard and optional TSA uniform items and to replenish and maintain such uniform items.

6. Vendor: The designated contractor, holding the uniform contract, as specified by the TSA Administrator.

C. **INITIAL UNIFORM ALLOTMENT UPON HIRE:**

1. At the time of hire, bargaining unit employees are provided the following uniform items:

Uniform Item	Passenger-Only	Baggage-Only	Dual Function
Badge	1	1	1
Belt (Tactical)	1	1	1
Trousers/Cargo Pants*	5 (one must be trousers)	5 (one must be trousers)	5 (one must be trousers)
Nameplate	2	0	2

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Uniform Item	Passenger-Only	Baggage-Only	Dual Function
Necktie	1	1	1
Polo Shirt – Long/Short Sleeve	0	4	5 total (combination with shirts; one shirt must be long-sleeve and not polo)
Shirts – Long/Short Sleeve	5 (one shirt must be long-sleeve and not polo)	1 (long-sleeve)	5 total (combination with polos; one shirt must be long-sleeve and not polo)
Shoulder Boards	2 sets	1 set	2 sets
Socks	5 pairs	5 pairs	5 pairs
Team Jacket	1	1	1

*Skirts will be provided for female bargaining unit employees in lieu of trousers/cargo pants upon request.

2. Bargaining unit employees will wear their uniform shirt (i.e., polo or shirt as permitted) and pants (i.e., trousers or cargo pants) after receiving them.

D. **ANNUAL REPLACEMENT ALLOTMENT (ARA):**

1. On an annual basis, management will provide the bargaining unit employee two (2) shirts and two (2) pants as follows:

   a. A passenger-only bargaining unit employee will receive two (2) uniform shirts (short or long sleeve as selected by the bargaining unit employee) and any combination of two (2) trousers/cargo pants and shorts/Cargo Shorts.

   b. A baggage-only, STI, EMT, or Dual Function bargaining unit employee will receive two (2) uniform shirts (short or long sleeve, including short or long sleeve polo shirts, as selected by the bargaining unit employee) and two (2) of the following, as selected by the bargaining unit employee: trousers, cargo pants, or shorts/cargo shorts.

2. For purposes of the ARA, bargaining unit employees may substitute the standard issued shirts and trousers with the poly/wool shirts and trousers and will pay the difference in cost between the poly/wool and the standard issued items.

3. For purposes of the ARA, bargaining unit employees approved to wear 100% cotton shirts and/or trousers may substitute them for the standard issued shirts and trousers at no additional cost.

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E. **JACKETS:**

1. Unless otherwise permitted by TSA management, the only authorized jackets that may be worn at the checkpoint are the Ike jacket, the 3-in-1 jacket (to include the vest), the team jacket, and the windbreaker jacket. Bargaining unit employees may wear these jackets at the checkpoint at their discretion.

F. **SHOES:**

1. Bargaining unit employees may use their uniform allowance to purchase shoes from the TSA approved uniform vendor or use their own funds to purchase shoes from another source without reimbursement.

2. Shoes and boots, athletic shoes and safety shoes, must be all black in color, with inconspicuous logos, clean and in good repair, and must be similar in style to the shoes and boots, athletic shoes and safety shoes in Appendix A.

G. **APPROVED UNIFORM ITEM COMBINATIONS:** The chart below illustrates authorized combinations of uniform items that can be worn by bargaining unit employees. Consistent with this Article, bargaining unit employees must wear the uniform shirts, ties, sweater, jackets, coveralls, trousers, cargo pants, shorts/cargo shorts, and skirts provided by the authorized vendor.

Item	Checkpoint	Baggage/STI/EMT*
Long Sleeve Shirt** Short Sleeve Shirt** Black T-Shirt*** Sweater – Cardigan Sweater – Commando Sweater Vest Three-in-One Coat Ike Jacket Team Jacket Windbreaker Jacket Cargo Pants Trousers Skirt Dickie	Bargaining Unit Employee Discretion	Bargaining Unit Employee Discretion
Shorts/Cargo Shorts	See Section J	See Section J

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Item	Checkpoint	Baggage/STI/EMT*
Polo Shirt (Short Sleeve)** Polo Shirt (Long Sleeve)**	See Section J	Bargaining Unit Employee Discretion
Winter/Summer Socks (Socks must be worn)	Bargaining Unit Employee Discretion	Bargaining Unit Employee Discretion
Tie (Long clip-on tie)	Bargaining Unit Employee Discretion	Bargaining Unit Employee Discretion
Turtleneck	Bargaining Unit Employee Discretion (Only w/long-sleeve shirt)	Bargaining Employee Unit Discretion
Parka Coveralls	Not permitted	Bargaining Unit Employee Discretion*

*[Blank] The Parties did not agree on this provision.
**Shirts, black t-shirts, and polos must be tucked into the trousers, cargo pants, shorts, and cargo shorts.
***Officers may wear short-sleeve black t-shirts under their shirt or polo. The t-shirt must not distract from the total uniform appearance. Long-sleeve black t-shirts can only be worn under long-sleeve shirts and long-sleeve polos. No lettering or design can be visible through the shirt or polo.

H. **OPTIONAL UNIFORM ITEMS:**

1. In addition to the initial uniform allotment, TSA will provide the following uniform items to bargaining unit employees who meet the applicable criteria.

   a. Uniforms for Pregnancy: Uniforms will be provided for pregnant bargaining unit employees upon the bargaining unit employee's request and approval by the FSD or designee. Bargaining unit employees will receive pregnancy uniforms consisting of five (5) shirts (either long-sleeve or short sleeve, at the bargaining unit employee's discretion), and five (5) trousers.

   b. Honor Guard Uniform Items: Management will provide specific uniform items for the Honor Guard. Each hub may have an Honor Guard (which may include bargaining unit employees from the spoke airports within the hub and spoke network), which will be outfitted with the uniform items listed in Section H.1.b.ii below.

      i. Management will issue Honor Guard Uniform items to a bargaining unit employee who serves as a member upon their entry to the Honor Guard. The member must return all Honor Guard Uniform items to management when they depart from the Honor Guard.

      ii. Management will issue each Honor Guard member the following uniform items, which constitute the two (2) Honor Guard uniforms per Honor Guard member:

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a) Two (2) blue long-sleeve TSA uniform shirts containing the Honor Guard emblem (Honor Guard long-sleeve shirts)
b) Two (2) pairs of navy TSA uniform trousers (or two (2) uniform skirts when worn in lieu of trousers as provided for in Section C)
c) One (1) white button loop cord
d) One (1) black button loop cord
e) One (1) pair of high gloss black dress shoes
f) One (1) pair of black Old Guard cheater bars
g) One (1) navy dress coat
h) Two (2) white bib scarves
i) One (1) white bib scarf extender as needed
j) One (1) white pair parade dress gloves/sure grip flag bearer gloves
k) One (1) white pair parade glove wrist wraps/flag bearer wrist wraps
l) One (1) white/silver parade belt and buckle
m) One (1) pair black shirt stay
n) One (1) white/black Honor Guard cap and chin strap
o) One (1) navy blue Honor Guard suit bag
p) One (1) black Honor Guard dress cap protective carrier
q) One (1) clear Honor Guard cap rain cover

iii. Management will issue each Honor Guard member the following accessory items:

a) One (1) Honor Guard hat pin with DHS/TSA emblem
b) Two (2) silver ceremonial guard lapel pins

c. Black Mourning Bands: TSA will provide a black band, not to exceed one-half inch in width, worn horizontally centered on the metal badges at the narrow-most point that may be worn for mourning declarations.

2. In addition to the uniform allotment, bargaining unit employees may purchase with their uniform allowance approved optional items from the uniform vendor catalog.

3. Black t-shirts, thin summer socks, screw back nameplates, wind breaker jackets, cargo shorts, and sports sleeves will be available for purchase from the authorized vendor.

4. Other Optional Uniform Items:

a. Tie Tacks/Tie Bars: Bargaining unit employees may purchase, at their expense, and wear tie tacks/tie bars. Tie tacks may be button or stud style tie tacks that do not exceed ½-inch diameter and must be plain gold or silver in color. Tie bars must not exceed ⅜-inch in width and be plain gold or silver tone metal. Tie tacks/bars with logos or emblems must be of TSA/DHS or other Federal government organizations.

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b. Baseball Cap: Bargaining unit employees may purchase with their uniform allowance and wear baseball caps. The baseball cap must be navy blue in color with a DHS or TSA patch affixed to the front of the cap. Bargaining unit employees must wear the baseball cap with the brim facing forward. Baseball caps may only be worn by bargaining unit employees performing baggage screening functions, in a baggage screening room outside the view of the public or curbside, and by bargaining unit employees performing ATLAS, Visible Intermodal Prevention and Response (VIPR), or similar activities outside the airport building and when transiting to and from these work areas.

c. Pins: Bargaining unit employees may wear up to three (3) authorized pins (about three-quarters of an inch in diameter) on the uniform. DHS and TSA headquarters issued pins, service pins, and other officially-issued Federal government pins (subject to FSD or designee approval) may be worn. FSD or designee approved pins may also be worn. One of the pins may be a replica of the American flag. The location of the pins will be as approved by the FSD or designee. In addition to the up to three (3) authorized pins, a mourning pin can be worn as approved by the FSD or designee (including FSD or designee approval of the pin and the duration the pin can be worn).

d. Management will permit bargaining unit employees who serve as Union officials to wear an AFGE pin to be designed and paid for by the Union and subject to advanced TSA review and approval.

e. Lanyards: All lanyards with personal messages, sports teams, organizations, clubs, etc., are not authorized; except that each officer will be allowed to wear one lanyard, designed and paid for by the Union, which will only display the official AFGE logo and/or the words "Council 100" or the number of the local TSA Union, as long as the lanyard does not detract from the professional appearance of an officer. Other than the Union lanyard described above, only plain navy blue or black lanyards or lanyards with TSA approved insignia which identifies an officer as a member of the TSA uniformed workforce are authorized.

f. Items recommended by the Uniform Committee that are approved and implemented at the appropriate Assistant Administrator's direction.

I. UNIFORM ALLOWANCE:

1. When a bargaining unit employee is hired, TSA will provide the bargaining unit employee with the initial uniform allotment. In the bargaining unit employee's second year and thereafter on an annual basis the bargaining unit employee will be eligible to receive the uniform allowance.

2. Eligible bargaining unit employees will receive an annual monetary uniform allowance and allotment currently valued at $966. This includes a $600 uniform allowance and an annual allotment of two (2) pants and two (2) shirts. Increases in the cost of the allotment

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will not be offset against the credited allowance. Receipt of appropriated funds will determine the timing of the distribution of the annual uniform allowance.

3. The uniform allowance will be posted to each bargaining unit employee's account on the TSA uniform vendor's website. The bargaining unit employee may spend the uniform allowance in increments or all at once at any time during the year. Bargaining unit employees may use their uniform allowance to purchase any uniform item from the list of authorized uniform items.

4. [Blank] The Parties did not agree on this provision.

J. GEOGRAPHIC AND ENVIRONMENTAL CONSIDERATIONS:

1. Management may approve uniform combinations in addition to those listed in Section G and H based on job assignments, personal comfort, time of year, environmental and geographic considerations.

2. Bargaining unit employees can wear polo shirts between Memorial Day and Labor Day regardless of temperature.

3. Bargaining unit employees can wear cargo shorts as follows:

   a. Between Memorial Day and Labor Day regardless of temperature;
   b. When the outside temperature is forecasted to be a high of at least seventy (70) degrees;
   c. As otherwise permitted by management in Section J.1.

K. UNIFORM COMMITTEE:

1. The Parties will have a Uniform Committee made up of at least one (1) management representative and up to seven (7) Union members, including the Union Co-Chair, to review and receive recommendations from the Union, at the national level, on matters concerning:

   a. Design and quality of uniforms and uniform items
   b. Additional uniform items and options
   c. Uniform directives
   d. Changes to the uniform
   e. Quality assurance
   f. Wear testing
   g. Bargaining unit employee suggestions on uniforms
   h. Bargaining unit employee suggestions on shoes
   i. Review of vendor performance
   j. Establishment of criteria for uniform vendors and specifications for uniform contracts
   k. Other related issues

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2. The uniform committee will be briefed on vendor issues and concerns.

3. AFGE representatives who are bargaining unit employees serving on the Uniform Committee will do so on official time.

4. The Uniform Committee will hold two (2) meetings per year at TSA Headquarters or at a no cost facility as mutually agreed to by the Co-Chairs. These two (2) meetings will take place on Tuesdays and Wednesdays, unless modified in accordance with Section K.6. The Mondays and Thursdays, preceding and following the meeting dates will be reserved for travel to and from the meeting locations and pre- and post-meeting uniform committee work, if necessary. TSA will pay the travel and per diem expenses, if any, of up to seven (7) AFGE representatives who are bargaining unit employees for these two (2) meetings.

5. Any other Uniform Committee meetings will be held virtually at a time agreed upon by the Uniform Committee Co-Chairs. The length of these other meetings will also be agreed upon by the Uniform Committee Co-Chairs.

6. Matters proposed for discussion by either party will be forwarded to the other party at least seven (7) calendar days prior to the meeting date. Any matter not submitted by this timeframe will not be considered for discussion unless by mutual consent of the parties. Failure to provide appropriate topics within the prescribed timeframe may result in a modification to the length of the meeting.

7. The uniform committee will be governed by procedures set forth below:

   a. One (1) management representative and four (4) union representatives shall constitute a quorum at a meeting of the uniform committee.

   b. The uniform committee will have two (2) co-chairs: one (1) AFGE co-chair and one (1) management co-chair.

   c. The parties will make earnest efforts to jointly craft committee recommendations. Either uniform committee co-chair may request assistance from the Federal Mediation and Conciliation Service to facilitate reaching joint recommendations.

   d. Joint recommendations will be forwarded to the appropriate Assistant Administrator(s) for implementation. Within sixty (60) calendar days of receiving the joint recommendation, the appropriate Assistant Administrator(s) will reply to the Uniform Committee indicating acceptance or denial of the joint recommendation or to request additional information regarding the joint recommendation. If accepted, a joint recommendation will be implemented at the appropriate Assistant Administrator's direction. If the joint recommendation is denied, management will specify in writing, at the time denial is communicated, why management will not implement the joint recommendation and will refer it to the Uniform Committee for further deliberations.

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e. Joint recommendations of the Uniform Committee that are approved by the appropriate Assistant Administrator(s) will be implemented consistent with that approval and may not be subject to impact and implementation bargaining at the national level.

f. If management implements a joint recommendation of the Uniform Committee, management will communicate that management has adopted a Uniform Committee recommendation to the entire bargaining unit via a TSA Broadcast message within forty-five (45) calendar days of the implementation. The TSA Broadcast message will include the language "As a result of a joint recommendation of the Uniform Committee under the AFGE-TSA Collective Bargaining Agreement, TSA . . ."

g. AFGE agrees to notify management, in writing, of the names of the union representatives who will serve on the uniform committee. AFGE reserves the right to change any of the union representatives at any time. AFGE will normally provide management with notice of a change in uniform committee membership within fourteen (14) calendar days before a uniform committee meeting.

h. Management agrees to notify AFGE, in writing, of the names of the management representatives who will serve on the uniform committee. Management reserves the right to change any of the management representatives at any time. Management will normally provide AFGE with notice of a change in uniform committee membership within fourteen (14) calendar days before a uniform committee meeting.

L. **PROPER USE OF UNIFORMS:**

1. Bargaining unit employees may wear their TSA uniform during the normal work commute, on breaks, during meal periods, or during time periods between split shifts. Bargaining unit employees may also wear their uniform during brief stops that are part of the normal work commute. Examples of stops that may be part of the normal work commute include, but are not limited to, dropping off and picking up children from day care or school, briefly stopping to buy a cup of coffee or have a meal, or grocery shopping.

2. The public will view a bargaining unit employee in uniform as representing TSA, even if the bargaining unit employee is off duty. Therefore, bargaining unit employees may not wear the uniform in inappropriate establishments, or participate in activities that could compromise the credibility of TSA. Examples of activities not permitted while in uniform include, but are not limited to, gambling, consuming alcoholic beverages, or participating in public events (including volunteer activities) not explicitly approved or sponsored by TSA/DHS. If bargaining unit employees have questions about a specific activity, they should discuss it with their supervisors.

3. Bargaining unit employees may wear their uniforms at solemn occasions, such as funerals or memorials, with FSD or designee approval.

M. **INCLEMENT WEATHER:** Inclement weather gear will be provided to bargaining unit employees when required to work exposed to the elements (e.g., ATLAS and VIPRs). At

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locations where inclement weather gear is pooled, such gear will be professionally cleaned prior to each issuance.

N. **TATTOOS:**

1. Tattoos (including tattoos on the upper neck and behind the ear) are permitted and may be visible, except that:

   a. Tattoos of any kind on the face and head (including partial tattoos that extend more than an inch beyond the upper neck or behind the ear) are prohibited and must be covered at all times and not visible to the general public when an officer is in uniform; and

   b. Tattoos that are indecent, commonly associated with gangs, extremist, and/or supremacist organizations, or that advocate sexual, racial, ethnic, or religious discrimination, as well as tattoos that have a negative impact on TSA's ability to carry out its mission, are prohibited on all exposed parts of the body and must be covered at all times and not visible to the general public when an officer is in uniform.

2. If a bargaining unit employee cannot cover prohibited tattoos on their arms with a plain, single-colored royal blue or black acceptable band, or sports sleeve, the officer must wear a long-sleeved shirt.

3. If a bargaining unit employee cannot cover prohibited tattoos on their legs with a plain, single-colored royal blue or black acceptable band, or sports sleeve, the officer must wear trousers or cargo pants.

4. Consistent with this Article, other approved uniform items, such as turtlenecks and dickies, may be used to cover tattoos prohibited under Section N.1 of this Article.

5. All determinations on the impermissibility of a tattoo should be made at the lowest level. The bargaining unit employee's FSD or designee will make the final management determination on any questionable tattoo exposure.

O. **PERSONAL ACCESSORIES AND GROOMING:** All determinations of professional appearance or appropriate use of personal accessories and grooming will be made at the lowest level possible and based on the reasonable person standard. A reasonable person standard is an objective determination made by someone who exercises average care, skill, and judgment in conduct. For purposes of this Article, the FSD or designee will make the management determination when there is a disagreement concerning professional appearance or appropriate use of personal accessories and grooming.

1. Eyewear: Bargaining unit employees may wear prescription glasses with any frame and lens while on duty as long as the eyewear does not detract from the professional appearance of the officer (e.g., mirrored, opaque, iridescent or fluorescent colors are not permitted). Sunglasses or darkly tinted glasses must not be worn inside the building while on duty.

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2. Personal Electronic Devices: Officers are authorized to wear personal electronic devices (PED), including cell phones, smart watches, and fitness trackers that have messaging and phone alert capabilities, in identified screening areas. PEDs may be displayed visibly, for example, worn on the belt.

   PEDs must not be used for personal purposes, except to check the time, while officers are performing screening functions or are within the screening area at any time. PEDs may only be used for personal purposes during an officer's rest or meal break in a designated area that is not co-located with the TSA screening area. PEDs must be silenced with alert features deactivated when worn by officers in TSA screening areas, including baggage pods/rooms. PEDs must also be silenced with alert features deactivated when worn by officers in areas adjacent to TSA screening areas if such features may be heard by the traveling public or may distract other bargaining unit employees in the screening area.

3. Hair and Hair Accessories: Hair and/or hairpieces, whether dyed or natural, must present a professional appearance. Only natural hair colors (e.g., blond, brown, black, natural red, gray) are permitted. While on duty, hair length can touch, but must not extend below the top of the shoulder. Hair accessories may be used to meet this requirement; however, such accessories must be concealed as much as possible and should not distract from the uniform. In addition, the use of one's own hair and/or hair pieces to meet this standard is permitted as long as the style maintains a professional look that does not distract from the uniform. If the FSD or designee determines that an officer's hair is not compliant with this section, the officer will be advised and given a reasonable opportunity to become compliant with this section. The amount of time will be determined by management based on the nature of the matter.

4. Jewelry must not detract from the professional appearance of a bargaining unit employee and/or interfere with or impede their ability to do their job. While on and off-duty (in uniform), bargaining unit employees can wear:

   a. Only stud style earrings that do not exceed ½-inch in diameter and are made of plain gold or silver tone metal, pearl, or other gemstone, and officers may not wear more than two earrings per ear; earrings may only be worn in the lobe.

   b. Non-protruding ear gauges/spacers not to exceed ½-inch that match the bargaining unit employee's skin tone.

   c. Necklaces if not visible to the public.

   d. One inconspicuous nose piercing if it is a stud that is non-protruding and matches the bargaining unit employee's skin tone.

   e. One inconspicuous tongue piercing if it is a stud that is non-protruding and matches the bargaining unit employee's tongue.

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f. Body piercings that are covered by clothing.

g. Rings or ring sets on fingers limited to no more than two per hand.

h. Medical identification bracelets/necklaces.

i. One wrist watch that does not slide up the arm and/or does not present a safety issue.

j. One U.S. military service member memorial bracelet that does not slide up the arm and/or does not present a safety issue.

5. While on duty as well as off-duty while in uniform, bargaining unit employees cannot wear:

   a. Any jewelry on or about the face, head, or mouth that is not addressed in Section O.4;
   b. Beads, chains, bracelets, and similar jewelry that are not addressed in Section O.4.

6. Bargaining unit employees must be neatly shaven or maintain neatly trimmed and well-kept facial hair no more than approximately ½ inch in length.

7. Chewing Gum and Tobacco: Officers are prohibited from chewing gum or tobacco during the performance of their duties.

8. Fingernails must not extend further than ¼ inch beyond the tip of the finger. Fingernail colors must be judged by a reasonable person standard and present a neat, clean, and professional appearance.

9. Make-up and make-up colors must present a neat, clean, and professional appearance to be judged by a reasonable person standard.

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ARTICLE 17: ATTENDANCE MANAGEMENT PROCESS

A. **PURPOSE:** This Article sets forth the attendance management process for bargaining unit employees. The Parties recognize:

1. Bargaining unit employees are expected to report to work on time and to be on duty at all times during their tour of duty except during meal breaks and when on approved leave; and

2. Leave is provided to allow bargaining unit employees an annual vacation period of extended absence for rest and recreation and to provide periods of time off for personal, emergency, and medical purposes; therefore,

3. In addition to this Article, TSA MD 1100.63-1, *Absence and Leave*, and associated Handbook, contain the leave policy and system for accruing and using leave in accordance with applicable law. In the event of a conflict, the provisions of this Article shall govern.

B. **LEAVE PROCEDURES - GENERAL:**

1. Leave requests (also referred to in this Article as "requests for leave") will be submitted to the designated management official using the TSA electronic system (if available). If the TSA electronic system is not available, then leave requests will be submitted using the TSA approved electronic version of OPM Form 71, *Request for Leave or Approved Absence*. In the event the electronic system and electronic version of OPM Form 71 are both unavailable, the paper copy of OPM Form 71 will be used. Local offices are not authorized to modify OPM Form 71.

   NOTE: For the purposes of this subsection, the TSA electronic system is considered "not available" when: (1) the TSA electronic system is out-of-service or not operational due to circumstances outside of the bargaining unit employee's control; (2) the TSA electronic system has not been deployed at that airport; or (3) the bargaining unit employee is off-duty and not on TSA-premises at the time the leave request is being submitted.

   a. The bargaining unit employee's leave request will include the day(s), type of leave requested, and number of hours. If the request is for less than a full day, it will include the specific hours (from-to).

   b. If a bargaining unit employee reports for duty for a portion of a day for which they had pre-approved leave, they will resubmit a leave request accurately reflecting the amount of leave the employee will actually take on that day for Time and Attendance purposes. This is an attendance management process to ensure an accurate accounting of the leave actually taken and does not constitute a new request for leave. Rather, it is an amendment of previously approved leave for that date.

2. Bargaining unit employees will not be denied accrued leave based solely on their leave balance. Leave will be denied only for appropriate reasons and not as a form of discipline.

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3. Generally, bargaining unit employees must notify management at least sixty (60) minutes prior to the start of the bargaining unit employee's scheduled shift to request unanticipated leave. If the bargaining unit employee's need for unanticipated leave is based on a last-minute change in circumstances (e.g., car failure on the way to work or waking up sick prior to their shift) or if the bargaining unit employee is presented with circumstances that would reasonably preclude them from contacting management, notification must be made as soon as possible. Upon return to duty, the bargaining unit employee will submit a completed leave request and documentation that might be required to substantiate the absence.

4. The minimum charge for leave categories is fifteen (15) minute increments, except military leave is charged in one (1) hour increments.

5. [Blank] The Parties did not reach agreement on this provision.

6. Management may meet with the bargaining unit employee at any time to review and/or discuss their attendance record. Bargaining unit employees may participate in this discussion. The bargaining unit employee will be given the opportunity to advise management of any reasons or extenuating circumstances concerning any attendance issues. Management and the bargaining unit employee are encouraged to discuss strategies for improving the bargaining unit employee's attendance during this discussion. The discussion may include possible change of hours or shifts which may address the attendance issues. When indicated, management will advise the bargaining unit employee of their rights under the Family and Medical Leave Act (FMLA).

C. **TYPES OF LEAVE:**

1. **ANNUAL LEAVE:**

a. The use of accrued annual leave is the right of the bargaining unit employee, subject to the right of management to approve the time at which leave may be taken.

b. Bargaining unit employees will timely receive a copy of both approved and denied requests for annual leave.

c. Bargaining unit employees may use annual leave in lieu of sick leave subject to the rules governing the use of sick leave.

d. Leave requested in accordance with this Article will be approved absent a legitimate operational need.

e. <u>Advancing Annual Leave</u>:

i. Full-time and part-time bargaining unit employees may be advanced no more than the amount of annual leave that would be accrued in the remainder of the leave year. However, advanced annual leave may not be granted to any bargaining unit

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employee if there is a likelihood that the bargaining unit employee will retire, be separated, or resign from TSA before the date the bargaining unit employee will have earned the leave. The advancement of annual leave is not an entitlement.

ii. Upon separation from TSA (e.g., retirement, resignation, or removal), bargaining unit employees must repay the balance of any remaining advanced annual leave. A bargaining unit employee may submit a written waiver request for the unpaid balance.

f. Restoration of Annual Leave:

i. Leave requested and approved before the start of the third biweekly pay period prior to the end of the leave year is eligible for restoration.

ii. If scheduled and approved annual leave is forfeited, it can be restored for bargaining unit employee use if it meets one of the criteria set below:

a) Exigencies of the public business: Annual leave that was scheduled and approved but canceled as a result of an operational exigency is eligible for restoration. In order for management to cancel leave based on an operational exigency, they must show that there was no reasonable alternative to canceling the leave and that another bargaining unit employee could not perform the work. Management must also advise the affected bargaining unit employee in writing of the operational exigency that necessitates the cancellation of leave.

b) Sickness: Absent unusual circumstances, annual leave scheduled during the last quarter of the leave year that could not be used because of a bargaining unit employee's illness or injury would be approved for restoration.

c) Administrative Error: Annual leave forfeited because of administrative error (failure to change a leave accrual rate, incorrect service computation date, etc.) will be restored in cases where the error was made by a TSA representative.

g. Requesting Restoration of Annual Leave: Bargaining unit employees who forfeit annual leave because of exigencies of the public business (*e.g.*, military duty, natural disasters, furlough, pandemics), sickness, or administrative error may request to have the leave restored following the end of the affected leave year. Leave must be forfeited before a request for restoration can be submitted. Bargaining unit employees must complete TSA Form 1185, *Annual Leave Restoration Request* when requesting restoration of annual leave.

h. Using Restored Annual Leave: Restored annual leave is maintained in a separate leave account and does not change the bargaining unit employee's annual leave ceiling (*e.g.,* 240 maximum). However, restored annual leave must be scheduled and used by the end of the leave year ending two (2) years after the leave year in which the leave was restored.

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i. Bargaining unit employees whose request for restored annual leave has been approved will have the leave timely restored following the end of the leave year.

2. **SICK LEAVE:**

a. Sick leave is a benefit that may be used by the bargaining unit employee for any of the following reasons:

i. medical, dental, or optical examination or treatment;
ii. incapacitation (the inability to perform one's duties) due to physical or mental illness, injury, pregnancy, or childbirth;
iii. to prevent exposure of a communicable disease to other employees and/or the general public;
iv. to participate in activities related to the adoption of a child; and
v. for medical-related family care and bereavement purposes.

b. In the event of an unanticipated absence, bargaining unit employees will call the designated telephone number for call-outs at their airport.

i. A bargaining unit employee who expects to be absent more than one (1) day will inform management or designee of the expected date of the return to duty.

ii. In the case of extended illness, for which the bargaining unit employee has provided medical documentation or management has confirmed the bargaining unit employee's incapacitation, daily reports will not be required.

iii. The bargaining unit employee will submit, on the first day back to duty, their leave request for the length of the absence.

c. [Blank] The Parties did not reach agreement on this provision.

d. <u>Safeguarding Medical Documentation</u>:

i. Medical documentation relating to a bargaining unit employee or a bargaining unit employee's family member must not be attached to the bargaining unit employee's time and attendance records, including OPM Form 71, *Request for Leave or Approved Absence*, or TSA approved electronic version, and must not be included in the bargaining unit employee's Official Personnel Folder (OPF), eOPF, or locally maintained bargaining unit employee files, and will be maintained in a separate file.

ii. Medical documentation shall be protected and secured at all times and not left out for access/viewing by unauthorized individuals. Such documentation is confidential information, covered by the Privacy Act, and must be stored in a locked

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cabinet. Retention and access to such information shall be in accordance with TSA MD 1100.63-1, *Absence and Leave*, and associated Handbook.

iii. Access to the medical documentation will be restricted to management officials, on a bona fide "need to know" basis.

iv. Individuals performing timekeeping functions do not have a need to know the medical reason a bargaining unit employee has requested sick leave, leave without pay (LWOP), other paid leave, or leave under FMLA. Information concerning a bargaining unit employee's or a bargaining unit employee's family member's health condition should not be kept with the payroll records or recorded in the payroll system.

e. Approving Sick Leave Requests:

i. Leave approving officials shall not deny a bargaining unit employee's use of accrued sick leave for which administratively acceptable documentation has been provided unless there is specific knowledge of that bargaining unit employee's abuse of sick leave.

ii. Unless the bargaining unit employee is on sick leave restriction or management has specific knowledge of the bargaining unit employee's abuse of sick leave, administratively acceptable documentation for the approval of sick leave (or other personal leave in-lieu of sick leave) will take one of the following three forms: self-certification, medical certification, or medical documentation.

a) Self-Certification: Documentation of Sick Leave Absences of Three (3) Consecutive Work Days (e.g., not including regular days off (RDOs), shift trades off) or Less: A bargaining unit employee's completed leave request will be used as self-certification for sick leave absences of three (3) consecutive work days (e.g., not including RDOs, shift trades off) or less, unless the bargaining unit employee is on sick leave restriction or management has specific knowledge of bargaining unit employee misuse or abuse of leave.

b) Medical Certification:

i) Documentation for Sick Leave Absences of More than Three (3) Consecutive Work Days (e.g., not including RDOs, shift trades off): For sick leave absences of more than three (3) days resulting from a bargaining unit employee's incapacitation, management may require a bargaining unit employee to submit a health care provider's certification that includes the duration of the bargaining unit employee's absence, clearly states that the bargaining unit employee was incapacitated for duty (unable to perform their duties due to the medical condition), and is signed and dated by the physician or authorized health care provider.

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ii) On a case-by-case basis, management may consider and accept the bargaining unit employee's written statement explaining the absence and self-certification as acceptable documentation of sick leave absences of more than three (3) consecutive work days (e.g., not including RDOs, shift trades off).

iii) When a medical certification is required as a result of a bargaining unit employee's incapacitation, it shall apply only to the current medical condition for which the bargaining unit employee is seeking leave.

iv) Without the bargaining unit employee's written authorization, management may not contact the bargaining unit employee's physician or healthcare provider to obtain medical information.

v) Management may contact the bargaining unit employee's physician or healthcare provider to determine the authenticity of the documentation provided by the bargaining unit employee.

c) Medical Documentation:

i) Bargaining unit employees on sick leave for thirty (30) calendar days or more as a result of their incapacitation are required to submit detailed medical documentation from the health care provider to substantiate the absence. The bargaining unit employee may be required to subsequently submit documentation every thirty (30) calendar days that identifies the bargaining unit employee's progress and expected return to work date.

ii) When detailed medical documentation is required as a result of a bargaining unit employee's incapacitation, it shall apply only to the current medical condition for which the bargaining unit employee is seeking leave. The detailed medical documentation, at a minimum, should provide the following:

(a) Date the medical condition began;

(b) Clearly state that the bargaining unit employee is/was incapacitated for duty (unable to perform their duties due to the medical condition).

(c) Provide information on how the condition affects the bargaining unit employee's ability to perform the duties of the position;

(d) Identify the expected duration of the bargaining unit employee's absence; and

(e) Have the date and signature (e.g., written, electronic, stamped) of the bargaining unit employee's personal physician or authorized health care provider.

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iii) When administratively acceptable documentation is required, it should be submitted no later than fifteen (15) calendar days after the date requested by management. If despite the bargaining unit employee's diligent, good faith efforts they are unable to provide the requested documentation, the documentation can be provided within a reasonable period of time. Generally, the documentation should be submitted no later than thirty (30) calendar days after the date requested.

f. Sick Leave Restriction:

i. The following may be indicators of a pattern of sick leave usage that may require a discussion between the bargaining unit employee and management when, over the previous six (6) months, there is repeated and frequent sick leave use for:

a) Absences when annual leave is denied; or
b) Absences on the days before or after a holiday; or
c) Absences on the days before or after a bargaining unit employee's RDO; or
d) Absences following overtime worked; or
e) Repeated absences on any one specific day.

ii. In individual cases, if there is evidence that a bargaining unit employee's leave pattern may indicate that an abuse of sick leave exists, management will meet with the bargaining unit employee to review the bargaining unit employee's attendance record. The bargaining unit employee will have the opportunity to advise management of any reasons and any extenuating circumstances that should be considered with regard to their sick leave usage. Management and the bargaining unit employee are encouraged to discuss strategies for improving the bargaining unit employee's attendance during this discussion.

iii. Absences supported by medical documentation as described in this Article may not be considered as indicators of sick leave abuse.

iv. If the bargaining unit employee's leave pattern continues, management may place the bargaining unit employee on sick leave restriction. If sick leave restriction is imposed, the bargaining unit employee will be advised in writing that detailed medical documentation (as described in section C.2.e.ii.c)ii)) may be required for each subsequent absence for which sick leave is requested.

v. Management will review the attendance record of a bargaining unit employee on leave restriction at least once every three (3) months. If the bargaining unit employee's attendance issue(s) no longer exist(s), management will lift the leave restriction. Management will provide the bargaining unit employee with notice in writing of whether or not management has lifted the leave restriction. If the bargaining unit employee does not receive notice in writing that the sick leave restriction has been extended, the sick leave restriction will expire three (3) months after the effective date of the issuance. If the bargaining unit employee's leave

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pattern within three (3) months of when the sick leave restriction is lifted indicates that an abuse of sick leave still exists, management may reinstitute the sick leave restriction without first meeting with the bargaining unit employee as would normally be required under Section C.2.f.ii.

g. Advanced Sick Leave:

i. Sick leave may be advanced to bargaining unit employees who have exhausted all of their available sick leave. The advancement of sick leave is not a bargaining unit employee entitlement.

ii. A full-time bargaining unit employee may be granted up to a maximum of thirty (30) days (240 hours) of advance sick leave for a personal illness, medical appointments, adoption purposes, or to provide care for a family member. The total amount of sick leave that may be advanced to a part-time bargaining unit employee is prorated based on their tour of duty.

iii. A bargaining unit employee may repay advanced sick leave by one of the following:

a) A charge against annual leave, provided this action is not for the purpose of avoiding a forfeiture of annual leave at the end of the annual leave year;

b) Substituting donated leave, received under the Voluntary Leave Transfer Program (VLTP), for the advance sick leave;

c) Accrual of sick leave; or

d) A monetary settlement upon separation from Federal service.

h. Substitution of Sick Leave for Annual Leave:

i. If a bargaining unit employee or family member becomes ill within a period of annual leave, the bargaining unit employee may be granted sick leave for the period of illness.

ii. When substituting sick leave for annual leave, a bargaining unit employee must request the substitution to sick leave as soon as possible, generally within one pay period, and must provide administratively acceptable documentation to substantiate the illness in accordance with C.2.e.ii.(a-c).

3. **COMPENSATORY TIME:**

a. TSA has three types of compensatory time off that may be earned and used by bargaining unit employees: compensatory time off in lieu of overtime pay; compensatory time off for travel; and compensatory time off for religious observances.

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b. Bargaining unit employees may use compensatory time for vacations, rest and relaxation, family needs, personal business, and for situations generally covered by sick leave.

c. For religious observances, when deciding whether a bargaining unit employee's request for an adjusted work schedule should be approved, management should not make any judgment about the bargaining unit employee's religious beliefs or their affiliation with a religious organization.

d. Accrued compensatory time in lieu of overtime must be used within one year (twenty-six (26) pay periods) of the date earned/accrued. At the end of the twenty-six (26) pay period time limit or when the bargaining unit employee separates from TSA, all unused compensatory time will be processed in accordance with TSA policy.

4. **COURT LEAVE:**

a. A bargaining unit employee will be authorized absence from duty without loss of pay or charge to leave for services as a juror or for service in a non-official capacity as a witness when summoned, and one of the parties is a Federal, State, or local government.

NOTE: A bargaining unit employee summoned or assigned by TSA to testify in an official capacity on behalf of the United States Government or a local government is not entitled to receive court leave for service as a witness. The bargaining unit employee is performing duties as a result of their position, and is therefore in an official duty status.

b. Even though no compensation is received for serving as a juror or witness in a Federal court, bargaining unit employees may keep expense money received for mileage, parking, or required overnight stay. Money received for serving as a juror or witness in state or local courts is indicated on the pay voucher or check as either "fees for services rendered" or "expense money." "Expense money" may be retained by the bargaining unit employee; "fees for services rendered" must be submitted to the appropriate financial office.

5. **EXCUSED ABSENCE:**

a. Management may grant an eligible bargaining unit employee an excused absence from duty without loss of pay and without charge to a bargaining unit employee's personal leave accounts as set forth in TSA policy.

b. Excused absence may be granted for the following:

i. To attend TSA job interviews.
ii. Registration and Voting.
iii. Serving as a non-partisan poll worker or non-partisan observer.

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iv. Bargaining unit employees may be granted excused absence to attend the funeral of a fellow active or retired TSA officer based on operational needs.

v. To attend conventions, conferences, and meetings of professional organizations when it is determined it will be of benefit to the bargaining unit employee and TSA. Although the employee may be granted excused absence, TSA is not obligated to pay (or reimburse the bargaining unit employee) for any cost (e.g., conference fees, travel expenses) related to the convention, conference, or meeting of a professional organization.

vi. Leave for Bone Marrow and Organ Donations.

vii. Blood Donations.

viii. Officially Sponsored Physical Fitness Programs, Fitness Centers, and Health Units.

ix. Disruptions to Operations

a) Federal Security Directors (FSDs) or designees are delegated authority to excuse bargaining unit employees from duty for a limited period of time when brief disruptions to the operations occur such as cancellation of flights due to adverse weather conditions or mechanical issues.

b) Excused absences may be granted for disruptions to operations resulting from emergencies.

c. Excused absence will be granted for the following:

i. Bargaining unit employees who are veterans will be excused from duty without loss of pay or a charge to annual leave for the time necessary, not to exceed four (4) hours in any one day, to participate as active pallbearers or honor guards in funeral ceremonies for members of the Armed Forces whose remains are returned from abroad for final interment in the United States.

ii. Absences Due to Traffic Citations - A bargaining unit employee who has been issued a citation for a traffic violation while on Government business or Government property and who is found by authorities to be not guilty or the charges are dismissed will be given excused absence to cover the time for appearing in court. This time will include reasonable travel time to court. The bargaining unit employee must present documentation of the court's findings to management to be granted excused leave.

6. **ADMINISTRATIVE LEAVE:**

a. <u>General Information</u>:

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i. Administrative leave is the placement of a bargaining unit employee in a paid non-duty status when the bargaining unit employee's continued presence in the workplace may pose a threat to the bargaining unit employee or others, result in loss of or damage to Government property, or otherwise jeopardize legitimate Government interests.

ii. [Blank] The Parties did not reach agreement on this provision.

iii. Decisions to place a bargaining unit employee on administrative leave for any length of time pending the outcome of a proposed removal, proposed indefinite suspension, official investigation, or management inquiry must be supported by appropriate documentation.

iv. While on a period of administrative leave, the bargaining unit employee's work schedule should be adjusted to a conventional schedule occurring Monday through Friday, 8:00 am to 4:30 pm.

v. During a period of administrative leave, the bargaining unit employee is responsible for requesting appropriate personal leave when absent due to personal reasons (e.g., annual leave when on vacation or attending to personal business and sick leave when ill or for medical appointments/treatments).

vi. While on a period of administrative leave, bargaining unit employees retain the responsibility to schedule and use restored leave, projected "use or lose" leave, and compensatory time off to avoid forfeiture.

7. **PARENTAL BEREAVEMENT LEAVE:**

a. The Parties understand:

i. An eligible bargaining unit employee is entitled to two workweeks (eighty (80) hours for a full-time employee and for part-time employees a prorated number of hours based on the tour of duty on the SF-50, *Notification of Personnel Action*) of paid leave available in a single twelve (12) month period because of the death or stillbirth of a bargaining unit employee's qualifying son or daughter.

ii. Parental Bereavement Leave is a stand-alone type of paid leave entitlement that is administered independently from any other type of leave, including sick leave.

b. For additional information, including eligibility requirements and procedures, see TSA Human Capital Management Policy 630-9, *Parental Bereavement Leave*.

c. During new bargaining unit employee orientation, bargaining unit employees shall be advised of Parental Bereavement Leave and related provisions.

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8. **WEATHER AND SAFETY LEAVE:**

a. The Parties understand that TSA may approve Weather and Safety Leave for an employee or groups of employees. The Parties understand Weather and Safety Leave is a type of paid leave granted to employees without loss of pay or charge to an employee's personal leave accounts when weather or other safety-related conditions prevent employees from safely traveling to or safely performing work at an approved location due to an act of nature, terrorist attack, or other applicable conditions.

b. During new bargaining unit employee orientation, bargaining unit employees shall be advised of Weather and Safety Leave and related provisions.

9. **LEAVE WITHOUT PAY:**

a. General Information:

i. Leave without pay (LWOP) is a temporary approved absence from duty in a non-pay status that may be granted at the bargaining unit employee's request. LWOP is charged in fifteen (15) minute increments. In general, a bargaining unit employee may not be placed on LWOP unless it is at the bargaining unit employee's request.

ii. As with any form of leave, periods of LWOP are requested in accordance with Section B.1 of this Article and must be recorded in the bargaining unit employee's time and attendance records.

iii. Generally, up to six (6) months of LWOP in a calendar year is creditable service for determining leave accrual rates, service computation dates, and other benefits, i.e. Federal Employee Health Benefits coverage, Federal Employee Group Life Insurance coverage, and retirement.

b. Use of LWOP:

i. LWOP may be approved for personal reasons when a bargaining unit employee has limited or no available paid leave. Generally, LWOP will not be approved for bargaining unit employees with more than eighty (80) hours of annual leave available.

ii. LWOP may be approved for educational purposes when the course of study or research supports the interest of TSA.

iii. LWOP will be approved for bargaining unit employees awaiting approval of a disability retirement claim.

iv. A bargaining unit employee receiving compensation from the Office of Workers' Compensation Programs (OWCP) will be approved for LWOP, including periods

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that exceed six (6) months. All LWOP incurred by a bargaining unit employee while receiving compensation from OWCP is creditable service.

v. Bargaining unit employees who are absent for military service will be granted LWOP for all periods of absence for military service regardless of their available annual leave balance, including periods that exceed six (6) months. All active duty military service time is creditable service for leave accrual purposes, service computation, benefits, and other job entitlements. For periods of military service over thirty (30) days, bargaining unit employees should complete TSA Form 1169, *Employees Entering Extended Military Active Duty Checklist.* Completion of this checklist allows bargaining unit employees to specify their intent regarding leave, health and life insurance, retirement, and the Thrift Savings Plan.

vi. Disabled veteran bargaining unit employees must be granted paid leave or LWOP to participate in required medical treatment related to the disability under Executive Order 5396, dated July 17, 1930. The leave must be requested in advance and be supported by documentation from a medical authority that the treatment is required.

vii. Eligible bargaining unit employees are entitled to up to a maximum of twelve (12) or twenty-six (26) administrative workweeks of LWOP in a twelve (12) month period under the FMLA for certain personal and family emergencies.

viii. Designated management officials may grant a reasonable period of LWOP (generally not to exceed five (5) days) for career transition related activities for bargaining unit employees who have received an involuntary workforce reduction separation notice. The amount of LWOP granted will be determined on a case-by-case basis taking into account workload and need to accomplish the mission.

D. **ABSENCE WITHOUT LEAVE:**

1. General Information:

a. A bargaining unit employee's time may be charged as absence without leave (AWOL) when a bargaining unit employee fails to report for duty without approval, has an unauthorized absence from the workplace during the workday, or does not give proper notification for an absence.

b. Bargaining unit employees will be informed in writing or by email of any charge(s) of AWOL prior to the completion of payroll for the pay period within which the AWOL occurred.

c. [Blank] The Parties did not reach agreement on this provision.

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2. Tardiness:

   a. A bargaining unit employee is tardy for their assigned shift when the bargaining unit employee is not at the designated time clock station or other location designated by management at the start of their shift.

   b. If the conditions or frequency of the tardiness do not warrant approval of leave, the tardiness may be charged to AWOL if the tardiness is fifteen (15) minutes or greater. Management may only charge AWOL in increments of fifteen (15) minutes. When determining whether to approve leave, not charge leave, or charge AWOL, management will consider the amount of time the bargaining unit employee is tardy, mitigating circumstances, the frequency or pattern of such occurrences, and/or the bargaining unit employee's explanation for their tardiness.

   c. Management may excuse occasional or unavoidable periods of tardiness, not in excess of thirty (30) minutes.

   d. Breakdowns and delays involving the shuttle bus or other transportation within or en route to the airport may be considered as a mitigating factor in the event such disruptions cause or contribute to a bargaining unit employee reporting late for duty.

E. **VOLUNTARY LEAVE TRANSFER PROGRAM:**

1. The VLTP allows bargaining unit employees to donate leave in one-hour increments to approved leave recipients who are absent or will be absent from duty for at least twenty-four (24) work hours without pay because of a medical emergency or natural disaster that results in a personal loss. Part-time bargaining unit employees must be absent from duty without pay for at least thirty (30) percent of the average number of hours in their biweekly tour of duty. General information about the program should be provided to bargaining unit employees during the new bargaining unit employee orientation and specific information will be timely provided when requested.

2. Donated leave, including annual leave, sick leave, and compensatory time, may be substituted retroactively for periods of LWOP or used to liquidate indebtedness for advance annual leave or sick leave incurred as a result of the approved medical emergency. The bargaining unit employee must make a written request to substitute donated leave for periods of LWOP or to use donated leave to liquidate indebtedness for advance leave.

3. The HR specialist/liaison will submit written notification to the VLTP HR Services provider when donated leave is used for past periods of LWOP or to liquidate advance leave indebtedness.

4. The maximum amount of annual leave to be donated is no more than one-half of the annual leave earned during the current leave year. However, bargaining unit employees who have use or lose leave may donate up to 100% of use or lose leave.

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5. VLTP Working Group: Within ninety (90) days of the effective date of this CBA, TSA and AFGE will establish a Working Group to advise on improvements to the VLTP as outlined below:

   a. The Working Group will be made up of at least one (1) management representative and up to three (3) Union representatives to develop joint recommendations to be considered for implementation. Subject matter experts, including technical experts, may also attend.

   b. The Working Group will meet virtually for one (1) day, twice per year, with the dates agreed upon by TSA Director Labor Relations or designee and the AFGE Council 100 President or designee.

   c. The Working Group may agree to additional meetings that will be held virtually.

   Joint recommendations will be forwarded to the appropriate Assistant Administrator(s) for implementation. Within sixty (60) calendar days of receiving the joint recommendation, the appropriate Assistant Administrator(s) will reply to the Working Group indicating acceptance or denial of the joint recommendation or to request additional information regarding the joint recommendation. If accepted, the joint recommendation will be implemented at the appropriate Assistant Administrator's direction. If the joint recommendation is denied, management will specify in writing, at the time denial is communicated, why management will not implement the joint recommendation and will refer it to the Working Group for further deliberations.

   d. Joint recommendations of the Working Group that are approved by the appropriate Assistant Administrator(s) will be implemented consistent with that approval and may not be subject to impact and implementation bargaining at the national level.

F. **BREAKS:**

1. A minimum thirty (30) minute unpaid meal break shall be scheduled for any bargaining unit employee who works a daily tour of duty of at least eight (8) hours. The Parties understand it is the responsibility of management to schedule the bargaining unit employee's break, taking into consideration any request of the employee. If management shortens a bargaining unit employee's meal break, the employee will be afforded a new, full meal break prior to the end of their shift. Bargaining unit employees may not skip a meal break in order to reduce the work schedule or to extend the workday to receive additional compensation. In addition, bargaining unit employees generally are not authorized to take meal breaks during the first two hours or last two hours of a shift unless requested by the bargaining unit employee.

2. A meal break may be granted at the bargaining unit employee's request if the bargaining unit employee is scheduled to work five (5) or more hours, but less than eight (8) hours.

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3. A meal break is usually not provided if a bargaining unit employee is scheduled to work fewer than five (5) hours a day or if a bargaining unit employee works a split shift as the break between shifts can be used for such purposes. However, at the request of the bargaining unit employee, management has the discretion to grant a meal break.

4. The length of the meal break extends a bargaining unit employee's workday by an equivalent amount of time.

5. Extended meal breaks, but no more than one hundred twenty (120) minutes, may be authorized only for bargaining unit employees working a flexible work schedule (FWS), and only when the extended workday (i.e., the total number of hours, scheduled tour, and meal break) can be accommodated effectively within organizational needs.

6. [Blank] The Parties did not reach agreement on this provision.

7. For full-time bargaining unit employees, the meal break the bargaining unit employee receives as part of the schedule they bid for will not be extended by management without the bargaining unit employee's consent.

8. Rest breaks may not be given in the first or last hour of a bargaining unit employee's shift unless it is at the request of the bargaining unit employee.

G. **HOLIDAYS:** The Parties understand that the TSA benefits package includes eleven (11) Federal holidays (New Year's Day, Birthday of Martin Luther King, Jr., Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day) each calendar year.

Note: Because this CBA refers to holidays by the names designated in the law, President's Day is listed as Washington's Birthday and Indigenous Peoples' Day is listed as Columbus Day.

H. **TIME CLOCK STATIONS:**

1. The time clock is the designated clock station that the bargaining unit employee must use to clock in and out at the start and end of their shifts.

2. Management will install a sufficient number of time clocks located in close proximity to where bargaining unit employees must report for pre-shift briefing. A bargaining unit employee will be afforded sufficient time to arrive at the time clock coinciding with the end of their shift.

3. Management generally will inform bargaining unit employees in writing which time clock station they must use to clock in and clock out ("designated time clock station").

4. Bargaining unit employees may clock in and/or clock out at time clock stations other than their designated time clock stations with prior authorization from management. In the event that the designated time clock station is inoperable or unavailable, and the bargaining unit

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employee is present at the designated time clock station or other designated station at the start of their shift, they will not be considered tardy.

5. Bargaining unit employees may not engage in any work before or after their scheduled shifts without prior management approval. Management may not allow bargaining unit employees to work before or after their scheduled shifts without granting approval for the additional work time. Bargaining unit employees must be paid for pre- or post-operational activities.

6. Except as set forth in Section H.1, bargaining unit employees will not be required to clock in and/or clock out for official time or lunch.

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ARTICLE 18: LEAVE UNDER THE FAMILY AND MEDICAL LEAVE ACT

A. **PURPOSE:** The Parties recognize bargaining unit employees' rights under the Family and Medical Leave Act (FMLA) which provides eligible employees with leave for qualifying family and medical reasons.

B. In addition to this Article, TSA MD 1100.63-1, *Absence and Leave*, and associated Handbook, as well as TSA MD 1100.63-9, *Paid Parental Leave*, contain the policy and procedures concerning FMLA and Paid Parental Leave (PPL). In the event of a conflict, the provisions of this Article shall govern.

C. **FAMILY AND MEDICAL LEAVE ACT:**

1. General Information: The Parties understand that TSA applies Title II of the FMLA for bargaining unit employees.

2. Leave Entitlement:

   a. Twelve (12) week entitlement during a twelve (12) month period for basic FMLA leave is available for one or more of the following reasons:

      i. The birth of a son or daughter of the bargaining unit employee and the care of that child;

      ii. The placement of a child with the bargaining unit employee for adoption or foster care;

      iii. The care of a spouse, son, daughter, or parent of the bargaining unit employee who has a serious health condition; or

      iv. A serious health condition of the bargaining unit employee that makes the bargaining unit employee unable to perform any one or more of the essential functions of the bargaining unit employee's position.

   b. Twelve (12) week entitlement for a qualifying exigency arising out of the fact that the bargaining unit employee's spouse, son, daughter, or parent is on active duty or has been notified of an impending call or order to active duty in the Armed Forces in support of a contingency operation.

   c. Twenty-six (26) week entitlement during a twelve (12) month period for FMLA leave to care for a covered service member with a serious injury or illness, if the bargaining unit employee is the spouse, son, daughter, parent, or next of kin of a covered service member.

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3. Bargaining Unit Employee Eligibility:

   a. Under the provisions of Title II FMLA, bargaining unit employees are eligible for up to twelve (12) or twenty-six (26) administrative weeks of Leave Without Pay (LWOP) in a twelve (12) month period for certain family and medical needs.

   b. To be eligible for leave under Title II FMLA, a bargaining unit employee must earn sick and annual leave and must have worked for the TSA or the Federal government in a civilian capacity for at least twelve (12) months. It is not necessary for the twelve (12) months to be recent or consecutive, nor is there a requirement to work a specific number of hours to attain eligibility.

4. TSA Notification Requirements:

   a. TSA shall inform bargaining unit employees of their entitlement to LWOP under FMLA. At a minimum, organizations should post the FMLA fact sheet in areas accessible to bargaining unit employees. In addition, when bargaining unit employees contact a supervisor or other management official concerning entitlements to leave under FMLA, a memorandum or other written methods should be used to inform bargaining unit employees of their entitlement.

   b. Management or designee should also post the Department of Labor (DOL) publication, WHD Publication 1420, "*Your Employee Rights Under the Family and Medical Leave Act*." This publication is available on the DOL web site.

   c. When a bargaining unit employee is going to be absent for an extended period of time, management has an obligation to inform the bargaining unit employee of their eligibility for LWOP under FMLA.

   d. During new bargaining unit employee orientation, bargaining unit employees shall be advised of FMLA and related provisions.

5. Bargaining Unit Employee Responsibilities Under FMLA:

   a. Bargaining unit employees must invoke their entitlement to leave under FMLA. A bargaining unit employee may not be placed on LWOP under FMLA without the verbal, written, or explicitly implied consent of the bargaining unit employee.

   b. Bargaining unit employees must give at least thirty (30) calendar days' notice if the need for leave is foreseeable. If the bargaining unit employee fails to give thirty (30) calendar days' notice with no reasonable excuse or explanation, management may delay the approval of family and medical leave under FMLA until thirty (30) calendar days after the date notice was provided. If the need for leave is unforeseeable and the bargaining unit employee is unable to provide advance notice due to circumstances out of their control, the leave will not be delayed or denied.

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c. Upon request by TSA, bargaining unit employees must provide written medical documentation of the serious health condition that is the basis for the FMLA request.

d. Bargaining unit employees may not invoke their entitlement to FMLA retroactively. However, if a bargaining unit employee or their personal representative are physically or mentally incapable of invoking the bargaining unit employee's entitlement to FMLA during the entire period in which the bargaining unit employee is absent from work for an FMLA-qualifying purpose, the bargaining unit employee may retroactively invoke their entitlement to FMLA within two workdays after returning to work.

e. Bargaining unit employees requesting FMLA leave are responsible for following established leave requesting procedures, including procedures for requesting unscheduled leave.

f. Subject to the patient's medical needs as determined by the attending health care provider, bargaining unit employees must make a reasonable effort to schedule foreseeable planned medical treatment so as not to unduly disrupt the operations of the airport.

g. While in an LWOP status under FMLA, bargaining unit employees may elect to maintain their Federal Employee Health Benefits (FEHB) coverage by making direct payments to TSA for their portion of the FEHB or incurring a debt that will be liquidated by automatic payroll deductions upon return to duty.

h. Bargaining unit employees on LWOP over thirty (30) calendar days should complete the appropriate documentation to ensure benefits are maintained.

i. Bargaining unit employees are responsible for notifying management of their intent to substitute applicable paid leave for LWOP under FMLA. Bargaining unit employees may not retroactively substitute paid leave for LWOP used under FMLA. An exception may be made for bargaining unit employees awaiting donations via the Voluntary Leave Transfer Program (VLTP).

6. Serious Health Condition: A serious health condition means an illness, injury, impairment, or physical or mental condition which requires either:

a. Inpatient care in a hospital, hospice, or residential medical care facility, including the period of incapacity or subsequent treatment in connection with the inpatient care; or

b. Continuing treatment by a health care provider that includes, but is not limited to, examinations to determine if there is a serious health condition and evaluations of such conditions if the examinations or evaluations determine that a serious health condition exists.

c. Continuing treatment by a health care provider may include one or more of the following:

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i. A period of incapacity of more than three (3) consecutive calendar days including any subsequent treatment or period of incapacity relating to the same condition, that also involves:

a) Treatment two (2) or more times by a health care provider, by a health care provider under direct supervision of the affected individual's health care provider, or by a provider of health care services under the orders of, or on referral by a health care provider; or

b) Treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider.

ii. Any period of incapacity due to pregnancy, or for prenatal care, even if the affected individual does not receive active treatment from a health care provider during the period of incapacity or the period of incapacity does not last more than three (3) consecutive calendar days.

iii. Any period of incapacity or treatment for such incapacity due to a chronic serious health condition that:

a) Requires periodic visits for treatment by a health care provider or by a health care provider under the direct supervision of the affected individual's health care provider.

b) Continues over an extended period of time (including recurring episodes of a single underlying condition); and

c) May cause episodic rather than a continuing period of incapacity. The condition is covered even if the affected individual does not receive active treatment from a health care provider during the period of incapacity or the period of incapacity does not last more than three (3) consecutive days.

iv. A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The affected individual must be under the continuing supervision of, but need not be receiving active treatment by a healthcare provider.

v. Any period of absence to receive multiple treatments (including any period of recovery) by a health care provider or by a provider of health care services under orders of, or on referral by a health care provider, either for restorative surgery after an accident or other injury or for a condition that would likely result in a period of incapacity of more than three (3) consecutive calendar days in the absence of medical intervention or treatment.

7. Safeguarding Medical Documentation: Access to the medical documentation will be restricted to management officials on a bona fide "need to know" basis.

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8. Approving a Request for Leave Under FMLA:

   a. When a bargaining unit employee requests leave under FMLA, management must determine whether the bargaining unit employee is eligible. If the request is to care for a family member, the bargaining unit employee and the family member must be eligible.

   b. Management cannot require a bargaining unit employee to use all available appropriate paid leave before approving a request for LWOP under FMLA.

   c. When limited or no medical documentation is provided, management must provisionally approve the request for leave under FMLA and request medical documentation concerning the serious health condition that will allow management to make an informed decision on the request. The provisional approval and request for medical documentation should be written.

   d. A bargaining unit employee must provide the written medical certification as described in TSA MD 1100.63-1, *Absence and Leave*, and associated Handbook, signed by the health care provider, no later than fifteen (15) calendar days after the date TSA requests such medical certification. If it is not practicable under the particular circumstance to provide the requested medical certification no later than fifteen (15) calendar days after the date requested despite the bargaining unit employee's diligent and good faith efforts, the bargaining unit employee must provide the medical certification within a reasonable period of time under the circumstances involved, but no later than thirty (30) calendar days after the date that TSA requests such medical certification. If the bargaining unit employee is unable to provide the medical certification, the FMLA request may be disapproved.

   e. Bargaining unit employees may submit medical documentation directly to their designated Human Resources representative.

   f. The appropriate management official shall provide bargaining unit employees with written notification of FMLA leave request approvals and denials. Any denial must include the reason for denying the request.

D. **PAID PARENTAL LEAVE:**

1. The Parties understand that an eligible bargaining unit employee with a qualifying birth or placement of a child with the bargaining unit employee for adoption or foster care is entitled to up to twelve (12) administrative workweeks of Paid Parental Leave (480 hours for a full-time employee and for part-time employees a prorated number of hours based on the tour of duty on the SF-50, *Notification of Personnel Action*).

2. Paid Parental Leave is substituted for unpaid FMLA leave and is used when a bargaining unit employee is acting in a parental role and engaged in activities directly

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related to the care of the newly born or placed son or daughter of the bargaining unit employee. Paid Parental Leave is not available for a surrogate or for an employee who has placed the child for adoption.

3. Managers and supervisors will not require employees to use annual leave, sick leave, or other forms of paid leave before requesting to substitute Paid Parental Leave for unpaid FMLA leave.

4. For additional information, including eligibility requirements and procedures, see TSA Management Directive 1100.63-9, *Paid Parental Leave*.

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ARTICLE 19: SHIFT BID PROCESS

A. **PURPOSE:** In the interest of providing opportunities for bargaining unit employees to bid shifts to ensure efficient operational coverage to meet mission requirements, this Article contains the provisions of the shift bid process.

B. **DEFINITIONS:**

1. Service Computation Date (SCD): The date, either actual or constructed by crediting service, used to determine annual leave, that is based on how long the bargaining unit employee has been in the Federal service. For a bargaining unit employee with no prior creditable civilian or military service, the SCD is the effective date of the bargaining unit employee's first Federal civilian appointment.

2. Shift Bid Line: Designation of the shift, as determined solely by management, which may include certification requirements, type of bargaining unit employee (full-time/part-time), location, start time, end time, regular days off (RDOs), and gender.

3. Entry on Duty Date (EOD): For the purposes of this Article, the date a bargaining unit employee began employment with TSA (in a position within the bargaining unit) as reflected by the effective date on the bargaining unit employee's Notification of Personnel Action, Standard Form 50 (SF-50).

C. **RESPONSIBILITIES:**

1. Management is responsible for providing bargaining unit employees with information about the shift bid process at their respective airports or TSA facilities. Management will provide information about the shift bid process to bargaining unit employees during the new hire orientation and when transferring into their airports.

2. Management is responsible for developing, maintaining, and monitoring the shift bid process.

   a. At CAT X, CAT I, CAT II (Hub) and CAT III (Hub) airports, management will organize a scheduling committee made up of management representatives and bargaining unit employees jointly selected by the AFGE local president or designee and TSA management to review bid proposals in advance of posting the final version of the shift bid. This will be the same scheduling committee that is referenced in Article 20: *Annual Leave Bid Process*. Management will consider the committee's recommendations.

   b. At CAT II (non-hub), CAT III (non-hub) and CAT IV airports, management may organize a scheduling committee made up of management representatives and bargaining unit employees jointly selected by the AFGE local president or designee and TSA management to review bid proposals in advance of posting the final version of the shift bid. If a scheduling committee is organized under this section, it will be the

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same scheduling committee referenced in Article 20: *Annual Leave Bid Process*. Management will consider the committee's recommendations.

c. At CAT X, CAT I, CAT II (Hub) and CAT III (Hub) airports, one (1) local AFGE representative at a time as designated by the AFGE local president or designee will be present and assist with the shift bid.

3. Bargaining unit employees are responsible for knowing and adhering to the shift bid process in place at their respective airports or TSA facilities. If a bargaining unit employee transfers to another airport or TSA facility, it is the bargaining unit employee's responsibility to become familiar with and adhere to the shift bid process in place at the new airport or TSA facility.

D. **SHIFT BID PROCESS:**

1. At a minimum, management will conduct one (1) airport-wide shift bid for all bargaining unit employees on an annual basis.

2. At airports where management conducts only one (1) airport-wide shift bid in a year, management must follow the process in Section D.4 when filling vacant shift bid lines.

3. At airports where management conducts more than one (1) airport-wide shift bid in a year, management is not required to follow the process in Section D.4 when filling vacant shift bid lines.

4. When filling a vacant shift bid line outside of the airport-wide shift bid process, management will post that vacant shift bid line within fourteen (14) calendar days after determining to fill the vacant shift bid line. All bargaining unit employees will be given the opportunity to bid on that shift bid line. Selection of eligible bargaining unit employees will be made in accordance with Section D.15.g. The shift bid line vacated by the selected bargaining unit employee may also be filled in this manner. Any subsequent vacated shift bid lines will be filled at the discretion of management.

5. Management retains the discretion to conduct shift bids more frequently based on operational needs. When management determines that operational needs require an additional bid (e.g., due to a change in airline schedule), the additional bids may be restricted to specific work location(s) (e.g., checkpoint, specific baggage screening area).

   a. At Category X and I airports, management will conduct an additional bid when there is an operational need to adjust the start and end times of awarded shift bid hours by more than sixty (60) minutes (e.g., a 1400 to 2230 shift is adjusted to 1230 to 2100). For shift adjustments between thirty (30) minutes and sixty (60) minutes, bargaining unit employees will receive notice one (1) pay period in advance.

   b. At Category II, III, and IV airports, management will conduct an additional bid when there is an operational need to adjust the start and end times of the awarded shift bid

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hours by more than 120 minutes (e.g., a 1400 to 2230 shift is adjusted to 1100 to 1930). For shift adjustments between thirty (30) and 120 minutes, bargaining unit employees will receive notice one (1) pay period in advance.

c. At all airports, prior to the effective date of an additional bid required under this section, management may seek volunteers for shift adjustments in seniority order and, if there are not enough volunteers, temporarily adjust shifts of bargaining unit employees using inverse seniority order.

6. Management at each airport will conduct a separate shift bid for each workgroup, (*e.g.*, Transportation Security Officers (TSOs), Lead Transportation Security Officers (LTSOs), Equipment Maintenance Technicians (EMTs), Expert Transportation Security Officers (ETSOs) and Security Training Instructors (STIs)).

7. Trial period bargaining unit employees may be restricted from choosing a shift for one hundred eighty (180) days from their date of hire. Exceptions to this one hundred eighty (180) day restriction will be approved locally by the Federal Security Director (FSD) or designee. When management establishes new bid lines for new, fully certified officers, the lines will be offered airport-wide consistent with Section D.4 of this Article. Vacant lines remaining will then be made available to the new officers.

8. Assignment to an Advanced Threat Local Allocation Strategy (ATLAS) team, or any functionally similar team under a different name, may be accomplished through the shift bid process.

9. [Blank] The Parties did not reach agreement on this provision.

10. The Parties understand that assignment to a particular location does not restrict management from moving a bargaining unit employee to another location based on operational needs. Bargaining unit employees may be moved to different terminals, checkpoints, baggage locations, or other work areas based on daily operational needs.

11. An airport-wide shift bid will be applied to all work locations at an airport.

12. A shift bid notification for an airport-wide shift bid will be posted electronically and on official bulletin boards for a minimum of fourteen (14) calendar days in advance of an airport-wide shift bid. This notification will include the dates when an airport-wide shift bid will be conducted and the date of implementation.

13. Management will post airport-wide shift bid lines and the seniority list a minimum of fourteen (14) calendar days prior to the first day of an airport-wide shift bid. If management makes any changes to the airport-wide shift bid lines, the airport-wide shift bid lines will be re-posted for a minimum of seven (7) calendar days. Management at each airport will designate a location for posting and will make reasonable efforts to distribute the document electronically. Complete listings of bargaining unit employees and shift bids are Sensitive Security Information (SSI) and will be restricted appropriately.

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14. During a shift bid, management will update and post all awarded and open bid lines on a daily basis, at the close of the bidding day, in a way that will be accessible to all bargaining unit employees (including those on leave or otherwise away from the airport), absent extenuating circumstances, and post the bid results at the end of the completed shift bid. Complete listings of bargaining unit employees and shift bids are SSI and will be restricted appropriately.

15. Bidding and Awarding Bids:

    a. Management will develop options for conducting an airport-wide shift bid such as walk-up appointments, electronic bids, phone in bids, electronic bid submissions, and proxy bidding. Management will notify and consult upon request with the designated union representative for their airport on the method(s) being used to conduct the bid prior to posting an airport-wide shift bid notification described in Section D.12.

    b. Where an airport does not provide an alternative to in-person bidding (e.g. an electronic process, telephonic selection, or proxy) and the bargaining unit employee's only option is to bid in person at a time outside their duty hours, the Parties understand the bargaining unit employee will receive compensation for call back work for returning to bid in person.

    c. Bargaining unit employees will use the AFGE and TSA established national protocol for conducting a shift bid by proxy by using TSA Form 1167, *Shift Bid Proxy* or electronic version.

    d. Bargaining unit employees who fail to bid will have their seniority protected by being assigned an available shift closest to the shift he/she held in the prior bid. In such cases, shifts will be assigned in the following order of priority: (1) AM or PM shift; (2) RDOs; (3) Screening Location; (4) Start time.

    e. [Blank] The Parties did not reach agreement on this provision.

        i. [Blank] The Parties did not reach agreement on this provision.

        ii. [Blank] The Parties did not reach agreement on this provision.

        iii. [Blank] The Parties did not reach agreement on this provision.

    f. [Blank] The Parties did not reach agreement on this provision.

    g. Shift preferences will be awarded by EOD. If bargaining unit employees have identical EODs, the following tiebreakers will be used:

        i. The bargaining unit employee's SCD as reflected on their SF-50 will be used as the first tiebreaker.

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ii. Any ties remaining after the application of the above process will be resolved by a randomizer, such as www.random.org.

16. Personal Needs Requests: FSDs or their designee have the discretion to allow bargaining unit employees to work specific shifts based on documented personal needs. Regardless of the nature of the personal need, there is no entitlement to a specific shift. Management will notify the designated AFGE local President or designee when such exceptions are made, while protecting the bargaining unit employees' personal information. Personal needs request approvals are generally intended to be temporary in nature.

17. Effective Date of Bid:

a. For Category X and I airports, the effective date of an airport-wide shift bid implementation will be no less than twenty-eight (28) calendar days from the date that the final shift bid results are posted.

For Category II, III and IV airports, the effective date of an airport-wide shift bid implementation will be no less than twenty-one (21) calendar days from the date that the final shift bid results are posted.

b. Upon request of the Union, the AFGE local president or designee and management's representative(s) will consult at the local level on the implementation date and holding additional airport-wide shift bids.

c. Bargaining Unit Data: Upon completion of an airport-wide shift bid, management will provide to the AFGE Local Union President or designee a copy of the airport-wide shift bid results and the corresponding seniority list.

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ARTICLE 20: ANNUAL LEAVE BID PROCESS

A. **PURPOSE:** In the interest of providing opportunities for bargaining unit employees to schedule annual leave and to ensure efficient operational coverage to meet mission requirements, this Article contains the provisions of the annual leave bid process.

B. **DEFINITIONS:**

1. Annual Leave Bid Line: A seven (7) calendar day period of time starting with Sunday and ending on the following Saturday.

2. Service Computation Date (SCD): The date, either actual or constructed by crediting service, used to determine annual leave, that is based on how long the bargaining unit employee has been in the Federal service. For a bargaining unit employee with no prior creditable civilian or military service, the SCD is the effective date of the bargaining unit employee's first Federal civilian appointment.

3. Entry on Duty Date (EOD): For the purposes of this Article, the date a bargaining unit employee began employment with TSA (in a position within the bargaining unit) as reflected by the effective date on the bargaining unit employee's *Notification of Personnel Action*, Standard Form 50 (SF-50).

4. Day at a Time Leave Slot: A one (1) calendar day period of time that is selected during the annual leave bid.

5. First-Come-First-Served Leave Slot: A one (1) calendar day period of time that is selected after the annual leave bid concludes.

C. **RESPONSIBILITIES:**

1. Management is responsible for providing bargaining unit employees with information about the annual leave bid process at their respective airports or TSA facilities. Management will provide information about the annual leave bid process to bargaining unit employees during the new hire orientation and when transferring into their airports.

2. Management is responsible for developing, maintaining, and monitoring the annual leave bid process.

   a. At CAT X, CAT I, CAT II (Hub) and CAT III (Hub) airports, management will organize a scheduling committee made up of management representatives and bargaining unit employees jointly selected by the AFGE local president or designee and TSA management to review bid proposals in advance of posting the final version of the annual leave bid. This will be the same scheduling committee that is referenced in Article 19: *Shift Bid Process*. Management will consider the committee's recommendations.

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b. At CAT II (non-hub), CAT III (non-hub) and CAT IV airports, management may organize a scheduling committee made up of management representatives and bargaining unit employees jointly selected by the AFGE local president or designee and TSA management to review bid proposals in advance of posting the final version of the annual leave bid. If a scheduling committee is organized under this subsection, it will be the same scheduling committee that is referenced in Article 19: *Shift Bid Process*. Management will consider the committee's recommendations.

c. At CAT X, CAT I, CAT II (Hub) and CAT III (Hub) airports, one (1) local AFGE representative at a time as designated by the AFGE local president or designee will be present and assist with the annual leave bid.

3. Bargaining unit employees are responsible for knowing and adhering to the annual leave bid process in place at their respective airports or TSA facilities. If a bargaining unit employee transfers to another airport or TSA facility, it is the bargaining unit employee's responsibility to become familiar with and adhere to the annual leave bid process in place at the new airport or TSA facility.

D. **ANNUAL LEAVE BID PROCESS:**

1. Management at each airport will conduct an annual leave bid once per year ("the annual leave bid"). The annual leave bid will be offered prior to the beginning of the leave year. At the conclusion of the annual leave bid, annual leave requests will be reviewed and approved on a first come basis. Management may maintain a standby list of up to five (5) bargaining unit employee names for each leave date.

2. TSA is responsible for the calculation of the one hundred (100) percent allocation of anticipated annual leave accrual at each airport. Should TSA revise its formula for the calculation, management at TSA Headquarters will provide a copy of the process to the President of AFGE Council 100. TSA management at the airport will provide a copy of the process to the AFGE Local President or designee.

3. Management will announce the dates the annual leave bid will be conducted at least thirty (30) days in advance. Management will post the annual leave bid (i.e., the annual leave bid lines and the day at a time leave slots) and the seniority list for bargaining unit employees to review a minimum of ten (10) calendar days prior to the first day of the annual leave bid. Management at each airport will designate a location for posting and make reasonable efforts to distribute the document electronically. Complete listings of bargaining unit employees are Sensitive Security Information (SSI) and will be restricted appropriately.

4. A minimum of ten (10) calendar days prior to the first day of the annual leave bid, management will provide to the AFGE Local President or their designee its calculation of the one hundred (100) percent allocation of anticipated annual leave accrual for all bargaining unit employees at each airport. Management will use the formula in Section D.2 for the calculation.

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5. Bidding and Awarding Bids:

   a. Management will develop options for conducting the annual leave bid such as walk-up appointments, electronic bids, phone in bids, electronic bid submissions, and proxy bidding. Management will notify and consult upon request with the AFGE local president or designee for their airport on the method(s) being used to conduct the annual leave bid prior to announcing the dates of the annual leave bid as described in Section D.3.

   b. Where an airport does not provide an alternative to in-person bidding (e.g. an electronic process, telephonic selection, or proxy) and the bargaining unit employee's only option is to bid in person at a time outside their normal duty hours, the Parties understand the bargaining unit employee will receive compensation for call back work for returning to bid in person.

   c. Bargaining unit employees will use the AFGE and TSA established national protocol for conducting annual leave bid by proxy by using TSA Form 1167-1 or electronic version.

6. Management will either: (1) conduct an annual leave bid for all workgroups; or (2) conduct a separate annual leave bid for each workgroup (*e.g.*, Transportation Security Officers (TSOs), Lead Transportation Security Officers (LTSOs), Expert Transportation Security Officers (ETSOs), Equipment Maintenance Technicians (EMTs), and Security Training Instructors (STIs)).

7. During the annual leave bid:

   a. Bargaining unit employees will be able to select annual leave bid lines and day at a time leave slots as set forth in this Article.

   b. [Blank] The Parties did not reach agreement on this provision.

   c. One hundred (100) percent of the anticipated annual leave accrual will be available for bargaining unit employees to bid during the annual leave bid as set forth in Section D.7.d and D.7.e below. Nothing in this section prevents management from making more than one hundred (100) percent of the anticipated annual leave accrual available.

   d. At CAT X, CAT I, and CAT II airports:

      i. Eighty (80) percent of the anticipated annual leave accrual will be available in annual leave bid lines. Annual leave bid lines may be limited as set forth in Section D.6 and will be awarded by seniority (as defined in Section D.10).

      ii. Twenty (20) percent of the anticipated annual leave accrual will be available in day at a time leave slots. Day at a time leave slots may be limited as set forth in Section D.6 and will be awarded by seniority (as defined in Section D.10).

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e. At CAT III and CAT IV airports: The annual leave bid will be conducted in two stages.

i. Stage 1: One hundred (100) percent of the anticipated annual leave accrual will be available in annual leave bid lines. Annual leave bid lines may be limited as set forth in Section D.6 and will be awarded by seniority (as defined in Section D.10).

ii. Stage 2: All annual leave bid lines remaining at the end of Stage 1 will be converted to day at a time leave slots. Day at a time annual leave slots may be limited as set forth in Section D.6 and will be awarded by seniority (as defined in Section D.10).

8. Based on their annual leave accrual rates as of the first day of pay period one (1) of the leave year, bargaining unit employees may select annual leave bid lines as follows:

a. Bargaining unit employees who accrue eight (8) hours of annual leave per pay period will be able to bid up to four (4) annual leave bid lines during the annual leave bid.

b. Bargaining unit employees who accrue six (6) hours of annual leave per pay period will be able to bid up to three (3) annual leave bid lines during the annual leave bid.

c. Bargaining unit employees who accrue four (4) hours or less of annual leave per pay period will be able to bid up to two (2) annual leave bid lines during the annual leave bid.

9. Based on their annual leave accrual rates as of the first day of pay period 1 of the leave year, bargaining unit employees may select day at a time leave slots as follows:

a. Bargaining unit employees who accrue eight (8) hours of annual leave per pay period will be able to bid up to six (6) day at a time leave slots during the annual leave bid.

b. Bargaining unit employees who accrue six (6) hours of annual leave per pay period will be able to bid up to five (5) day at a time leave slots during the annual leave bid.

c. Bargaining unit employees who accrue four (4) hours or less of annual leave per pay period will be able to bid up to three (3) day at a time leave slots during the annual leave bid.

10. During the annual leave bid, annual leave bid lines and day at a time leave slots will be approved in order of Entry on Duty (EOD). If bargaining unit employees have identical EODs, the following tiebreakers will be used:

a. The Service Computation Date (SCD) will be used as the first tiebreaker.

b. Any ties remaining after the application of the above will be resolved by a randomizer, such as www.random.org.

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11. [Blank] The Parties did not reach agreement on this provision.

12. First-Come-First-Served Annual Leave: After the annual leave bid concludes, any annual leave bid lines and day at a time leave slots not selected will be made available on a first-come-first-served basis as set forth below:

    a. [Blank] The Parties did not reach agreement on this provision.

    b. After management completes Section D.12.a, the FSD or designee and the AFGE Local President or designee will meet, review, and discuss the annual leave calendar. The AFGE Local President or designee will be provided a copy of the annual leave calendar. If management makes any subsequent changes to the annual leave calendar, the FSD or designee will provide a copy of the updated annual leave calendar to the AFGE Local President or designee fourteen (14) calendar days prior to implementation. Upon request of the AFGE Local President or designee, the FSD or designee will meet, review, and discuss the updated annual leave calendar.

    c. [Blank] The Parties did not reach agreement on this provision.

13. [Blank] The Parties did not reach agreement on this provision.

14. [Blank] The Parties did not reach agreement on this provision.

15. Upon taking approved leave, bargaining unit employees may use accrued annual leave, accrued compensatory time, administrative leave (coded in the TSA electronic system as "other paid leave"), or a combination thereof, to cover the absence.

    It is the bargaining unit employee's responsibility to bid and schedule use-or-lose leave to avoid forfeiture.

16. Annual Leave Calendar:

    a. The annual leave calendar will coincide with the Federal Government Executive Branch leave calendar established by the Office of Personnel Management.

    b. At all airports, management will maintain electronic annual leave calendars (i.e., calendars that show only annual leave) and at a minimum, make them available on the local airport's intranet. The local airport's intranet is accessible to all bargaining unit employees at that airport.

    c. The annual leave calendar will show annual leave bid lines (selected during the annual leave bid), day at a time leave slots (selected during the annual leave bid), and annual leave awarded on a first-come-first-served basis. The annual leave calendar will not include unscheduled annual leave.

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d. The annual leave calendar will show all available and unavailable dates, the number of available annual leave slots, and the name of the bargaining unit employee(s) using annual leave on each calendar day.

e. [Blank] The Parties did not reach agreement on this provision.

17. Cancellation of scheduled annual leave: Bargaining unit employees are encouraged to cancel scheduled annual leave no later than fourteen (14) calendar days prior to the start of the scheduled leave or as soon as possible.

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ARTICLE 21: SHIFT AND SCHEDULE TRADES

A. **PURPOSE:** To apply a standardized shift trade and schedule trade process across all facilities to assure fairness and flexibility for certified bargaining unit employees to balance work-life interests and maintain efficiency in carrying out the TSA's mission.

B. **DEFINITIONS:**

1. Certification Requirements: Specific requirements associated with a position, as determined by management, that a bargaining unit employee must possess in order to be assigned to the position. Certification requirements may include basic certifications (*e.g.,* baggage, passenger, dual) and equipment-specific certifications.

2. Schedule Trade: A type of trade that results in the voluntary, documented exchange of work schedules by two bargaining unit employees who share certification requirements and share full-time or part-time status.

3. Shift Trade: The voluntary, documented exchange of scheduled work hours between no more than three (3) bargaining unit employees for a minimum of one (1) hour. This may include trades for a partial shift or a full shift.

4. One-Way Shift Trade: A type of shift trade that results in the voluntary reduction of hours (shift trade-off) that is not balanced by additional work hours (shift trade-worked). The result of a one-way shift trade is the net reduction of scheduled work hours for one (1) bargaining unit employee. One (1) bargaining unit employee forgoes working their regularly scheduled hours and one (1) or two (2) other bargaining unit employees work those hours in addition to their regularly scheduled hours.

5. Shift Trade-Worked: Additional hours voluntarily worked for another bargaining unit employee beyond the bargaining unit employee's regularly scheduled hours as a result of a shift trade. Bargaining unit employees may trade full or partial shifts.

6. Shift Trade-Off: A bargaining unit employee's regularly scheduled hours that the employee voluntarily gives to another bargaining unit employee to be worked as a result of a shift trade.

7. Regularly Scheduled Hours: The hours a bargaining unit employee is scheduled to work as a result of the shift bid or equivalent assignment.

C. **RESPONSIBILITIES:**

1. Management is responsible for ensuring the review and approval or denial of all trade requests in accordance with this Article.

2. Bargaining unit employees are responsible for arranging their own trades with eligible bargaining unit employees.

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3. Submission of Trade Requests:

   a. Shift trade requests will be submitted to the designated management official using the TSA electronic system (if available). If the TSA electronic system is not available, the shift trade request will be submitted using the electronic version of TSA Form 1160-8, *Shift Trade Request*. In the event the electronic system and electronic version of TSA Form 1160-8 are both unavailable, the paper copy of TSA Form 1160-8 will be used. The electronic version of TSA Form 1160-8, *Shift Trade Request* will be available on TSA's intranet.

   NOTE: For the purposes of this subsection, the TSA electronic system is considered "not available" when: (1) the TSA electronic system is out-of-service or not operational due to circumstances outside of the bargaining unit employee's(s') control; (2) the TSA electronic system has not been deployed at that airport; or (3) the bargaining unit employee is off-duty and not on TSA-premises at the time the shift trade request is being submitted.

   b. Schedule trade requests will be submitted to the designated management official using the electronic version of TSA Form 1160-7, *Schedule Trade Request*. In the event the electronic version of TSA Form 1160-7 is unavailable, the paper copy of TSA Form 1160-7 will be used. The electronic version of TSA Form 1160-7, *Schedule Trade Request* will be available on TSA's intranet.

4. Bargaining unit employees who trade shifts are responsible to work the shift agreed upon as if it were part of their regular work schedules. Bargaining unit employees who trade schedules are responsible to work the schedules as agreed upon.

5. Management will provide a reasonable amount of dedicated space on unofficial bulletin boards and/or through electronic forums (e.g., TSA's intranet, email) for bargaining unit employees to solicit and coordinate trades with other bargaining unit employees.

6. Bargaining unit employees may post shifts and schedules available for trades on TSA's intranet and/or unofficial bulletin boards.

D. **PROCESS:**

1. Overtime: The Parties understand bargaining unit employees will be paid straight time and associated pay differentials for hours worked resulting from a shift trade. However, a bargaining unit employee may receive overtime for hours worked in excess of the shift trade schedule with prior management approval and consistent with TSA policy.

2. Eligibility for Trades:

   a. Bargaining unit employees are eligible for trades consistent with this Article after they have been employed by TSA for at least ninety (90) days.

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b. Bargaining unit employees who have been the subject of an adverse action within the previous twelve (12) months are not eligible for shift trades.

c. Bargaining unit employees who are on suspension or administrative leave may not request trades that fall within the duration of their suspension or administrative leave.

d. A bargaining unit employee who fails to work their portion of an approved shift trade three (3) or more times in the previous one hundred eighty (180) days is not eligible to accept new shift trades for sixty (60) days from the date of the last failed to work shift trade.

e. Full-time bargaining unit employees and part-time bargaining unit employees may trade shifts, but not full schedules.

f. Consistent with this Article, management will approve trades for eligible bargaining unit employees who share the same certification requirements. Other requirements, such as training or position of record (*e.g.,* TSO, LTSO, ETSO, EMT and STI), will impact eligibility when there is a legitimate operational need for such consideration to the relevant shift to be worked.

g. Consistent with this Article, management will approve trades between bargaining unit employees of different genders unless there is a legitimate operational need for such gender consideration to the relevant shift to be worked.

h. Management may approve an overlap involving back-to-back shifts.

i. Bargaining unit employees on limited duty or light duty may only make one-way shift trades off and only with bargaining unit employees with no restrictions.

j. Bargaining unit employees on special assignment may trade shifts provided each bargaining unit employee has the applicable qualifications for the special assignment.

k. A bargaining unit employee on special assignment may request a one-way trade (shift trade-worked) that meets all of the requirements of this Article.

l. When approved by the Federal Security Director (FSD) or designee, consistent with this Article, a bargaining unit employee may shift trade with any other eligible bargaining unit employee within the same hub and spoke configuration. Once a shift trade is approved, the bargaining unit employees are responsible for working the agreed upon shift as if it were a part of the bargaining unit employees' regular work schedule. If the shift trade is to another airport, travel to the alternate worksite is considered the bargaining unit employee's regular commute and the bargaining unit employee is responsible for any expenses (*e.g.,* parking, mileage) related to the shift trade. If the shift trade is denied, the reason will be provided in writing to the bargaining unit employees.

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m. Management retains the discretion to deny a trade when it would create an ethical conflict.

n. Management may at its discretion approve trades that do not meet the eligibility requirements listed in this subsection.

o. Schedule trades will only involve two (2) bargaining unit employees and remain in effect until cancelled by both employees, or until the effective date of the next shift bid.

p. If a previously approved shift trade is affected by a change in a bargaining unit employee's schedule, the shift trade will be canceled. Bargaining unit employees affected by the cancellation can work their respective schedules, submit a new shift trade request, or request leave.

3. Trade Requirements:

a. Hours worked or traded as a result of trades will not change a bargaining unit employee's status from part time to full time or full time to part time.

b. Bargaining unit employees may not give or receive payment or anything of value directly or indirectly for trading.

c. Bargaining unit employees may work up to, as a result of a shift trade, (16) hours in a twenty-four (24) hour period, excluding meal periods, and must allow seven (7) hours of rest between shifts following back to back shifts.

NOTE: Management may disapprove such trade for any bargaining unit employee where Management believes that the bargaining unit employee's effectiveness, safety, or job performance would be adversely affected.

d. Bargaining unit employees are not permitted to reduce their scheduled work hours by more than a net forty (40) percent of their regularly scheduled work hours each fiscal quarter (i.e., October through December, January through March, April through June, July through September) as the result of one-way shift trades.

e. Bargaining unit employees may not trade an approved trade. Once management approves a shift trade request, modifications to the shift trade are not permitted. If affected employees want to change the approved shift trade, they must cancel the approved shift trade and submit a new shift trade request consistent with the requirements of this Article.

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4. Documenting Trades:

   a. Affected supervisors will be notified of the bargaining unit employees' request(s) to trade.

   b. When denying a trade request, management will state the reason for the denial in writing or electronically and include the following statement in the written notice: "You may seek representation regarding this denial with your local Union representative."

   c. Timeframes for Management's Response to Trade Requests:

      i. Bargaining unit employees are encouraged to make requests as far in advance as possible. Management will respond in writing to trade requests within three (3) business days of receiving the request.

      ii. If the request is made and management does not have three (3) business days to respond, then the request will not arbitrarily be denied based solely on the timeliness of the submission.

5. Cancellation of Approved Shift Trades:

   a. Bargaining unit employees will cancel an approved shift trade by submitting TSA Form 1160- 9, *Shift Trade Cancellation*, or the electronic version of TSA Form 1160-9, to the designated management official or POC no later than twenty-four (24) hours before the start time of the first affected shift and receiving acknowledgment of the submission of TSA Form 1160-9, *Shift Trade Cancellation*, or the electronic version, from the designated management official or POC.

      i. In circumstances in which affected bargaining unit employees cannot submit TSA Form 1160-9, *Shift Trade Cancellation*, or the electronic version of TSA Form 1160-9, or have not received acknowledgment of receipt of the form from the designated management official or POC, the affected bargaining unit employees must verbally cancel the approved shift trades to the designated management official or POC no later than twenty-four (24) hours of the start time of the affected trade. TSA Form 1160-9, *Shift Trade Cancellation*, or the electronic version of TSA Form 1160-9, must be submitted to document the cancellation as soon as practicable but no later than the end of each affected bargaining unit employee's next scheduled shift.

   b. Management reserves the right to cancel the shift trade of a bargaining unit employee who becomes ineligible under this Article. Management will not cancel shift trades less than seventy-two (72) hours in advance in order to afford the employee an opportunity for alternative coverage. Management will make reasonable efforts to accommodate affected eligible bargaining unit employees who cannot obtain alternative coverage.

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ARTICLE 22: PROCESS FOR WORK STATUS CHANGE FROM FULL-TIME TO PART-TIME AND VICE VERSA

A. **PURPOSE:** The Parties recognize the value of a process that allows bargaining unit employees the opportunity to change their work status from full-time to part-time and vice versa. This Article allows bargaining unit employees flexibility to balance work life obligations and career interests consistent with mission requirements. This Article addresses the process for work status changes from full-time to part-time and vice versa.

B. **DEFINITIONS:**

1. Entry on Duty Date (EOD): For the purposes of this Article, the date the bargaining unit employee began employment with TSA (in a position within the bargaining unit) as reflected by the effective date on the bargaining unit employee's *Notification of Personnel Action*, Standard Form 50 (SF-50).

2. Full-Time (FT) Employment: Work schedules consisting of eighty (80) hours per pay period as defined by TSA policy.

3. Part-Time (PT) Employment: Work schedules consisting of thirty-two (32) hours or less per week (sixty-four (64) hours or less per pay period) as defined by TSA policy.

4. Seniority: For the purposes of this Article, seniority is defined as the bargaining unit employee's Entry on Duty date (EOD). If bargaining unit employees have identical EODs, the following tiebreakers will be used:

   a. The Service Computation Date (SCD) will be used as the first tiebreaker.

   b. Any ties remaining after the application of the above process will be resolved by a randomizer, such as www.random.org.

5. Service Computation Date (SCD): The date, either actual or constructed by crediting service, used to determine annual leave that is based on how long the bargaining unit employee has been in the Federal service. For a bargaining unit employee with no prior creditable civilian or military service, the SCD is the effective date of the bargaining unit employee's first Federal civilian appointment.

C. **RESPONSIBILITIES:**

1. Management is responsible for communicating (e.g., electronically, on official bulletin boards, and in briefings) work status change opportunities as described in this Article. Management should make such communications over more than one medium.

2. Management at each airport will inform part-time bargaining unit employees of the process for converting from part-time to full-time when hired as part of the orientation process and twice per year electronically.

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3. Bargaining unit employees are responsible for following the requirements of this Article and advising the designated management point of contact (POC) in writing of their interest in work status changes from full-time to part-time and vice versa. Management is responsible for timely confirming receipt of the bargaining unit employee's request.

4. Information on Impact of Work Status Change from Full-Time to Part-Time: Management will make a fact sheet informing bargaining unit employees of the general impact of the work status change from full-time to part-time available on TSA's intranet and will provide a copy to the bargaining unit employee upon request.

5. Information on Impact of Work Status Change from Part-Time to Full-Time: Management will make a fact sheet informing bargaining unit employees of the general impact of the work status change from part-time to full-time available on TSA's intranet and will provide a copy to the bargaining unit employee upon request.

D. **WORK STATUS CHANGE FROM PART-TIME TO FULL-TIME:**

1. The bargaining unit employee must not have an unsatisfactory performance rating during their most recent performance period.

2. [Blank] The Parties did not agree to this provision.

3. The bargaining unit employee must not have received an adverse action within the previous six (6) months.

4. Bargaining unit employees are not eligible for a work status change while on suspension or administrative leave.

5. The bargaining unit employee, including a bargaining unit employee on 50% official time, must be in a full duty status. If on limited or light duty, the bargaining unit employee must have documentation indicating a return to full duty within thirty (30) days of the effective date of the change of status.

6. Voluntary conversions from part-time employment to full-time employment shall be filled by seniority.

7. When a full-time position becomes available, TSA management will adhere to the following procedure:

   a. Management will maintain a list of part-time bargaining unit employees who have submitted a written request for work status change to full-time ("PT to FT List").

   b. Bargaining unit employees may submit such written request to be added or removed from the list at any time.

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c. Management will contact and select eligible part-time bargaining unit employees by seniority until such full-time positions are filled.

d. If Management makes an exception to selection by seniority based on a bona fide occupational qualification (e.g., gender), Management will notify, in writing, the bargaining unit employee(s) who was not selected with the reason for the non-selection. Management will include the following statement in the written notice: "You may seek representation regarding this denial with your local Union representative."

e. The filling of positions in this manner shall alternate with the procedures set forth for bargaining unit employees seeking transfer (one-in/one-out) in accordance with Article 23: *Transfer Policy*, Section E.7.

8. To accomplish temporary work schedule changes, the Agency will solicit volunteers who wish to increase their part-time hours. Volunteers will be selected in order of seniority. If too few bargaining unit employees volunteer, management will select bargaining unit employees using inverse seniority order. The Parties understand that TSA Policy limits temporary work schedule changes to a maximum of thirteen (13) consecutive pay periods. Temporary work schedule changes will not be used to circumvent filling a full-time position.

a. Management will provide the bargaining unit employee with the expected number of pay periods the temporary work schedule will last, as well as the initial assigned shift at the time of solicitation. A temporary schedule change agreement will include, but not be limited to, the number of hours per biweekly pay period, the maximum number of pay periods, and the effective beginning and expected end dates of the temporary work schedule change.

b. Any volunteer under this section may request approval to return to their previous work schedule and tour of duty any time before the end date of the temporary work schedule. Management will respond to the volunteer's request within fourteen (14) days of the date of the request. The request may be approved or disapproved by management based on the operational needs of the airport. If approved, management will provide the end date of the temporary work schedule. If management approves the volunteer's request to end the temporary work schedule early, management may select bargaining unit employee(s) using inverse seniority order to work the remainder of the temporary work schedule.

E. WORK STATUS CHANGE FROM FULL-TIME TO PART-TIME:

1. When requested by the bargaining unit employee, voluntary conversion from full-time employment to part-time employment shall be authorized when approved by management. This conversion does not require a posted available position.

2. Bargaining unit employees' requests for permanent work status changes from full-time

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to part-time will be submitted in accordance with Section C.3 of this Article. Management will process the requests on a case-by-case basis.

3. Temporary voluntary conversions with the bargaining unit employees returning to full-time status may be authorized by management in order to address personal needs of the bargaining unit employees.

   a. A temporary schedule change agreement will include, but not be limited to, the number of hours per biweekly pay period, the maximum number of pay periods, and the effective beginning and expected end dates of the temporary work schedule change.

   b. Any volunteer under this section may request approval to return to their previous work schedule and tour of duty any time before the end date of the temporary work schedule. The request may be approved or disapproved by management based on the operational needs of the airport.

4. Prior to a bargaining unit employee accepting conversion to part-time status, management will advise the bargaining unit employee in writing regarding the general effects of converting to part-time employment as it relates to bargaining unit employee benefits. The Parties understand that in accordance with TSA Policy, a permanent part-time bargaining unit employee receives a full year of service credit for each calendar year worked (regardless of tour of duty) for the purpose of computing service for retention, retirement, completion of trial period, and leave category rate.

F. **DOCUMENTATION OF WORK STATUS CHANGE:**

1. The Parties understand that, in accordance with TSA Policy, management or management's designee will process and document work status changes through personnel actions reflected on the *Notification of Personnel Action*, SF-50.

2. Management will notify the AFGE Local President or designee, in writing, of bargaining unit employee(s) who converted from full-time to part-time or vice versa within a pay period after the conversion(s) occurred.

3. Upon execution of this Agreement, management will provide the AFGE Local President or designee with the list described in Section D.7.a of this Article, and will provide a new copy of the list, upon request, but no more than once per pay period.

4. <u>MEMBERS OF UNIFORMED SERVICES</u>: The Parties understand a bargaining unit employee in the uniformed services who submits a request for change of status under this Article, and is subsequently deployed when their name is up for status change, will be granted that change upon return from their deployment consistent with law.

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ARTICLE 23: TRANSFER POLICY

A. **PURPOSE:** The Parties recognize the value of allowing bargaining unit employees the flexibility to voluntarily move to covered positions at other TSA airports to balance work life interests and/or career goals.

B. **DEFINITIONS:**

1. Entry on Duty Date (EOD): For the purposes of this Article, the date the bargaining unit employee began employment with TSA (in a position within the bargaining unit) as reflected by the effective date on the bargaining unit employee's *Notification of Personnel Action*, Standard Form 50 (SF-50).

2. Job Swap Program: The voluntary transfer between two (2) eligible bargaining unit employees in the same position seeking to exchange duty stations.

3. National Transfer Program (NTP): A program that provides for the voluntary, non-competitive permanent change of duty station to a vacant position at a different airport for which the bargaining unit employee is eligible.

4. Seniority: For purposes of this Article, seniority is defined as the bargaining unit employee's Entry on Duty date (EOD). If bargaining unit employees have identical EODs, the following tiebreakers will be used:

   a. The Service Computation Date (SCD) will be used as the first tiebreaker.

   b. Any ties remaining after the application of the above process will be resolved by a randomizer, such as www.random.org.

5. Service Computation Date (SCD): The date, either actual or constructed by crediting service, used to determine annual leave that is based on how long the bargaining unit employee has been in the Federal service. For a bargaining unit employee with no prior creditable civilian or military service, the SCD is the effective date of the bargaining unit employee's first Federal civilian appointment.

C. **BARGAINING UNIT EMPLOYEE OPTIONS FOR TRANSFERS:** Bargaining unit employees who want to transfer to covered positions at other TSA airports have two (2) potential program options - the NTP and the TSA Job Swap Program. Bargaining unit employees will be responsible for any expenses related to voluntary transfers and Job Swaps.

D. **ELIGIBILITY:**

1. To participate in the NTP, there must be a vacancy at the receiving airport. Bargaining unit employees will have the opportunity to be trained and must successfully complete all required training and certification requirements in the receiving airport. Bargaining unit employees may request transfers for positions they currently occupy, have previously held,

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or could otherwise qualify for as set forth in the chart below [the table refers to current position titles as of the effective date of this CBA].

Position	May transfer to:
TSO	TSO
LTSO	LTSO or TSO positions
EMT	EMT or TSO positions (LTSO if previously held)
ESTI	ESTI, MSTI or TSO positions (LTSO if previously held)
MSTI	MSTI or TSO positions (LTSO if previously held)
ETSO*	May transfer to TSO (LTSO if previously held)

*ETSO is an incumbent only position.

Note: For bargaining unit employees on 100% official time who seek to transfer, please see Article 6: *Union Representatives and Official Time*.

2. The employee requesting to transfer must have been employed with TSA as a bargaining unit employee for at least one (1) year.

3. A bargaining unit employee on a Performance Improvement Plan (PIP) is not eligible for a transfer. However, a bargaining unit employee on a PIP may be allowed to transfer at the discretion of management at the receiving airport.

4. A bargaining unit employee must not have received a suspension(s) of four to fourteen (4-14) days within the previous six (6) months or an adverse action(s) within the previous twelve (12) months.

5. The bargaining unit employee must not be under investigation pending a potential disciplinary or adverse action. If such bargaining unit employee would have been transferred but for the investigation and is subsequently cleared, the employee will be offered the next available transfer to the previously requested airport consistent with the eligibility requirements set forth in this section.

6. The bargaining unit employee must be in a full-duty status; if on limited or light duty, the bargaining unit employee must have documentation indicating a return to full duty within thirty (30) calendar days of the effective date of the transfer.

7. If a bargaining unit employee accepts a transfer and then later withdraws their acceptance, the bargaining unit employee will be prohibited from submitting another request for transfer to any location for three (3) months unless approved by management.

8. Nothing in Section D of this Article will preclude management from approving the voluntary transfer of a bargaining unit employee to another TSA airport if management at both the losing and gaining airports agree to the transfer.

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E. **NATIONAL TRANSFER PROGRAM PROCESS:**

1. The NTP applies to all categories of airports and to all employees in the bargaining unit.

   a. For Transfers from Airports with 300 or More bargaining unit employees (as set forth in the most recent report provided under Article 36: *Communications*, Section B.12 from when the transfer is approved): Management at the losing airport may not deny or delay a transfer of an eligible bargaining unit employee.

   b. For Transfers from Airports with Less than 300 bargaining unit employees (as set forth in the most recent report provided under Article 36: *Communications*, Section B.12 from when the transfer is approved): Management may not deny, but may delay, a transfer of an eligible bargaining unit employee. Management will limit delays to the time required to fill the transferring bargaining unit employee's vacancy, generally the delay will not last longer than ninety (90) days.

   c. If management denies or delays a bargaining unit employee's transfer, management will provide the bargaining unit employee with the reason for the denial or delay in writing. Management will include the following statement in the written notice: "You may seek representation regarding this delay/denial with your local Union representative."

   d. A bargaining unit employee who applies for a transfer to an airport will be given priority over other bargaining unit employees on the transfer list for that airport where a vacancy exists and the bargaining unit employee is otherwise eligible for the transfer, if they provide a copy of the official transfer orders for their active duty military spouse or domestic partner to that location.

2. Methods for Submitting a Transfer Request under the NTP:

   a. Bargaining unit employees, whether they have submitted a transfer request or not, will be able to view transfer opportunities and the transfer request lists for each airport in the NTP online automated system. The transfer request lists will contain the EODs of transfer applicants with the names redacted.

   b. Management will update the positions which are available for transfer in the online automated system as the positions become available.

   c. Bargaining unit employees must submit requests for voluntary transfers under the NTP using the TSA online automated system. A bargaining unit employee can submit TSA Form 1181B, *Voluntary Transfer Request,* instead of using the online automated system in the following circumstances: (1) the online automated system is unavailable; or (2) when Section D.8 and/or Section E.13 must be utilized for that bargaining unit employee to be eligible to transfer.

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d. The online automated system will confirm a bargaining unit employee's request through the e-mail address provided by the bargaining unit employee.

e. The online automated system will maintain the bargaining unit employee's request on the transfer list according to seniority as defined in Section B.4 of this Article for nine (9) months.

f. TSA will maintain a page on TSA's intranet that includes a link to the NTP online automated system and a link to TSA Form 1181B.

3. A bargaining unit employee may withdraw the request for a transfer up until such time the offer of transfer is made. Even if the request is withdrawn, the bargaining unit employee can resubmit a request to the same or different locations.

4. Management at the receiving airport must consider any voluntary transfer requests in accordance with this Article before considering other methods of recruiting for and selecting candidates. Management will approve transfer requests consistent with the requirements of this Article. If management denies a bargaining unit employee's transfer request, management will provide the bargaining unit employee with the reason for the denial in writing.

5. All offers to transfer will be in writing. The transfer offer will include certification requirements, start and end times, and regular days off (RDOs).

6. A bargaining unit employee must accept or decline a transfer offer, confirmed received, in writing to the receiving airport within ten (10) business days of the date that the bargaining unit employee was notified of the offer. If management at the receiving airport has not received the bargaining unit employee's acceptance or declination in the timeframe above, management will withdraw the transfer offer. If management does not receive confirmation of the transfer offer from the bargaining unit employee within ten (10) business days of management's first attempt to notify the bargaining unit employee, management will determine the bargaining unit employee's leave status. If a bargaining unit employee is in a leave status, management will wait five (5) business days after confirming the bargaining unit employee's receipt of the offer and non-response before withdrawing the transfer offer.

7. <u>Process for Transferring into an Airport</u>:

   a. <u>Full-Time Bargaining Unit Employees Wanting to Transfer into Full-Time Positions</u>:

      i. Full-time TSO vacancies will be filled by alternating between eligible full-time bargaining unit employees on the transfer list as described in Section D of this Article and those eligible part-time bargaining unit employees at the duty station who desire conversion from part-time to full-time consistent with Article 22: *Process for Work Status Change from Part-Time to Full-Time and Vice Versa* (one inside/one outside).

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ii. Eligible full-time bargaining unit employees will be placed on the transfer list in seniority order consistent with this Article.

b. Part-Time Bargaining Unit Employees Wanting to Transfer into Part-Time Positions: Eligible part-time bargaining unit employees may transfer in seniority order into existing part-time vacancies.

c. Full-Time Bargaining Unit Employees Wanting to Transfer into Part-Time Positions: Eligible full-time bargaining unit employees may transfer in seniority order into existing part-time vacancies.

d. Part-Time Bargaining Unit Employees Wanting to Transfer into Full-Time Positions: Eligible part-time bargaining unit employees may transfer in seniority order into full-time vacancies when (1) there are no eligible full-time bargaining unit employees on the transfer list; and (2) there are no part-time bargaining unit employees at the gaining airport who wish to convert to full-time status consistent with Article 22: *Process for Work Status Change from Part-Time to Full-Time and Vice Versa*.

8. Management at each airport will designate a representative to serve as a point of contact (POC) for a bargaining unit employee transferring into that airport. Bargaining unit employees may contact management's designated representative at the receiving airport to obtain information regarding that airport's local procedures and guidelines. The receiving airport will provide the transferring bargaining unit employee with a briefing and a copy of all local procedures and guidelines.

9. If relocation is necessary in a voluntary transfer, bargaining unit employees, upon request, will be granted up to two (2) weeks of appropriate leave (which may include Leave Without Pay (LWOP)) absent an operational need. If a request for leave under this Section is denied based on operational need, management will provide the reason for the denial in writing to the bargaining unit employee.

10. A bargaining unit employee transferring to an airport with 300 or more bargaining unit employees (as set forth in the most recent report provided under Article 36: *Communications*, Section B.12 from when the transfer is approved) will be allowed to take all previously approved annual leave as a result of the annual leave bid. All previously approved first-come-first-served leave for a bargaining unit employee transferring to that airport will be available on a case-by-case basis.

11. A bargaining unit employee transferring prior to July 1 to an airport with less than 300 bargaining unit employees (as set forth in the most recent report provided under Article 36: *Communications*, Section B.12 from when the transfer is approved) will be allowed to take the number of days of leave previously approved as a result of the annual leave bid for the remainder of the year, but is not guaranteed the same dates previously approved.

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12. Both the gaining and losing airports have discretion in determining the effective date of the transfer. If the bargaining unit employee accepts the position offered, they must execute the voluntary transfer and report within the time frame negotiated with the gaining airport.

13. A bargaining unit employee who transfers under the NTP must remain at their new duty location for at least six (6) months prior to seeking a transfer to another airport through the NTP unless the gaining and losing airports agree to the transfer.

14. TSA may facilitate placement in other TSA locations such as:

    a. Placement of returning military members under TSA MD 1100.30-17, *Uniformed Services Employment and Reemployment*; and

    b. Actions required by other policies, third-party decisions, or correction of administrative error.

F. **TSA JOB SWAP PROGRAM PROCESS:**

1. Management will approve Job Swap requests for bargaining unit employees of the same position (*e.g.* TSO, LTSO, EMT, STI), job status (full time/part time), gender, and certifications (excluding equipment) provided the eligibility requirements of this Article are met. Management may waive any requirement not essential to the particular Job Swap request. If management denies a Job Swap request, management will provide the bargaining unit employees with the reason for the denial in writing.

2. Management at each airport will designate a POC to certify and receive TSA Job Swap Program requests.

3. A bargaining unit employee requesting to participate in the TSA Job Swap Program is responsible for identifying a bargaining unit employee with whom to swap positions. TSA will maintain a website on the TSA intranet that bargaining unit employees may use to contact appropriate bargaining unit employees to arrange/coordinate a potential exchange of positions/duty locations.

4. Bargaining unit employees may not give or receive payment or anything of value directly or indirectly for swapping jobs.

5. Bargaining unit employees seeking a Job Swap must properly complete and submit TSA Form 1181A, *Voluntary Job Swap Request Form*. Both bargaining unit employees must attach a copy of their most recent annual performance appraisal to TSA Form 1181A (if no appraisal is available, the bargaining unit employee's current airport must confirm satisfactory performance).

6. The POCs for the two airports involved in the TSA Job Swap request will decide consistent with this Article whether to approve the request within ten (10) business days of the date that both requests are received.

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7. The POCs or designees will notify both bargaining unit employees involved in the TSA Job Swap request within five (5) business days of the date that both POCs have made and documented their decision about the bargaining unit employees' TSA Job Swap requests.

8. If the POCs or designees have approved the bargaining unit employees' Job Swap request, the bargaining unit employees must accept or decline the offer in writing within ten (10) business days from the date the bargaining unit employees were notified of the approval.

9. Starting Dates of TSA Job Swap:

   a. The affected airports will coordinate the respective departing and reporting dates with the affected bargaining unit employees involved in an approved Job Swap.

   b. If relocation is necessary in a Job Swap, bargaining unit employees, upon request, will be granted up to two (2) weeks of appropriate leave (which may include LWOP) absent an operational need. If a request for leave under this Section is denied based on operational need, management will provide the reason for the denial in writing to the bargaining unit employee.

   c. A bargaining unit employee transferring to an airport with 300 or more bargaining unit employees (as set forth in the most recent report provided under Article 36: *Communications*, Section B.12 from when the transfer is approved) will be allowed to take all previously approved annual leave as a result of the annual leave bid. All previously approved first-come-first-served leave for a bargaining unit employee transferring to that airport will be available on a case-by-case basis.

   d. A bargaining unit employee transferring prior to July 1 to an airport with less than 300 bargaining unit employees (as set forth in the most recent report provided under Article 36: *Communications*, Section B.12 from when the transfer is approved) will be allowed to take the number of days of leave previously approved as a result of the annual leave bid for the remainder of the year, but is not guaranteed the same dates previously approved.

G. **TEMPORARY TRANSFERS:**

1. Management will consider bargaining unit employee initiated requests for temporary transfers in accordance with this Section.

2. Bargaining unit employees who wish to transfer to a different duty location on a temporary basis may apply for a temporary transfer. A bargaining unit employee seeking a temporary transfer must submit a request in writing to their Federal Security Director (FSD) or designee, which includes the reasons for the temporary transfer request, the requested transfer location and the anticipated duration of the requested temporary transfer, and may include the employee's preferred shift and RDOs. Management may ask the bargaining unit employee to provide documentation to support their temporary transfer request.

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Failure to provide documentation will not preclude management from considering the request, particularly in situations for which documentation would not be clarifying or readily available.

3. After receiving a bargaining unit employee's written request for a temporary transfer, the FSD or designee will review the request. If the FSD or designee can support the request, the FSD or designee will contact management at the gaining airport for consideration of the bargaining unit employee's temporary transfer request. Both the losing and gaining airports must agree to the bargaining unit employee's temporary transfer request before it is approved. Generally, within fourteen (14) calendar days of receiving the request, approval or reason for denial will be provided to the bargaining unit employee in writing.

4. Bargaining unit employees may request a temporary transfer of up to six (6) months. A bargaining unit employee may request one (1) extension of an approved temporary transfer in writing and must do so at least thirty (30) calendar days before the end date of their temporary transfer. For a bargaining unit employee's extension request to be granted, management at the losing and gaining airports must approve the extension request. Generally, within fourteen (14) calendar days of receiving the extension request, approval or reason for denial will be provided to the bargaining unit employee in writing. Nothing in this section prohibits a bargaining unit employee, who is otherwise eligible under this Article, from transferring into the airport where they are on a temporary transfer by submitting a new request pursuant to Section E or F of this Article.

5. A bargaining unit employee whose temporary transfer request is approved is not entitled to and will not receive any per diem, mileage, or lodging expenses related to the temporary transfer.

6. A bargaining unit employee's official duty station, duty status, and position of record will not change due to the temporary transfer. The official duty station will continue to treat the bargaining unit employee as if they are working at the official duty station for purposes of participating in the shift bid and annual leave bid. Management will assure coordination of the administrative responsibilities (such as leave, pay, performance management, etc.) for the duration of the temporary transfer.

7. The gaining airport will consider the bargaining unit employee's identified shift and RDO preference, if any, when assigning the employee to an initial shift on an approved temporary transfer.

H. **IMPLEMENTATION:** The Parties recognize that the NTP online automated system may need to be updated to reflect the provisions agreed upon in this Article. Full implementation of this Article will occur upon successful completion of changes to the online automated system. TSA will provide AFGE with periodic updates on the attempts to complete the changes. This Article will be fully implemented approximately one hundred eighty (180) days from the effective date of this Agreement. Until such implementation occurs, the online automated system in effect at the time of the Agreement will be used.

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ARTICLE 24: AWARDS AND RECOGNITION PROCESS

A. Recognition of bargaining unit employee accomplishments is an important element in effective workforce management. This Article contains the process for distributing awards and for recognizing achievements of bargaining unit employees and individual or team achievements that contribute to TSA's mission.

B. Awards and recognition categories and criteria are detailed in TSA Management Directive (MD) 1100.45-1, *Awards and Recognition*, and any subsequent revisions. Management retains the right to add, rescind, or amend awards, award categories, and award criteria during the period of this Agreement. Awards are based on merit and distributed fairly. In the event of a conflict with regard to the awards and recognition process, the provisions of this Article shall govern. As of the effective date of this Agreement, examples of awards in TSA policy are:

1. Attendance Award: A cash award designed to recognize employees for their sustained availability in the workplace.

2. Career Service Recognition: The periodic recognition of an employee for creditable years of Federal service or recognition of total years of service upon retirement.

3. Distinguished Career Service Award: The Secretary of Homeland Security or the TSA Administrator may grant this award to retiring employees with more than twenty (20) years of Federal service who are deemed to have made significant contributions to the Federal service during their careers.

4. Honorary Award: A type of non-monetary award that is an object the recipient would reasonably be expected to value, but that does not convey a sense of monetary value.

5. John W. Magaw Leadership Values Award: This is an annual recognition by the TSA Administrator of an individual who has significantly contributed to the advancement of the TSA mission while demonstrating outstanding leadership values. Selection will be made by the TSA Administrator.

6. On-the-Spot Awards: Monetary awards of a net amount after required tax withholding of $50 to $250 which provide immediate recognition for worthy non-recurring contributions. Designated management officials should recognize an employee(s) as quickly as possible after the worthy contribution when granting an on-the-spot award.

7. Performance Awards: Performance awards are lump-sum, cash awards designated to recognize employees for their accomplishment of duties.

8. Special Achievement Award: A one-time, lump sum cash award granted in recognition of an employee's significant contribution(s) related to official employment.

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9. Time-Off Award: An excused absence from duty granted to a bargaining unit employee(s) for use without charge to leave or loss of pay. Time-off awards recognize bargaining unit employee(s) work accomplishments.

C. **LOCAL AIRPORT AWARDS AND RECOGNITION:** Nothing in this Article precludes Federal Security Directors (FSD) or their designees from developing and using additional awards (e.g., "Employee of the Month") and/or means of recognizing bargaining unit employees appropriate to their airports (e.g. certificates, plaques).

D. **GENERAL:**

1. Management retains the discretion to determine how much, if any, of its budget will be allocated for awards and recognition and when funds become available for distribution.

2. Awards that provide monetary recognition will be in the form of a lump-sum payment.

3. It is the policy of TSA to recognize and reward significant employee contributions and achievements in a fair manner consistent with TSA MD 1100.45-1, *Awards and Recognition*.

4. Within ninety (90) calendar days after the end of the fiscal year, TSA will provide AFGE Council 100 with an electronic annual report on the awards program for bargaining unit employees which contains the total annual awards allocation for each hub and the total expenditure of the awards budget per hub. For CAT X and CAT I airports only, the report will assign each bargaining unit employee who received an award a random numeric value and provide the position, grade, and award category for each anonymized bargaining unit employee. The annual report will be in an electronic format that allows the Union to filter by airport location for the Union to disseminate to AFGE Local Presidents as needed.

5. Awards and recognition may not be used as a substitute for overtime pay, promotion, or any other purpose not compatible with the criteria for awards and recognition described in this Article and in TSA MD 1100.45-1, *Awards and Recognition*.

6. When management grants an award under this Article, the awardee(s) will be timely notified of the management official granting the award, the type of award, and a brief description of the basis of the award.

7. TSA will continue to publish award criteria by making TSA MD 1100.45-1, *Awards and Recognition*, and any subsequent revisions, available on TSA's intranet.

8. Management will consider for award recognition bargaining unit employee contributions such as language skills or employee flexibility in support of operational challenges such as same-sex gender pat-downs and other screening requirements consistent with this Article.

9. Management will generally process awards in a timely and expeditious manner.

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10. When a bargaining unit employee is granted an award, management will timely inform the bargaining unit employee.

E. **JOINT AWARDS COMMITTEES:**

1. At the commencement of each fiscal year, the Federal Security Director or designee and the AFGE Local President or designee will establish a Joint Awards Committee (JAC) at CAT X and CAT I airports as well as at any hub airports regardless of category. Such committees will be made up of an equal number of bargaining unit employees and local TSA management. The FSD or designee has the discretion to increase the percentage of bargaining unit employees participating on the JAC to greater than fifty percent (50%) of the total. However, at least one member of the JAC must be a management official. Representatives are generally expected to serve on the JAC for the fiscal year.

2. The Union will unilaterally select the bargaining unit employees serving on the JAC.

3. JAC Procedures:

   a. Union representatives on 100% official time who serve on the JAC will do so on official time. Union representatives on 50% official time will serve on official time or duty time, depending on whether the JAC is scheduled to take place during their official time or during the part of their schedule when they are performing screening functions. Bargaining unit employees (who are not union representatives) serving on the JAC will do so on duty time. All other bargaining unit employees who are Union Representatives serving on the JAC may be approved for official time consistent with Article 6: Union Representatives and Official Time.

   b. The JAC will evaluate awards and recognition nominations, including on-the-spot, special achievement awards, and time off awards for bargaining unit employees. The JAC will submit recommendations for such awards to the designated management official for final approval. All JAC members are responsible for assuring that recommendations for awards and recognition are based on merit and consistent with criteria set forth in TSA MD 1100.45-1, Awards and Recognition.

   c. The required quorum for any JAC meeting is at least three members: two (2) bargaining unit employees and one (1) from management.

   d. To ensure the JAC is prepared to execute its responsibilities under this Article, each JAC will prepare a charter, which will first be reviewed by the AFGE Local President and Federal Security Director or designee and then be signed by the JAC Co-Chairs, and the JAC will review these procedures when necessary.

4. JAC deliberations concerning awards nominations and recommendations will be considered confidential by both Parties and JAC members, and as such, will not be publicized to the bargaining unit. This provision is not intended to prohibit either party or JAC members from presenting evidence or providing testimony regarding the conduct of

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a JAC member in a third-party proceeding (e.g., arbitration, EEO complaint) where such evidence or testimony is relevant or necessary to the adjudication of the case.

5. JAC members may not participate in or be present during the deliberation of an award recommendation for which they are nominated or for which there is a conflict of interest (e.g. nominations for relatives).

6. Management has the discretion to grant awards under this Article without conducting a formal nomination process. However, when management grants an award under this Article, the awardee(s) and the JAC Co-Chairs will be notified of the management official granting the award, the type of award, the monetary value of the award (if any), and a brief description of the basis for the award.

F. **AWARDS AND RECOGNITION NOMINATION PROCEDURES:**

1. Bargaining unit employees may submit nominations to the JAC on TSA Form 1140 or any other format approved by the JAC Co-Chairs. Recommendations will be submitted by the JAC to the official with award approval authority on TSA Form 1140.

2. Nominations for awards and recognition under this process will be submitted in the following ways:

   a. Groups/Teams: may be nominated by agreement of the group/team's members; sponsor or supervisor of the group/team; and/or nominated by a TSA employee who uses or benefits from the group's/team's services or products.

   b. Bargaining unit employees may be nominated by themselves, a peer/co-worker, a manager, or supervisor.

3. To ensure bargaining unit employee-initiated nominations have been processed and forwarded to the JAC, bargaining unit employees may also provide a copy of submitted nominations to their AFGE Local President or designee. Nothing in this provision is intended to prevent JAC consideration of an award nomination for which the Union was not provided a copy.

4. Awards and recognition nominations should be solicited and processed throughout the year. At least once each fiscal quarter, the FSD or designee will formally solicit nominations for individual and/or group/team awards.

   a. Bargaining unit employees will be provided a minimum of fourteen (14) calendar days from the date of the solicitation announcement to submit award nominations to the designated JAC or management Point of Contact (POC).

   b. Within fourteen (14) calendar days from the closing date for nominations, the JAC may meet to evaluate the nominations. The JAC will use consensus decision making methods to recommend to management which nominees should receive awards and

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may also recommend award amounts if delegated the authority in the local charter. If the JAC is unable to reach consensus, a majority vote (i.e., more than fifty percent (50%)) of the JAC members present at the meeting will determine whether the JAC will forward a nomination as an award recommendation. In the event of a tie, the determination to forward a nomination will favor the nominee.

5. In accordance with applicable law, rule, and regulation, bargaining unit employees may not receive awards under this process for the performance of union representational functions. However, union representatives may be considered for awards related to their TSA job duties.

6. Within thirty (30) calendar days of receiving the JAC or management recommendations, the official with award approval authority will consider the recommendations and accept, modify, or reject them. If the recommendation is modified or rejected, the JAC may request a short explanation for the modification or rejection from the designated management official and submit a written request for reconsideration to the designated management official.

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ARTICLE 25: SELECTION PROCESS FOR SPECIAL ASSIGNMENTS

A. **PURPOSE:** This Article contains responsibilities, eligibility requirements, and the selection process regarding special assignments for bargaining unit employees. For purposes of this Article, any deployment of security personnel for security-related duties and functions (*e.g.*, ATLAS, VIPR) is excluded and not considered a special assignment.

B. **DEFINITIONS:**

1. Area of Consideration: For the purposes of special assignments, the area of consideration may be restricted to:

   a. All bargaining unit employees at specific airport(s)
   b. Hub and Spoke(s) only: All airports and duty stations under the supervision of a single FSD
   c. Workgroup(s) (e.g., STI, TSO, LTSO, ETSO, EMT)
   d. If the above areas of consideration do not generate a sufficient number of volunteers, the area of consideration may be expanded.

2. Entry on Duty Date (EOD): For the purposes of this Article, the date the bargaining unit employee began employment with TSA (in a position within the bargaining unit) as reflected by the effective date on the bargaining unit employee's *Notification of Personnel Action*, Standard Form 50 (SF-50).

3. Position of Record: The TSA position, as documented on the bargaining unit employee's most recent Notification of Personnel Action (SF-50 or equivalent) and the current job/position description (TSA Job Analysis Tool), to which the bargaining unit employee is officially assigned. The position of record is defined by pay band, occupational category, job series, appointment type, and any other condition(s) that determined coverage under the TSA classification/pay system.

4. Qualification Requirements: Specific work experience, certifications (e.g. passenger certifications, baggage certification, equipment certification), and requirements (e.g. license), as utilized or developed by TSA Human Capital, necessary for the special assignment.

5. Seniority: For purposes of this Article, seniority is defined as the bargaining unit employee's EOD. If bargaining unit employees have identical EODs, the following tiebreakers will be used:

   a. The Service Computation Date (SCD) will be used as the first tiebreaker.

   b. Any ties remaining after the application of the above process will be resolved by a randomizer, such as www.random.org.

6. Service Computation Date (SCD): The date, either actual or constructed by crediting

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service, used to determine annual leave, which is based on how long the bargaining unit employee has been in the Federal service. For a bargaining unit employee with no prior creditable civilian or military service, the SCD is the effective date of the bargaining unit employee's first Federal civilian appointment.

7. Special Assignment: A voluntary, temporary assignment of a bargaining unit employee to duties other than those of their position of record that is:

   a. More than twenty percent (20%) of the bargaining unit employee's scheduled work hours; and for more than thirty (30) calendar days in duration.

   b. Service on advisory councils/committees are not considered special assignments. Additionally, any deployment of security personnel for security-related duties and functions (*e.g.*, ATLAS, VIPR) is excluded and not considered a special assignment.

C. **RESPONSIBILITIES:**

1. Management is solely responsible for initiating special assignments, determining the circumstances under which special assignments will be used, the area of consideration, and the duration of these special assignments subject to the terms of this Article.

2. Management is responsible for ensuring that special assignments in excess of thirty (30) calendar days are documented in a letter that will be provided to the bargaining unit employee and placed in their local employee file.

3. Management is responsible for selecting bargaining unit employees for special assignments in accordance with this Article.

4. Management will provide a copy of the special assignment announcement to the AFGE local president or designee at the time such announcement is posted.

5. Management will notify the AFGE local president or designee of the bargaining unit employee(s) selected for the special assignment.

6. Management will provide the AFGE local president or designee with a list of the anticipated special assignments for the hub and spoke network before the start of each airport-wide shift bid.

D. **ELIGIBILITY:**

1. Bargaining unit employees are eligible for special assignments after they have been employed by TSA as a bargaining unit employee for at least twelve (12) months.

2. Bargaining unit employees that have received a suspension(s) of four (4) to fourteen (14) days within the previous six (6) months, an adverse action within the previous twelve (12) months, or are currently under investigation pending a potential disciplinary or adverse

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action, are not eligible for special assignments.

E. **PROCESS:** When management determines special assignments are necessary for meeting the temporary needs of TSA's work and/or programs, or for training or bargaining unit employee development purposes, management will select for such special assignments either by seniority or competitive selection consistent with this Article. Special assignments are for specific periods of time as set forth below.

1. Notification of Special Assignment: Prior to making a special assignment under this Article management will inform the bargaining unit employees through a special assignment announcement:

   a. For the special assignments selected by seniority (i.e., the special assignments listed in Section E.3): Management will inform the bargaining unit employees of the area of consideration, the nature of the intended special assignment, the license(s), if applicable, as well as the special assignment's expected duration and end date. Such information shall be announced both electronically (e.g., via email) and on official bulletin boards, normally at least ten (10) calendar days prior to the expected start date.

   b. Special assignments made by competitive selection will use the internal announcement in Section E.4. The internal announcement will be posted both electronically (e.g., via email) and on official bulletin boards, normally at least ten (10) calendar days prior to the expected start date.

2. Seniority Selection Process: Management may use the seniority selection process to select for any special assignment. Management must use the seniority selection process for the special assignments listed in Section E.3. When using seniority selection:

   a. Management will solicit volunteers, who must meet the requirements of Section E.1.a, and selection will be made in seniority order.

   b. If too few bargaining unit employees volunteer who meet the requirements of Section E.1.a, the selection process will be in inverse seniority order.

3. In accordance with Section E.2, management will use seniority for the following special assignments:

   a. uniform room duties;
   b. duties to assist the procurement officer;
   c. supply and logistics duties (e.g., voluntarily abandoned property);
   d. van driver and/or vehicle maintenance duties;
   e. supply team duties; and
   f. any other special assignment that does not require a specific skill(s) or skillset.

4. Internal Announcement for Competitive Selection: The internal announcement must include the following information:

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a. Opening and closing dates and times;
b. Area of consideration;
c. Description of duties;
d. Qualification Requirements: Specific work experience, certifications (e.g., passenger certification, baggage certification, equipment certification), and requirements (e.g. license), as utilized or developed by TSA Human Capital, necessary for the special assignment;
e. How and where to apply;
f. Point of contact information;
g. Equal Employment Opportunity statement;
h. Anticipated length of the special assignment;
i. Anticipated performance system applicable to the bargaining unit employee during the special assignment; and
j. AFGE is the exclusive representative of bargaining unit employees.

5. Competitive Selection Process: When using the competitive selection process, management will fill a special assignment by one of the following methods:

   a. Posting a special assignment and interviewing all of the bargaining unit employees who applied and meet the requirements of Sections E.4.b and E.4.d prior to making a selection; or

   b. Posting a special assignment and selecting the most senior bargaining unit employee who applied and meets the requirements of Sections E.4.b and E.4.d without interviewing.

6. While conducting the competitive or seniority selection process, management may assign a bargaining unit employee to the duties of an anticipated special assignment for up to thirty (30) calendar days.

7. Special assignments cannot create an ethical conflict in the supervisory chain.

8. Special assignments may be extended for periods of up to one (1) year for a total maximum of two (2) years in the special assignment.

9. Upon completion of a special assignment, a bargaining unit employee may not be selected for any additional special assignments for at least twelve (12) months, unless no other bargaining unit employee applies who meets the requirements of Sections E.4.b and E.4.d of this Article.

10. The Parties understand that for purposes of this section, special assignments of a higher pay band shall be accomplished through temporary promotion. Special assignments with duties of a higher pay band for a period in excess of thirty (30) consecutive calendar days must be made by temporary promotion. Management shall not rotate bargaining unit

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employees for less than thirty (30) calendar days solely to avoid a temporary promotion. The bargaining unit employee will receive all benefits associated with the temporary promotion beginning on the first day of the effective date of the temporary promotion.

11. Cessation of Special Assignments:

    a. Management may end a bargaining unit employee's special assignment at any time.

    b. A bargaining unit employee may submit a written request to end their participation in a special assignment. Management will approve the written request as soon as practicable.

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ARTICLE 26: INTERVIEWS IN CONNECTION WITH AN EXAMINATION BY AN AGENCY REPRESENTATIVE

A. **PURPOSE:** This Article contains the procedures to be followed when bargaining unit employees are the subjects of or involved with investigative and administrative interviews and examinations.

B. **GENERAL PRINCIPLES:**

1. Absent extenuating circumstances, interviews that are "administrative in nature" will be conducted at the employee's worksite. Interviews that are criminal in nature will be held at a location determined by the Agency.

2. If the interview is audio- or video-tape recorded and is used as material relied upon for any disciplinary or adverse action, TSA will provide a copy of the recording to the affected employee and/or their designated representative. In cases where a copy cannot be provided, the employee will be provided an opportunity to review the material.

3. The Parties understand that the Agency may request employees to take polygraph tests. However, bargaining unit employees will not be required to submit to a polygraph test.

4. In some circumstances, a written statement may be used as a substitute for an oral interview in connection with an investigation. Generally, when the Agency requests or requires these types of written statements, the employee will be given a reasonable amount of time to provide a statement.

5. Agency representatives, Union representatives, and bargaining unit employees will act in accordance with TSA policy when conducting and/or participating in investigative and administrative interviews.

6. [Blank] The Parties did not reach agreement on this provision.

7. Except in limited circumstances described in this Article, bargaining unit employees must cooperate fully with all investigations and inquiries, including but not limited to inquiries initiated by and/or conducted by supervisors and management officials.

C. **NOTICE OF INTERVIEWS:**

1. [Blank] The Parties did not reach agreement on this provision.

2. [Blank] The Parties did not reach agreement on this provision.

D. **PRELIMINARY INVESTIGATIONS:**

1. The Parties understand that the Agency may investigate an incident or situation when determining whether to issue discipline and will do so in a timely manner.

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2. Disciplinary investigations will be conducted fairly, impartially, and in a timely manner. Relevant information obtained during the course of the investigation will be documented.

3. An employee who is a subject of an investigation may notify the fact-finder of any potential witnesses that the employee believes should be interviewed by the Agency. The fact-finder will determine if the potential witnesses are relevant to the investigation. If the witness is relevant, then they will be interviewed.

E. ***WEINGARTEN* RIGHTS:**

1. As the exclusive representative, the Union will be given the opportunity to be present at any examination of a bargaining unit employee by a TSA representative in connection with an investigation if the bargaining unit employee:

   a. reasonably believes that the examination may result in disciplinary action against the bargaining unit employee; and

   b. requests representation.

2. [Blank] The Parties did not reach agreement on this provision.

3. Normally, a bargaining unit employee who is a witness in an investigation/inquiry is not entitled to union representation. However, a bargaining unit employee who is requested or directed to give information as a witness will be entitled to representation upon request if they reasonably believe that the examination may result in discipline against the witness.

4. In addition to this Article, TSA MD 1100.63-4, *Union Representation During Examination*, contains the policy and procedures concerning this Union right. In the event of a conflict, the provisions of this Article shall govern.

5. A bargaining unit employee has the right only to a union representative (not a personal representative) at any interview in connection with an examination of that bargaining unit employee by a representative of the Agency if they reasonably believe that the examination may result in disciplinary action against them and they request representation.

6. If the bargaining unit employee exercises their option to have union representation present, the bargaining unit employee will have a reasonable period of time to secure union representation.

7. The arrangements made to accommodate union representation pursuant to Section E.6 may not cause an unreasonable delay of the Agency's examination. The reasonableness of the delay will be assessed based on the individual circumstances of each case in consideration of TSA's mission.

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8. Where a representative of the Agency denies a bargaining unit employee's request to be represented by the Union during an interview, the bargaining unit employee will be provided with the reason for the denial in writing.

9. The Agency will inform bargaining unit employees of their rights to union representation under this Article twice per year.

F. **RIGHT OF UNION REPRESENTATIVE:**

1. When the bargaining unit employee being interviewed is accompanied by a Union representative, the Union representative may:

   a. Actively participate;

   b. Assist and consult with the affected bargaining unit employee;

   c. Speak or otherwise participate on the record in a formal proceeding;

   d. Seek clarification of questions and suggest other avenues of inquiry;

   e. Elicit favorable facts from the bargaining unit employee;

   f. Engage in private conferences outside the presence of the Agency representative during an investigatory examination if necessary to afford the Union representative the ability to effectively represent the bargaining unit employee and does not interfere with the integrity of the investigation;

   g. Have confidential communications with the bargaining unit employee that occur during the course of representation (unless confidentiality has been waived or the Agency establishes an overriding need for the information, consistent with applicable case law); and

   h. Suggest other employees who have knowledge of relevant facts.

2. The Union representative may not:

   a. Interfere with the integrity of the investigation and/or the Agency's ability to achieve the legitimate objectives of the investigation; and

   b. Be verbally abusive or interfere with the interview by interrupting the bargaining unit employee's answers.

3. The Union may have access to information that will allow the Union to become familiar with the bargaining unit employee's circumstances and to effectively assist the bargaining unit employee and participate in the interview. The Union's right to obtain relevant

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information for the interview is balanced against the interests of the Agency in investigating and disciplining misconduct.

G. **TSA INVESTIGATIONS OFFICE (INV) WARNINGS:** INV will provide appropriate warnings to the bargaining unit employee who is the subject of an examination that could result in criminal prosecution.

1. *Miranda*: When a bargaining unit employee who is the subject of a criminal investigation is interviewed in the custody of the Agency, the bargaining unit employee shall be given a statement of their U.S. Constitutional rights in writing on Form INVD-M (see Appendix B) prior to commencement of questioning. The Form shall be signed and dated, as appropriate, and a copy will be given to the bargaining unit employee.

2. *Garrity*: In a voluntary interview involving possible criminal matters, a bargaining unit employee will be advised in writing of their rights and the consequences of refusing to answer the questions posed on the grounds that the answers may tend to incriminate them. The notice shall be on Form INVD-G (see Appendix B). The Form shall also be signed and dated, as appropriate, and a copy will be given to the bargaining unit employee.

3. *Kalkines*: In an interview involving possible criminal matters, when the possibility of criminal prosecution of the bargaining unit employee has been removed, usually by a declination to prosecute by the Department of Justice, the bargaining unit employee is required to answer questions. This notice shall be on Form INVD-K (see Appendix B) which shall be signed and dated, as appropriate, and a copy will be given to the bargaining unit employee.

4. The Parties understand that the forms referenced in this Section are TSA agency forms that TSA may update (e.g., based on statutory changes or legal ruling and/or agency reorganizations). The Parties further agree that the content of the forms is not subject to any substantive contract negotiation, but may, depending on the nature of the Agency initiated change(s), be subject to other applicable bargaining.

H. **ADDITIONAL ADVISEMENTS:** In any interview where the bargaining unit employee is not the subject of a criminal investigation, or when a bargaining unit employee has been advised of their rights, the Agency representative may inform the bargaining unit employee that:

1. The bargaining unit employee must answer any questions and/or disclose any information known to them concerning the matter being investigated;

2. The bargaining unit employee's failure or refusal to answer such questions may result in disciplinary or adverse actions;

3. A false answer to any such question may result in disciplinary/adverse action and/or criminal prosecution, as appropriate;

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4. The bargaining unit employee may discuss the matters raised in the interview with the Union, but not with other employees, except as provided by applicable law, regulation or directive; and

5. When a bargaining unit employee refuses to answer a question in accordance with this section, the Agency representative may remind the bargaining unit employee of their obligation to answer.

I. **CONCLUSION OF INVESTIGATION:** If the investigation results in an administrative action or no action taken, the Agency will notify, in writing, the employee that was the subject of the investigation.

J. **BACKGROUND INVESTIGATIONS:** The following procedures are applicable to any bargaining unit employee undergoing a background investigation:

1. Employees will be permitted a reasonable amount of duty time to complete the forms required for their respective background investigation. It is understood that some employees may need more time than others to complete the forms.

2. When provided under Section J.1, duty time will be scheduled based on operational needs.

3. When, in the rare circumstance, an employee needs to leave the worksite to physically obtain information/documentation to complete the background investigation that can only be physically obtained during their scheduled duty hours, management may approve an employee to leave the work site during duty time.

4. Employees may request copies of their last set of previously completed forms similar to those that are now required. The employee's Background Investigation package will identify where to forward this request.

5. Employees will receive the information to enable them to access and use the system for electronic submission, when applicable.

6. Generally, investigators should advise all third parties they interview of the purpose of the Background Interview prior to asking any questions.

7. Once the background investigation is complete, the agency will take necessary steps to timely notify the employee.

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ARTICLE 27: DISCIPLINARY AND ADVERSE ACTIONS

A. **PURPOSE:**

1. The purpose of this Article is to establish a process for the administration of Disciplinary/Adverse Actions. Actions based on unacceptable performance will be taken in accordance with Article 30: *Performance-Management Process*.

2. In addition to this Article, the Parties understand that TSA MD 1100.75-3, *Addressing Unacceptable Performance and Conduct*, and associated Handbook, and related TSA policy, provide the policy and procedures regarding disciplinary and adverse actions.

B. **DEFINITIONS:** For purposes of this Article, the following definitions apply:

1. Adverse Action: A suspension of more than 14 days, including an indefinite suspension, an involuntary demotion for conduct, or a removal.

2. Deciding Official: A management official with the authority to impose Disciplinary Action or Adverse Action.

3. Disciplinary Action: Actions consisting of a Letter of Reprimand to a suspension of 14 days or less.

4. Proposing Official: A management official with the authority to recommend a Disciplinary Action or Adverse Action.

5. SMART Agreement: An agreement in which the terms are Specific, Mutually acceptable, Appropriate, Realistic, and Time-based. SMART agreements can be used as an alternative to discipline or to hold in abeyance a decision to take a disciplinary or adverse action.

C. **GENERAL:**

1. The objective of discipline is to promote the efficiency of the service.

2. The Parties agree to the concept of progressive discipline, which is discipline designed primarily to correct or improve employee behavior (rather than punish) and guide decisions regarding discipline. A common pattern of progressive discipline is reprimand, short term suspension, long term suspension and removal. Any of these steps may be bypassed when the nature of the misconduct or the aggravating circumstances make a lesser form of discipline inappropriate. The Parties recognize that non-disciplinary corrective actions (such as Letters of Guidance/Direction and Letters of Counseling) may be sufficient to correct or improve certain employee behavior.

3. Disciplinary and/or Adverse Actions may be taken for just cause and only for reasons that will promote the efficiency of the service. Disciplinary and/or Adverse Actions should be administered fairly.

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4. Disciplinary and adverse actions must be supported by a preponderance of the evidence and must be consistent with all applicable laws, rules, regulations, policies, and provisions of this Agreement.

5. [Blank] The Parties did not reach agreement on this provision.

D. **PROCEDURE:**

1. Distinguishing Between Unacceptable Performance and Unacceptable Conduct: Where the conduct concerns the performance of a bargaining unit employee's duties, the Parties understand that TSA will consider whether the unacceptable behavior is performance-based or conduct-based. Actions based on performance will be taken in accordance with Article 30: *Performance Management Process* and TSA policy.

2. Letters of Reprimand (LORs):

   a. LORs may be issued without formal advance notice or proposal.

   b. The employee will be informed in writing of the conduct for which the employee is being reprimanded.

   c. The employee will be informed in writing of the applicable grievance procedures as outlined in Article 28: *Grievance Processes.*

   d. Within fourteen (14) calendar days of receipt of the LOR, the employee will have the ability to prepare and submit a concise statement of disagreement with the LOR. The Agency will consider the statement and, if appropriate, modify or withdraw the LOR. Nothing in this section shall negate an employee's right to grieve any matter.

   e. Removal of LORs:

      i. The employee will be informed in writing that the LOR may be removed from the employee's personnel file (including their eOPF) prior to the expiration period.

      ii. Management may remove an LOR from a bargaining unit employee's personnel files (including their eOPF) at any time. If an employee requests removal of an LOR after 6 months, management may approve the employee's request and remove the LOR from the employee's personnel files (including their eOPF) if management determines the employee has demonstrated that they have corrected or resolved the behavior referenced in the LOR.

      iii. [Blank] The Parties did not reach agreement on this provision.

      iv. Once an LOR is removed from an employee's personnel files (including their eOPF) pursuant to this Section, it may be cited as documentation that the employee

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was on notice regarding the performance or conduct referenced in the letter.

3. Proposed Disciplinary (Not Including LORs) or Adverse Actions:

   a. The notice of proposed disciplinary or adverse action should be issued as soon as practicable after completion of the fact-finding inquiry. The Agency will make a good faith effort to avoid unnecessary delay in proposing disciplinary and adverse actions. The Parties understand that criminal investigations outside the control of the Agency may be prolonged.

   b. The employee will be informed in writing of each charge and specification(s).

   c. The employee will be informed in writing of the proposed penalty.

   d. The employee will be informed in writing of any aggravating or mitigating factors that were considered in determining the proposed penalty.

   e. The bargaining unit employee will have a reasonable amount of time, but not less than seven (7) days, to present an oral and/or written reply to the proposal. This time limit may be extended for good cause shown.

   f. A bargaining unit employee may be represented by an individual of their choosing consistent with TSA MD 1100.63-3, *Employee Representation*, in preparing and presenting any reply. If the employee elects to have a representative, the employee must provide the name of their representative to the Deciding Official in writing, and must provide written notice of any subsequent change in representation.

   g. The bargaining unit employee and/or the employee's designated representative, if any, will be provided a listing and copy of the materials relied upon with the proposed letter. In cases where it is not possible to provide a copy, the employee and/or designated representative, if any, will be provided an opportunity to review the material relied upon.

   h. The bargaining unit employee will be advised of the name of the Deciding Official and the individual the employee may contact to make arrangements for a reply or to ask any questions.

   i. [Blank] The Parties did not reach agreement on this provision.

   j. The employee will be informed of any change in duty status, if applicable.

   k. The Parties understand that bargaining unit employees will be allowed a reasonable amount of time of up to eight (8) hours of duty time as approved by management, to review the material relied upon, and to prepare and present their reply. Time will be granted on a case-by-case basis. If the matter for which duty time was requested and approved consumes less time than was approved, the bargaining unit employee must

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immediately report back to duty. Management may approve additional time on a case-by-case basis.

4. Decisions on Proposed Disciplinary (Not Including LORs) or Adverse Actions:

   a. If additional material is relied upon, the bargaining unit employee and/or the employee's designated representative, if any, will be provided a listing and copy of the additional materials and an opportunity to reply prior to a decision being issued. In cases where it is not possible to provide a copy, the employee and/or designated representative, if any, will be provided an opportunity to review the additional material relied upon.

   b. Decisions will be in writing.

   c. The employee will be informed in writing of the decision on each charge, including the basis for the decision on each sustained charge.

   d. The employee will be informed in writing of any considerations given to any relevant replies or supporting documents provided by the employee or their representative.

   e. If at least one charge is sustained, the employee will be informed in writing of the penalty determination including any relevant mitigating and aggravating factors considered, as appropriate.

   f. The employee will be informed in writing that the action will be maintained in the employee's eOPF.

   g. If the decision is unfavorable to the employee, the employee will be informed of the applicable grievance procedures and/or appeal rights as outlined in Article 28: *Grievance Processes*.

E. **UNFOUNDED ALLEGATIONS:**

1. No record of an allegation of misconduct determined to be unfounded will be placed in an employee's personnel files.

2. Where it has been ultimately determined through administrative action or applicable third party adjudication that a disciplinary or adverse action was unjustified or unwarranted, the Agency will take the required action(s) to correct and/or remove the action from the employee's personnel files (including their eOPF).

F. **LAST CHANCE AGREEMENTS AND OTHER ALTERNATIVES TO DISCIPLINE:**

1. Alternatives to discipline may benefit both the bargaining unit employee and the Agency. The objectives of alternatives to discipline include:

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a. Improving communications and interpersonal working relationships between supervisors and employees;

b. Correcting behavioral problems;

c. Reducing the costs and delays inherent in traditional disciplinary actions; and

d. Minimizing contentiousness between the Parties.

2. Alternatives to discipline include, but are not limited to Last Chance Agreements, SMART Agreements, and Letters of Counseling. Alternatives to discipline may be applied where disciplinary or adverse action would otherwise be appropriate.

3. The Parties understand the decision to offer an alternative to discipline is within the Agency's discretion and may be offered to the bargaining unit employee or their representative, at any stage of the disciplinary process.

4. Last Chance Agreements and SMART Agreements must be in writing and provided to the bargaining unit employee. The decision to accept a Last Chance Agreement or SMART Agreement is within the employee's discretion and may be rejected.

5. For Last Chance Agreements, the duration of the agreement generally should not exceed one (1) year.

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ARTICLE 28: GRIEVANCE PROCESSES

A. **PURPOSE:**

1. The purpose of this Article is to provide a fair and simple method for the expeditious processing of grievances filed by bargaining unit employees, the Union, or the Agency.

2. The Parties recognize that many grievances arise from misunderstandings that can be settled promptly and satisfactorily on an informal basis. The Agency and the Union will make efforts to resolve grievances informally.

3. Employees and their representatives will be free from restraint, interference, coercion, discrimination, or reprisal, consistent with the December 30, 2022 Determination on Transportation Security Officers and Collective Bargaining (Determination) (which incorporates the provisions of Chapter 71 of Title 5 of the U.S. Code as set forth in the Determination) and this Article, in seeking adjustments of grievances.

4. All individuals involved in grievance procedures are expected to conduct themselves in a respectful manner.

B. **COVERAGE AND SCOPE:**

1. Consistent with this Article, a grievance means any complaint:

   a. by an employee(s) concerning any matter relating to the employment of the employee(s);

   b. by the Union concerning any matter relating to the employment of any employee(s); or

   c. by an employee(s), the Union, or the Agency concerning:

      i. the effect or interpretation, or a claim of breach of a collective bargaining agreement, or any national level memoranda of agreement and/or national level memoranda of understanding between the Parties consistent with the Determination, as well as any local agreements agreed to by the Parties consistent with the Determination, or the Determination;

      ii. any claimed violation, misinterpretation, or misapplication of any law, rule, or regulation affecting conditions of employment.

2. Only the Union or the Agency may file a grievance alleging:

   a. failure to agree on ground rules;

   b. failure to agree on terms of the collective bargaining agreement (including related memoranda of agreement/understanding and local supplemental agreements);

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c. failure to bargain in good faith.

3. The Union may file a grievance on its own behalf or on behalf of one or more of its bargaining unit employees.

4. Grievances on the following matters are excluded from the scope of this procedure:

a. any claimed violation relating to prohibited political activities;

b. retirement, life insurance, or health insurance;

c. any examination, certification, or appointment;

d. [Blank] The Parties did not reach agreement on this provision.

e. the classification of any position which does not result in the reduction in pay band or pay of an employee;

f. decisions made by other agencies or third parties, such as courts, the Office of Personnel Management (OPM), or the Department of Labor's Office of Workers' Compensation Programs (OWCP);

g. any matter in which the affected bargaining unit employee has elected to appeal through a statutory, regulatory or similar processes, e.g., the EEOC (by filing a formal complaint), MSPB (by filing an appeal to the MSPB pursuant to the Memorandum of Agreement Between Transportation Security Administration and U.S. Merit Systems Protection Board, effective September 26, 2021) or Office of Special Counsel (OSC) (by filing a complaint with OSC);

h. adjudication of the results of personnel security investigations and suitability/fitness determinations;

i. oral and written counseling(s);

j. the content of performance discussions including progress reviews (e.g., quarterly and/or mid-year) under a TSA performance management system. However, the employee may file a grievance, as appropriate, that management failed to conduct the reviews as required by TSA policy or the collective bargaining agreement;

k. [Blank] The Parties did not reach agreement on this provision.

l. the content of performance elements, goals or standards;

m. notices proposing a disciplinary or adverse action;

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n. [Blank] The Parties did not reach agreement on this provision.

o. [Blank] The Parties did not reach agreement on this provision.

p. failure to receive a performance or incentive award; unless evidence exists that the Agency failed to comply with the relevant policies and procedures;

q. [Blank] The Parties did not reach agreement on this provision.

r. [Blank] The Parties did not reach agreement on this provision.

s. [Blank] The Parties did not reach agreement on this provision.

t. [Blank] The Parties did not reach agreement on this provision.

u. non-adoption of a suggestion or recommendation;

v. [Blank] The Parties did not reach agreement on this provision.

w. separation or termination of employment during the trial period;

x. [Blank] The Parties did not reach agreement on this provision.

y. [Blank] The Parties did not reach agreement on this provision.

C. **EXCLUSIVITY:**

1. Grievances may be initiated by any bargaining unit employee; the Union; or by the Agency.

2. This is the exclusive procedure available to bargaining unit employees and the Union for the resolution of grievances within its scope. Any separate administrative grievance procedure that TSA may have for non-bargaining unit employees is not available to bargaining unit employees.

D. **REPRESENTATION:**

1. Upon filing a grievance, a bargaining unit employee may elect to be self-represented or represented by a Union representative. Anyone the Union has designated in writing is the representative of the Union. The designated Union representative may be disqualified for a conflict of interest.

2. Substantially Similar or Group Grievances: Group grievances on behalf of two or more bargaining unit employees may be filed only by the Union.

   a. In the case of a substantially similar grievance involving a group of employees, one employee's grievance may be selected by the Union for processing as the "lead

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grievance" provided all relevant facts and circumstances are substantially similar. In such cases, all decisions on the "lead grievance" will be binding on the other grievance(s). Substantially similar grievances are those arising from a common set of circumstances which adversely affect the grievance in the same manner where all of the witnesses would be testifying to the same or substantially similar facts. The term "substantially similar" means facts which are sufficiently alike so that a reasonable person would conclude that application of the same rules to the facts in each grievance would result in the same conclusions with regard to the outcome of those grievances. The Union may consolidate grievances.

b. When processing such a consolidated grievance or a grievance involving a group of employees, no more than three (3) employees, excluding the designated Union representative(s), covered by the grievance will be permitted to attend any meeting concerning the grievance.

3. The Union has the right to be present during any proceeding under this Article.

   a. If the Union is not the designated representative, the Union Local President will be provided with:

      i. a copy of the grievance filed by a bargaining unit employee on their own behalf within seven (7) days of when the Agency receives the grievance;

      ii. reasonable advance notice – normally not less than two (2) days, excluding weekends and Federal holidays – of any covered proceeding under this Article, including the date, time and location; and

      iii. a copy of the written grievance decision on the same day it is provided to the grievant if provided by email. If the grievance decision is provided by method other than by email, it will be provided to the Union by email within five (5) days of the date it is provided to the grievant.

4. Where the grievant elects Union representation, meetings and communication with regard to the grievance and any attempts at resolution will be made through the designated Union representative.

5. The Union and the Agency agree that grievances should be settled promptly to maintain agency efficiency and bargaining unit employee morale. The Agency and the Union will make efforts to settle grievances at the lowest level with the Agency representative who has the authority to resolve the issue, as determined by the Agency.

6. If requested by the Union, a denial of a request for information that is related to a grievance will be joined to that grievance. If the denial occurred before or during Step I, the request to join the denial to the grievance must be made in writing before a Step II decision is issued so that there can be a decision on the denial consistent with this Article prior to any arbitration.

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E. **GRIEVABILITY:**

1. Grievability issues must be raised, if at all, in writing and no later than the response to the Step II grievance.

2. For Section K grievances, allegations regarding grievability must be raised, if at all, in writing and prior to arbitration being invoked.

   NOTE: This requirement concerns grievability and does not prevent the Agency from asserting that a particular proposal is outside the duty to bargain, as appropriate.

F. **ELECTION OF NEGOTIATED GRIEVANCE PROCEDURE OR APPEAL/OTHER REVIEW:**

1. The following actions may be filed either under the negotiated grievance procedure or a statutory, regulatory, or similar process, but not both:

   a. Adverse Actions
   b. Discrimination (5 U.S.C. § 2302(b)(1))

2. [Blank] The Parties did not reach agreement on this provision.

3. A bargaining unit employee shall be deemed to have exercised their option under this section when they timely initiate an action under the applicable statutory, regulatory, or similar process (e.g., an EEO formal complaint or an MSPB appeal pursuant to the Memorandum of Agreement between Transportation Security Administration and U.S. Merit Systems Protection Board, effective September 26, 2021) or file a timely grievance in writing under the negotiated grievance procedure, whichever event occurs first.

   NOTE: With regard to EEO matters, discussions between a bargaining unit employee and an EEO counselor will not preclude the employee from selecting the negotiated grievance procedure if the grievance is otherwise timely. A bargaining unit employee will be deemed to have exercised their forum option when they file a formal EEO complaint or when they file a timely grievance in writing under the negotiated grievance procedure, whichever occurs first. For purposes of an EEO matter, the time limit for filing a grievance will be extended by fifteen (15) days, beginning with the bargaining unit employee's receipt of a notice of the Right to File a Formal Discrimination Complaint.

G. **MEDIATION:**

1. Mediation is available at any time during the grievance process. Either party to the grievance may request mediation by email to ResolutionCenter@tsa.dhs.gov with a copy to the other party. The non-requesting party may decline to engage in mediation. If the matter at issue in the grievance is resolved through mediation, the grievance file will be closed. Any discussions or other communications, oral or written, involving the mediation

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may not be used in any step of the grievance procedure or in any subsequent arbitration unless the Parties agree otherwise.

2. Unless and until the non-requesting party agrees to engage in mediation, the grievance process will continue. If the non-requesting party agrees to engage in mediation, a representative of the Agency will inform the Parties in writing that the grievance process will be paused until mediation has concluded.

H. **TIME LIMITS:**

1. In computing the relevant time period, the first calendar day after the effective date of the action (e.g., the occurrence giving rise to the grievance; the receipt of the grievance; the date of the grievance meeting) is the first day of the time period.

2. As used in this Article, "day(s)" refers to calendar days unless otherwise expressly provided herein. If the day an action must be completed under this Article falls on a Saturday, Sunday, or Federal holiday, the due date will be the next regular business day (Monday through Friday).

3. The Step II Official can have one (1) fifteen (15) day extension to complete the Step II decision if the Step II Official determines that such an extension is necessary. If the Step II Official needs to use this fifteen (15) day extension, they will notify the grieving party of the extension prior to the expiration of the initial timeframe. The Parties do not intend that this ability to extend the time frame for the Step II decision would be used by a Step II official for every grievance. All other time limits in this Article may be extended by written mutual consent of the Parties to the grievance.

I. **FILING A GRIEVANCE (APPLIES TO ALL GRIEVANCES FILED UNDER THIS ARTICLE):**

1. Grievances must be filed within thirty (30) days of when the affected party first became aware, or reasonably should have become aware, of the issue being grieved. Grievances alleging a continuing violation(s) must have had at least one (1) instance of the alleged violation(s) being grieved that the affected party first became aware, or reasonably should have become aware, within thirty (30) days of filing the grievance.

2. Grievances will be submitted by email to ResolutionCenter@tsa.dhs.gov or by fax to 703-603-4057. The grievance will either be submitted: (1) using the TSA Form 1115-1, *Grievance-Mediation Request*, or (2) in writing containing at a minimum:

   a. a description of the action or decision being grieved, including the date on which the grieving party became aware of the action or decision;

   b. the provision(s) of TSA policy that was allegedly violated, if applicable, and how;

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c. the provision(s) of the Determination and/or collective bargaining agreement (including this Article) and national level memoranda of agreement and/or national level memoranda of understanding between the Union and the Agency, as well as local agreements agreed to by the Parties consistent with the Determination that were allegedly violated, if applicable, and how;

d. copy of action being grieved (if adverse/discipline/corrective action);

e. whether a grievance meeting is requested for Step I (or Step II for National Level and/or Agency grievances); and

f. the requested relief.

3. The grievant should also include supporting documentation which is in their possession at the time the grievance is filed, but this does not waive the grievant's ability to further supplement the grievance.

4. A representative of the Agency will promptly forward grievances to the Step I Official or Step II Official, as appropriate.

J. **PROCEDURES FOR ALL GRIEVANCES EXCEPT THOSE GRIEVANCES ALLEGING IMPASSE AND BAD FAITH BARGAINING (SECTION K):**

1. All grievances covered by this Section (Section J) begin at Step I except that National Level grievances and Agency grievances (whether Local Level or National Level) begin at Step II.

   a. National Level grievances are those filed by AFGE Council 100 in their capacity as national Union representatives or by TSA Headquarters.

   b. Grievances on local issues that are filed by AFGE Council 100 members in their capacity as local Union representatives are not National Level Grievances.

2. <u>Step I Process</u>:

   a. Within fifteen (15) days after receipt of the grievance, the Step I Official will hold a grievance meeting if one was requested.

   b. The Step I Official will issue a written decision within fifteen (15) days after the grievance meeting or, if no grievance meeting is held, the Step I Official will issue the written decision within thirty (30) days after receiving the grievance. The decision will either grant, partially grant, or deny the relief sought and contain the Step I Official's rationale. The written decision also will identify the Step II Official.

   c. If the grievant or the grievant's union representative (if any) wish to pursue the grievance, they will submit the grievance to the Step II Official within fifteen (15) days

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of the date of the Step I decision was delivered (Section J.2.b). This notification will include a copy of the grievance, a copy of the Step I decision, and whether a Step II grievance meeting is requested (collectively Step II Grievance Submission).

d. If the Step I Official does not hold the grievance meeting (if requested) or issue the written decision in the time required, the grievant or the grievant's union representative (if any) can email ResolutionCenter@tsa.dhs.gov within fifteen (15) days of the date the required time period expired to advance the grievance to Step II.

e. If the grievant or the grievant's union representative (if any) does not submit the grievance to the Step II Official consistent with the timeframe in Section J.1.d, the grievance will terminate and be closed.

3. Step II Process:

a. Within twenty (20) days after receipt of the Step II Grievance Submission, the Step II Official will hold a grievance meeting if one was requested.

b. The Step II Official will issue a written decision within fifteen (15) days after the grievance meeting or, if no grievance meeting is held, the Step II Official will issue the written decision within thirty-five (35) days after receiving the Step II grievance. The decision will either grant, partially grant, or deny the relief sought and contain the Step II Official's rationale. The written decision also will inform the grieving party that the Union, at its sole discretion, may invoke the grievance for arbitration within thirty (30) days after receipt of the Step II decision in accordance with Article 29: *Arbitration Processes*.

c. Notice that the grievance is being invoked for arbitration will be sent to arbinfo@tsa.dhs.gov with a copy to the other party consistent with Section D of Article 29: *Arbitration Processes*. No form is required.

d. If the Step II Official does not hold the grievance meeting (if requested) or issue the written decision in the time required, the Union (or the Agency, if it was an Agency-filed grievance), at its sole discretion, can email arbinfo@tsa.dhs.gov within fifteen (15) days of the date the required time period expired to advance the grievance to arbitration consistent with Section D of Article 29: *Arbitration Processes*.

4. Grievance Meetings:

a. Grievance meetings held under Step I and/or Step II of this process generally will be held in-person if the grievant and the applicable Step Official share the same duty station, unless the Parties agree to conduct the meeting virtually. Where the grievant and the applicable Step Official do not share the same duty station, meetings may be held in-person, virtually, or telephonically. In these cases, the final decision will be made by the applicable Step Official holding the meeting, assessing the circumstances in consideration of TSA's mission.

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b. The grievant may have both a Union representative and a Union-designated note taker at any grievance meeting. The note taker will not actively participate in the meeting. The note taker will be on official time if the note taker is a bargaining unit employee. The applicable Step Official holding the grievance meeting may also have a note taker. Note takers cannot have been involved in the matter being grieved, cannot actively participate in the meeting, and cannot serve as a witness or representative. The applicable Step Official holding the grievance meeting may have counsel present at the meeting if the grieving party and/or their Union representative is notified in advance of the meeting.

5. [Blank] The Parties did not reach agreement on this provision.

K. PROCEDURES FOR ALLEGING IMPASSE AND BAD FAITH BARGAINING:

1. The procedures contained in this section (Section K) apply to grievances alleging:

   a. failure to agree on ground rules;

   b. failure to agree on terms of the collective bargaining agreement, or any national level memoranda of agreement and/or national level memoranda of understanding between the Parties consistent with the Determination, as well as any local agreements agreed to by the Parties consistent with the Determination; and

   c. failure to bargain in good faith.

2. If the Parties are unable to reach agreement during negotiations, notwithstanding their efforts to do so by direct negotiations and/or the assistance of the Federal Mediation and Conciliation Service (FMCS), one or both parties may file a grievance consistent with Section I declaring impasse. Either party may file a grievance alleging a failure to bargain in good faith at any time during negotiations.

3. The non-grieving party will have thirty (30) days from the date of receipt of the grievance to submit a written response to the grievance. The written response will be provided to the grievant and ResolutionCenter@tsa.dhs.gov.

4. The Parties will engage in mediation utilizing the services of the FMCS to assist the Parties in an attempt to resolve the matters at issue. To be able to proceed to arbitration, the Parties will engage in mediation after the grievance is filed, even if the Parties previously engaged in mediation during the subject negotiations.

5. At any time during the mediation, if either party, after good faith efforts, determines that further mediation will not be productive and the mediator agrees in writing, the matters remaining unresolved may be forwarded to arbitration consistent with Article 29: *Arbitration Processes*.

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L. **EFFECTIVE DATE(S):**

1. As of the effective date of this Article, all pending grievances will proceed consistent with the terms of this Article. The Parties agree that no grievance pending as of the effective date of this Article will be dismissed based on the application of any new applicable time frames of this Article and will proceed from its relative place in the grievance process.

2. For National Level grievances, this Article will be effective thirty (30) days after the effective date of the CBA. For all other grievances, this Article will be effective one hundred and twenty (120) days after the effective date of the CBA. The purpose of this time frame is to give both Parties sufficient time to prepare and train for the new grievance processes. Because the Parties could not fulfill this purpose during a lapse in appropriations, the effective date will be extended by the number of days for which there is a lapse in appropriations.

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ARTICLE 29: ARBITRATION PROCESSES

A. **PURPOSE:**

1. The purpose of this Article is to provide the arbitration processes for grievances consistent with the December 30, 2022 Determination on Transportation Security Officers and Collective Bargaining (Determination) (which incorporates the provisions of Chapter 71 of Title 5 of the U.S. Code as set forth in the Determination).

B. **ELIGIBILITY:**

1. Only grievances that have (1) exhausted the grievance process consistent with Article 28: *Grievance Processes*; and (2) are invoked for arbitration consistent with this Article are eligible for arbitration.

C. **TIME LIMITS:**

1. In computing the relevant time period, the first calendar day after the effective date of the action is the first day of the time period.

2. As used in this Article, "day(s)" refers to calendar days unless otherwise expressly provided herein. If the day an action must be completed under this Article falls on a Saturday, Sunday, or Federal holiday, the due date will be the next regular business day (Monday through Friday).

3. All time limits in this Article may be extended only by written mutual consent of the Parties to the grievance.

D. **ARBITRATION – PRELIMINARY PROCEDURES:**

1. A grievance, if unresolved, may be invoked for arbitration as provided for in this Article.

2. Only the Union or the Agency may invoke a grievance for arbitration.

3. Notice that a party is invoking a grievance for arbitration will be in writing and submitted by email to arbinfo@tsa.dhs.gov or fax to 703-603-4057 with a copy to the non-invoking party within thirty (30) days after receipt of the Step II written decision under Section J, *Procedures for All Grievances Except those Grievances Alleging Impasse and Bad Faith Bargaining*, of Article 28: *Grievance Processes* or within thirty (30) days after either party determines and the mediator agrees that further mediation will not be productive under Section K, *Procedures for Alleging Impasse and Bad Faith Bargaining*, of Article 28: *Grievance Processes*. If the filing is mistakenly emailed to ResolutionCenter@tsa.dhs.gov within thirty (30) days after receipt of the Step II written decision or the mediator's agreement, as described above, it will be accepted.

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a. Consistent with Section J.3.d of Article 28: *Grievance Processes*, if the Step II Official does not hold the grievance meeting (if requested) or issue the written decision in the time required, the Union (or the Agency, if it as an Agency-filed grievance), at its sole discretion, can email arbinfo@tsa.dhs.gov within fifteen (15) days of the date the required time period expired to advance the grievance to arbitration. If the filing is mistakenly emailed to ResolutionCenter@tsa.dhs.gov within fifteen (15) days of the date the required time period expired to advance the grievance to arbitration, it will be accepted.

4. The notice will state whether the party is seeking STANDARD or EXPEDITED arbitration consistent with Section H of this Article.

5. National Union-Agency Grievances: National Union-Agency grievances alleging impasse and/or bad faith bargaining that are invoked for arbitration consistent with this Article will be heard by a three-member panel of arbitrators consistent with this Article unless the Parties otherwise mutually agree in writing to have the case heard by a single arbitrator. All other grievances will be heard by a single arbitrator unless the Parties otherwise mutually agree in writing to have the case heard by a three-member panel of arbitrators.

6. Arbitration of national level issues will be held in person unless otherwise mutually agreed to in writing by the Parties. All other arbitration hearings will be heard, and participants will attend, by virtual platform (e.g., Teams) unless otherwise mutually agreed to in writing by the Parties. The notice will state whether an in-person hearing is requested. If the hearing will be in-person, the Parties agree that it will normally take place at or near the duty station of the grievant. Witnesses located greater than fifty (50) miles from an in-person hearing may attend by virtual platform.

   NOTE: Each party's representative has the right to appear virtually from the same location as their witnesses.

7. Either party may withdraw its own request for arbitration of a grievance at any time.

8. The Parties can settle a grievance at any time before the arbitrator(s) issues a decision.

9. All individuals involved in arbitration processes are expected to conduct themselves in a respectful manner.

E. **METHOD OF SELECTING AN ARBITRATOR AND SCHEDULING A HEARING:**

1. The Union and the Agency will maintain a national roster of at least thirty (30) arbitrators, mutually agreed to by the Parties, who have backgrounds in security and collective bargaining. The Parties will strive to maintain at least forty-five (45) arbitrators on the roster. The roster will include at least ten (10) arbitrators who additionally have Equal Employment Opportunity (EEO) backgrounds. The cost of obtaining lists of arbitrators from Federal Mediation and Conciliation Service (FMCS) to maintain the roster will be shared equally by the Parties. The roster of arbitrators will be reviewed annually by the

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Parties. An arbitrator may be removed from the roster unilaterally by either party during the term of this Agreement by providing written notice to the other party and to arbinfo@tsa.dhs.gov. Upon receipt of written notice, no further cases will be assigned to that arbitrator, but the arbitrator will hear and decide cases already assigned. Eliminated arbitrators will be replaced by mutually agreed-upon arbitrators, subject to the same requirements as the initial members of the roster. The Parties will meet virtually or in person during the first quarter of the fiscal year to review and, by mutual agreement, expand the roster as needed.

2. Within fifteen (15) days of the date of submission of the notice of arbitration, the Parties will meet virtually or telephonically to jointly select an arbitrator(s) from a list of randomly selected arbitrators from the roster. One (1) random arbitrator and five (5) sequentially-numbered alternates will be used to select a single arbitrator and a total list of ten (10) arbitrators will be used to select a three-member panel. A party may object to a selected arbitrator(s). If a party objects to the first arbitrator(s) on the list, the Parties will move through the list to see if they mutually agree on an arbitrator(s). This process will continue until there is mutual agreement. Only arbitrators with experience in EEO laws will hear and decide matters involving allegations of EEO discrimination.

3. Upon selection of the arbitrator, the Parties will jointly communicate with the arbitrator and one another to select an agreeable date and location (consistent with the grieving party's election under Section D.4 of this Article) for the hearing.

4. When a grievance concerns a complaint of sexual harassment, the Parties will select an arbitrator with EEO experience and the hearing will be a closed forum upon request of a party.

5. When a grievance involves security procedures, the hearing will be a closed forum upon request of a party.

F. **WITNESSES AND PARTIES:**

1. If an arbitration hearing requires temporary duty (TDY) travel, the Agency will be responsible for appropriate travel and per diem costs incurred by the grievant (if the grievant is a TSA bargaining unit employee), the grievant's Union representative (if that Union representative is a TSA bargaining unit employee), and witnesses who are TSA bargaining unit employees with relevant testimony. If there is a dispute about whether a witness has relevant testimony, it will be determined by the arbitrator(s) at the pre-hearing conference call. This provision does not apply to non-bargaining unit employee representatives or participants. Travel time for the Agency bargaining unit employee(s) participation will be compensated consistent with applicable regulations, TSA policy and this Article.

2. The grievant(s) will be entitled to a Union representative.

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3. The Agency will ensure relevant witnesses employed by the Agency and who are in active duty status are available for the hearing. If there is a dispute about whether a witness has relevant testimony, it will be determined by the arbitrator(s) at the pre-hearing conference call. On sufficient advance notice from the Union, the Agency will adjust the TSA witness's schedule to place them in a duty status during the relevant portion of the arbitration hearing.

G. **ARBITRABILITY AND ARBITRATOR(S) AUTHORITY (APPLIES TO BOTH STANDARD AND EXPEDITED ARBITRATION PROCEDURES):**

1. Grievability issues must have been raised and decided consistent with Article 28: *Grievance Processes*. However, any arbitrability issue(s) that arises after the conclusion of the grievance process and before arbitration can be raised to the arbitrator(s) consistent with this Article. If the arbitrability issue(s) is/are raised later than the Parties pre-hearing submission, the other party may request that the arbitrator postpone the hearing. Any additional costs by the arbitrator for postponement related to the arbitrability issue(s) raised following the pre-hearing submission will be borne by the party raising the arbitrability issue(s).

2. In Standard Arbitration cases, the arbitrator(s) must decide any and all issue(s) of grievability/arbitrability first prior to conducting any hearing on any issue(s) on the merits. This includes issues of negotiability being decided first. If the arbitrator(s) decides that an issue(s) is grievable/arbitrable, then the arbitrator(s) and Parties can proceed to holding a hearing on the merits of that issue(s). The arbitrator(s) may postpone the hearing on the merits to allow for sufficient time to decide any issue(s) of grievability/arbitrability.

3. In Expedited Arbitration cases, if either Party raises an issue of grievability/arbitrability, the arbitrator will hear the merits of the underlying grievance and decide both issues together, unless otherwise mutually agreed to by the Parties. There will be no separate hearing for grievability/arbitrability issues except by mutual consent.

4. The arbitrator(s)'s jurisdiction and authority will be confined to the grievance at issue between the Parties consistent with this Article. The arbitrator(s) does not have the authority to disregard, circumvent, or otherwise proceed in any matter inconsistent with any provisions of this Article.

H. **TYPE OF ARBITRATION (I.E., STANDARD OR EXPEDITED) THAT WILL APPLY TO A GRIEVANCE:**

Standard Arbitration: Grievances that must go to Standard Arbitration	Expedited Arbitration: Grievances that must go to Expedited Arbitration (or Med/Arb consistent with this Article)*	Choice of Either Standard Arbitration or Expedited Arbitration (or Med/Arb consistent with this Article)
• National Grievances • Group grievances	• Grievances involving letters of reprimand	• Any grievance not listed in the Standard

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Standard Arbitration: Grievances that must go to Standard Arbitration	Expedited Arbitration: Grievances that must go to Expedited Arbitration (or Med/Arb consistent with this Article)*	Choice of Either Standard Arbitration or Expedited Arbitration (or Med/Arb consistent with this Article)
• Grievances involving EEO claims • Grievances involving prohibited personnel practices as set forth in TSA policy • Grievances involving a suspension of more than fourteen (14) days, including an indefinite suspension • Grievances involving an involuntary demotion for performance or conduct • Grievances involving a removal.	• Grievances involving suspensions of up to seven (7) days	Arbitration or Expedited Arbitration columns

* If the grievance also involves a topic that falls under the Standard Arbitration column, the grievance must go to Standard Arbitration.

I. **STANDARD ARBITRATION PROCEDURE AND AUTHORITY OF ARBITRATOR(S):**

1. The Standard Arbitration procedure will apply to all arbitrations except Expedited Arbitrations.

2. Pre-Arbitration Conference Call:

   a. At least fifteen (15) days prior to the hearing, each Party will submit its pre-arbitration submission to the arbitrator(s) with a copy sent to the other Party. The pre-arbitration submission will include a proposed issue statement(s) and anticipated list of witnesses and exhibits that the Party intends to introduce at hearing. If the Parties agree to jointly introduce any issue statement(s), witness(es), or exhibit(s), the prehearing submission will identify them as jointly submitted.

   b. After the pre-arbitration submission, but no later than ten (10) days prior to the hearing, the arbitrator(s) will schedule a pre-arbitration conference call (which will normally be telephonic or by video conference). The Parties may mutually agree to forego the pre-arbitration conference call.

   c. If the Parties fail to agree on a joint issue(s), the arbitrator(s) will determine the issue(s) to be heard. The only issues that may be heard and decided at the hearing are those

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issues that were raised in the grievance consistent with this Article.

3. Each party will inform the other at least fifteen (15) days prior to the start of the arbitration hearing if it desires a transcript of the hearing. Costs associated with transcripts are covered by Section L.2 of this Article.

4. There will be no communication with the arbitrator(s) unless both Parties are present for or included in (as applicable) the communication.

5. Arbitration hearings are administrative in nature and not court proceedings. The arbitrator(s) will be the judge of the relevancy and materiality of the evidence offered, including witness testimony, and conformity to the legal rules of evidence will not be necessary. The arbitrator(s) may refer to the Federal Rules of Evidence as guidance, being mindful that representatives for the Parties may not be attorneys and may not have a legal background. The arbitrator(s) should only allow evidence and testimony into the record that is relevant, material, and non-repetitious.

   For grievances concerning alleged violations of policy, the arbitrator(s) will consider whether there was a violation or misapplication of an employment-related policy and will issue an award consistent with Agency policy. For grievances concerning disciplinary actions and grievances concerning adverse actions, the arbitrator(s) may hear only material factual disputes and/or determine whether the Agency disciplinary action decision is supported by a preponderance of the evidence; that there is nexus between the alleged misconduct and the efficiency of the service; and that the imposed penalty is reasonable. The arbitrator(s) will adhere to TSA policy in effect at the time of the conduct underlying the disciplinary or adverse action. In reviewing the reasonableness of the penalty, arbitrators will consider the relevant penalty factors, which include the consistency of the penalty with the Agency's *Guidelines for Conduct-Based Discipline for Common Offenses (Table of Offenses and Penalties)*. A penalty that is reasonable will not be disturbed.

6. The arbitrator(s) has the authority to determine procedural matters concerning the hearing, consistent with this Article.

7. The arbitrator(s) has the authority to administer oaths, take testimony, rule on motions and requests for appearance of witnesses and production of records, request witnesses to participate in the hearing, and issue awards and order relief concerning the issue(s) heard consistent with this Article.

8. The Parties will be entitled to call and cross-examine witnesses before the arbitrator(s).

9. Post-hearing briefs, if any, will be submitted within thirty (30) days after the close of the hearing unless otherwise provided by the arbitrator(s) or mutual agreement of the Parties. Either party may waive, at its sole discretion, the right to file its post-hearing brief.

10. The arbitrator(s) will issue a written award no later than thirty (30) days after the conclusion of the hearing or the closing date of the filing of any post-hearing briefs unless the Parties

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mutually agree to extend this time limit. The award will be considered effective immediately on the date it is signed by the arbitrator(s), unless a different date is ascribed by the arbitrator(s). The arbitrator's(s') award will be final and binding subject to the Parties' right to file for review or an appeal (if applicable). The award will not be final and binding until the time to file a review has passed or the review has been resolved. The appropriate party will take the actions required by the final decision of the arbitrator(s) after it becomes final and binding, except as may otherwise be provided by the arbitrator's(s') decision.

11. The arbitrator(s) may retain jurisdiction over a case when necessary to enforce the award, clarify the award, and/or award attorney fees consistent with this Article and TSA policy.

J. **EXPEDITED ARBITRATION PROCEDURE AND AUTHORITY OF ARBITRATOR:**

1. Pre-Arbitration Conference Call:

   a. At least fifteen (15) days prior to the hearing, each Party will submit its pre-arbitration submission to the arbitrator(s) with a copy sent to the other Party. The pre-arbitration submission will include a proposed issue statement(s) and anticipated list of witnesses and exhibits that the Party intends to introduce at hearing. If the Parties agree to jointly introduce any issue statement(s), witness(es), or exhibit(s), the prehearing submission will identify them as jointly submitted.

   b. After the pre-arbitration submission, but no later than ten (10) days prior to the hearing, the arbitrator(s) will schedule a pre-arbitration conference call (which will normally be telephonic or by video conference). The Parties may mutually agree to forego the pre-arbitration conference call.

   c. If the Parties fail to agree on a joint issue(s), the arbitrator(s) will determine the issue(s) to be heard. The only issues that may be heard and decided at the hearing are those issues that were raised in the grievance consistent with this Article.

2. There will be no transcripts in an Expedited Arbitration proceeding.

3. There will be no communication with the arbitrator unless both Parties are present for or included in (as applicable) the communication.

4. Arbitration hearings are administrative in nature and not court proceedings. The arbitrator will be the judge of the relevancy and materiality of the evidence offered, including witness testimony, and conformity to the legal rules of evidence will not be necessary. The arbitrator(s) may refer to the Federal Rules of Evidence as guidance, being mindful that representatives for the Parties may not be attorneys and may not have a legal background. The arbitrator should only allow evidence and testimony into the record that is relevant, material, and non-repetitious.

   For grievances concerning alleged violations of policy, the arbitrator will consider whether

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there was a violation or misapplication of an employment-related policy and will issue an award consistent with Agency policy. For grievances concerning disciplinary actions and grievances concerning adverse actions, the arbitrator may hear only material factual disputes and/or determine whether the Agency disciplinary action decision is supported by a preponderance of the evidence; that there is nexus between the alleged misconduct and the efficiency of the service; and that the imposed penalty is reasonable. The arbitrator will adhere to TSA policy in effect at the time of the conduct underlying the disciplinary or adverse action. In reviewing the reasonableness of the penalty, the arbitrator will consider the relevant penalty factors, which include the consistency of the penalty with the Agency's *Guidelines for Conduct-Based Discipline for Common Offenses (Table of Offenses and Penalties)*. A penalty that is reasonable will not be disturbed.

5. The hearing will be no longer than three (3) hours (ninety (90) minutes per side), unless extended by mutual agreement of the Parties. The arbitrator has the authority to determine other procedural matters concerning the hearing consistent with this Article.

6. The arbitrator has the authority to administer oaths, take testimony, rule on motions and requests for appearance of witnesses and production of records, request witnesses to participate in the hearing, and issue awards and order relief concerning the issue(s) heard.

7. The Parties will be entitled to call and cross-examine witnesses before the arbitrator.

8. The Parties will have the opportunity to provide closing arguments at the end of the hearing. There will be no post-hearing written submissions unless the Parties mutually agree otherwise.

9. The arbitrator will issue a written award no later than seven (7) days after the conclusion of the hearing, unless the Parties mutually agree to extend this time limit. The award will be considered effective immediately on the date it is signed by the arbitrator, unless a different date is ascribed by the arbitrator. The arbitrator's award will be final and binding subject to the Parties' right to file an appeal (if applicable). The appropriate party will take the actions required by the final decision of the arbitrator after it becomes final and binding, except as may otherwise be provided by the arbitrator's decision or resolution of any applicable appeal process.

10. The arbitrator may retain jurisdiction over a case when necessary to enforce the award, clarify the award, and/or award attorney fees consistent with this Article and TSA policy.

11. A grievance will be terminated two (2) years after its invocation if no hearing has taken place and the grievance was not addressed in a mediation/arbitration (med/arb) settlement conference consistent with Section J.12.

12. In February and August of each year, TSA and the AFGE Council 100 President or designee may enter into a mediation/arbitration (med/arb) settlement conference(s) with the assistance of an appropriately-qualified mediator/arbitrator from the Parties' roster to resolve (e.g., decide, settle) up to fifty (50) expedited arbitration cases in each med/arb

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settlement conference. Those expedited arbitration cases must either: (1) have been pending for at least one (1) year from invocation; or (2) concern a letter of reprimand, a sick leave restriction, or AWOLs totaling eight (8) hours or less. The Parties will determine the schedule for the settlement conference(s). The mediator/arbitrator will determine the procedures for the settlement conference and have the authority to resolve cases.

13. In establishing the procedures for the settlement conference, the mediator/arbitrator will abide by the following: the record developed during the internal process and written evidence exchanged by the Parties in advance of the settlement conference will be provided to the mediator/arbitrator; the Parties can make any relevant argument; the mediator/arbitrator will not hear witnesses or receive witness statements; and, there will be no requirement for pre- or post-hearing briefs.

K. **REVIEW OF NATIONAL UNION-AGENCY ARBITRATION AWARDS:**

1. The arbitrator(s) award will be final, except that either party may, consistent with this section, seek review of National Union-Agency arbitration awards (whether issued by a single arbitrator or panel of arbitrators) by a panel of three (3) arbitrators.

2. Within thirty (30) calendar days after the award is issued, either party may file for review of the award in writing to arbinfo@tsa.dhs.gov with a simultaneous copy to the other party. The filing must include: (a) a statement of the grounds on which review is requested; (b) arguments in support of the stated grounds, including specific references to the record, citations of authorities, and any other relevant documentation (including of any documents referenced in the arguments); and (c) a copy of the award. If the filing is mistakenly emailed to ResolutionCenter@tsa.dhs.gov within thirty (30) calendar days after the award is issued and satisfies the requirements of this section, it will be accepted.

3. Either party may request mediation by emailing arbinfo@tsa.dhs.gov with a contemporaneous copy to the other party. The non-requesting party may decline to engage in mediation.

4. The non-filing party can file an opposition to the filing for review in writing to arbinfo@tsa.dhs.gov with a simultaneous copy to the other party within thirty (30) days of the date of the filing for review. The opposition should address any assertions made in the filing for review that the non-filing party disputes. This includes but is not limited to any assertions that any evidence, factual assertions, arguments (including affirmative defenses), requested remedies, or challenges to an awarded remedy were raised before the panel or arbitrator. The opposition should also include copies of any documents upon which the opposition relies.

5. The panel's review will be based on the written submission of the Parties. If the panel needs to clarify the record or otherwise needs additional information, the panel may direct a Party or the Parties to provide such information. There will be no communication with the panel unless both Parties are present for or included in (as applicable) the communication.

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a. If a party provides further information pursuant to the panel's request, the panel will provide the other party an opportunity to respond.

6. Except as otherwise provided for in this section, the panel will determine all timeframes.

7. The panel will review the arbitration award to determine if the award is deficient because:

   a. it is contrary to any applicable law, rule or regulation or for reasons of national security; or

   b. on grounds such as bias on the part of the arbitrator, the arbitrator exceeded their authority, the award is based on a non-fact, the award fails to draw its essence from the parties' collective bargaining agreement; or

   c. the award violates TSA policy and/or is inconsistent with the terms of the Determination, the collective bargaining agreement, this Article, and/or other national level memoranda of agreement and/or national level memoranda of understanding between the Parties consistent with the Determination, as well as any local agreements agreed to by the Parties consistent with the Determination.

8. A filing for review may not rely on any evidence, factual assertions, arguments (including affirmative defenses), requested remedies, or challenges to an awarded remedy that could have been, but were not, presented to the arbitrator or panel.

9. If the award is deficient, the panel may take such action and make such recommendations concerning the award as the panel considers necessary, consistent with applicable laws, rules, or regulations and this Article.

L. **COSTS OF ARBITRATION:**

1. Except as provided for by this Article, the Parties agree to share equally the cost of the arbitrator fees and expenses.

2. The cost of a reporter or transcript, if used, will be shared equally by the Parties if it is mutually agreed by the Parties to have one, or where requested by the arbitrator. Absent mutual agreement, either party may unilaterally request court reporting services, and will bear all costs incurred. Absent the use of a court reporter, the Parties agree that the hearing may not otherwise be recorded by the Parties.

3. If a party requests postponement, that party will bear the full cost of any rescheduling fees or postponement fees, unless otherwise mutually agreed to by the Parties or the postponement is covered by Section G.1 of this Article. If the Parties settle the matter, any resulting cancellation fees will be shared equally by the Parties, unless otherwise mutually agreed to by the Parties.

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4. Should either party refuse to participate in arbitration, the other party may present the case to the assigned arbitrator(s) who can issue a decision consistent with this Article. The Parties will equally share the cost of arbitrator fees and expenses.

M. **ARBITRATOR AWARDS (INCLUDING ATTORNEY FEES CONSISTENT WITH THIS ARTICLE):**

1. Arbitrator awards, including attorney fees, will be consistent with this Article, applicable law, and TSA policy. In the event of a conflict, the terms of this Article shall govern.

2. Reasonable attorney fees will be available consistent with TSA policy where: (1) the employee is the prevailing party; (2) the award of attorney fees is warranted in the interest of justice; (3) the amount of fees are reasonable; and (4) the fees are incurred by the employee. The grievant is the prevailing party if they prevailed on any significant issue that achieved some of the benefit sought in the grievance at the time of judgment. Attorney fees will be calculated by the number of reasonable hours expended on the prevailing issue(s) multiplied by an appropriate community prevailing market hourly rate. The amount of the fees awarded will be determined by the arbitrator upon the submission of the requested fees and supporting documentation and the TSA's response to the request for fees. The supporting documentation will include the requester's hourly rate and justification for the rate, number of hours worked and justification for the hours, and a description of the work performed, including a justification for the work performed. TSA will have the ability to respond to the request.

N. **EFFECTIVE DATE:**

1. For National Level arbitrations, this Article will be effective thirty (30) days after the effective date of the CBA. For all other arbitrations, this Article will be effective one hundred and twenty (120) days after the effective date of the CBA. The Memorandum of Agreement on Dispute Resolution Process for Adverse Actions, Disciplinary Actions, and Other Covered Disputes, dated July 12, 2012 is rescinded effective one hundred and twenty (120) days after the effective date of the CBA. Because the Parties could not fulfill this purpose during a lapse in appropriations, the effective date will be extended by the number of days for which there is a lapse in appropriations.

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ARTICLE 30: PERFORMANCE MANAGEMENT PROCESS

A. PURPOSE:

1. This Article establishes the performance management process for bargaining unit employees.

2. In addition to this Article, the Parties understand that TSA MD 1100.43-4, *Transportation Officer Performance System,* and the associated Handbook provide TSA policy and procedures for the TSA Transportation Officer Performance System. In the event of a conflict, the provisions of this Article shall govern.

3. The performance management system is called the "Transportation Officer Performance System" (TOPS).

B. DEFINITIONS:

1. Critical Element: A work assignment or responsibility of such importance that unacceptable performance in the element results in a determination that an employee's overall performance would be at the "Does Not Meet Standards" (or equivalent) level.

2. Performance Appraisal Period: The period of time established for reviewing bargaining unit employee performance (generally October 1 to September 30). The Performance Appraisal Period may be extended for up to ninety (90) days when warranted as set forth in the Handbook to TSA MD 1100.43-4, *Transportation Officer Performance System.*

3. Performance Plan: A written plan that describes the performance expectations (e.g., performance goals, core competencies, and associated performance standards) that are to be met by the bargaining unit employee during the Performance Appraisal Period.

4. Performance Planning Meeting: A mandatory meeting generally conducted at the beginning of the Performance Appraisal Period between a Rating Official and a bargaining unit employee to discuss all elements of the bargaining unit employee's Performance Plan.

5. Progress Review: A formal, documented discussion between a bargaining unit employee and their Rating Official about the bargaining unit employee's actual performance as compared to the performance expectations set forth in the bargaining unit employee's Performance Plan and expectations for the remainder of the Performance Appraisal Period.

6. Rating of Record: The overall performance level rating ("Meets Standards" or "Does Not Meet Standards" (or equivalent)) which is prepared at the end of the Performance Appraisal Period by the Rating Official that evaluates an employee's performance of assigned duties and responsibilities against established Performance Plan

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requirements over the applicable Performance Appraisal Period.

7. Rating Official: The designated supervisory official with authority to observe and evaluate a bargaining unit employee's performance and prepare the employee's Mid-Cycle Progress Reviews, Progress Reviews (when appropriate), and the Rating of Record.

8. Self-Assessment: A bargaining unit employee's voluntary written review of their performance of assigned duties and responsibilities, as applied to their established Performance Plan requirements.

C. **GENERAL PRINCIPLES:**

1. When evaluating performance, management will not hold bargaining unit employees accountable for factors which may affect their performance level or Rating of Record that are beyond the control of the bargaining unit employee.

2. A bargaining unit employee is responsible for promptly notifying Rating Officials about factors that interfere with their ability to perform their duties at the level of performance required by the Performance Plan.

3. Approved leave will not negatively impact a bargaining unit employee's performance level or Rating of Record.

4. At the beginning of the Performance Appraisal Period, management will establish and communicate performance standards and expectations that are related to the bargaining unit employee's position and duties. The Parties understand that performance standards should be specific, measurable, achievable, realistic, and time-bound.

5. Bargaining unit employee competencies and goals will be relevant and have a nexus to the bargaining unit employee's position and duties.

6. Upon request, a bargaining unit employee will be given a copy of performance related documentation, including signed documentation, for the current Performance Appraisal Period.

D. **RATING OFFICIALS:**

1. Each bargaining unit employee is assigned a Rating Official who will evaluate their performance.

2. A bargaining unit employee's Rating Official may change during the Performance Appraisal Period as a result of their work schedule, and/or other factors (e.g., promotion, transfer). A bargaining unit employee will be promptly notified of any changes to their Rating Official.

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3. Bargaining unit employees who are not officially assigned to an acting supervisory position, in accordance with TSA MD 1100.30-1, *Temporary Internal Assignments*, and associated Handbook, are prohibited from serving as Rating Officials and assigning performance levels or Ratings of Record to other bargaining unit employees in TOPS covered positions.

E. **PERFORMANCE PLANNING:**

1. The Performance Planning Meeting must be completed within 30 calendar days of:

   a. The beginning of the Performance Appraisal Period;

   b. The beginning of a temporary internal assignment (detail) or temporary promotion that is expected to last more than ninety (90) days;

   c. A bargaining unit employee's change to a new position title including promotion, demotion, or reassignment; or

   d. A bargaining unit employee's completion of the locally delivered TSO Phase 1 basic training, including associated on-the-job training (OJT) and examinations.

2. The Rating Official will ensure that the signed and dated Performance Plan is maintained in the bargaining unit employee's performance file.

3. Subsequent review of the bargaining unit employee's Performance Plan should be held when there is a significant change in the bargaining unit employee's work situation, such as:

   a. A change in the Rating Official;
   b. When assigned to Special Assignment;
   c. When a bargaining unit employee returns from an extended absence of ninety (90) calendar days or more.

4. When a bargaining unit employee remains in their current position under the same performance standards but experiences a change in Rating Official, a new Rating Official will be assigned within thirty (30) calendar days. A new Performance Plan is not required. The new Rating Official will review and discuss the Performance Plan with the bargaining unit employee. The bargaining unit employee may ask questions at this meeting about the Performance Plan.

F. **INFORMAL DISCUSSIONS:**

1. Informal discussions are a standard part of supervision and should occur as needed throughout the Performance Appraisal Period.

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2. Informal discussions may be initiated by the supervisor, Rating Official (if not the supervisor), or the bargaining unit employee.

3. Discussions will provide the bargaining unit employee with the opportunity to seek further guidance and understanding of their work performance and participate in their performance improvement.

4. Bargaining unit employees will take ownership and proactively engage with their Rating Officials in these discussions to anticipate, identify, and obtain support on work issues that will help them successfully perform their work.

5. The Rating Official will hold informal discussions, when needed as determined by the Rating Official, with bargaining unit employees to review and discuss performance.

6. If a bargaining unit employee requests a discussion with their Rating Official to discuss their performance, it will be conducted as soon as practicable. Discussions may be held one-on-one or with a supervisor and Rating Official. Discussions may be documented via supervisory notes of a Progress Review, depending on the format of the discussion.

G. **PROGRESS REVIEWS:**

1. The Rating Official will monitor the bargaining unit employee's performance throughout the Performance Appraisal Period and communicate with the bargaining unit employee about their performance. Progress Reviews will outline measures to recognize high-level performance, improve performance that is otherwise acceptable, and correct any performance deficiencies. Progress Reviews will be performed in a timely manner and may take place at any time during the Performance Appraisal Period.

2. Required Mid-Cycle Progress Review: A mandatory Mid-Cycle Progress Review is conducted at approximately the mid-point of the Performance Appraisal Period. During the Mid-Cycle Progress Review, the Rating Official and the bargaining unit employee will discuss the bargaining unit employee's performance to date, opportunities for development, and performance expectations for the remainder of the Performance Appraisal Period. The bargaining unit employee will be provided a performance level indicator reflecting the bargaining unit employee's performance to date based on the elements of their Performance Plan. Both the bargaining unit employee and the Rating Official will sign and date the applicable Mid-Cycle Progress Review documents or TSA-approved electronic version.

3. A Progress Review must be conducted when a bargaining unit employee's performance falls below the "Meets Standards" (or equivalent) level.

4. Progress Reviews also are required when there are ninety (90) or more days left in the current Performance Appraisal Period, and:

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a. The bargaining unit employee has a permanent change in position (i.e. reassignment, promotion, or reduction in pay band) that has different performance standards from their original position, and the bargaining unit employee has been under the previous performance standards for a minimum of ninety (90) days before the effective date of the change in position; or

b. The Rating Official's evaluation of a bargaining unit employee ends prior to the end of the Performance Appraisal Period, and the bargaining unit employee has performed on a Performance Plan for a minimum of ninety (90) days. The losing Rating Official will issue a Progress Review that will be factored into the gaining Rating Official's evaluation of the bargaining unit employee to ensure an accurate and complete review of the bargaining unit employee at the end of the Performance Appraisal Period; or

c. The bargaining unit employee completes a detail or temporary promotion, different from the bargaining unit employee's original position of record, and the bargaining unit employee has been under a Performance Plan with performance standards specific to the detail or temporary promotion for at least ninety (90) days before returning to their original position.

5. Progress Reviews also may be conducted when the Rating Official notices a marked improvement in performance.

6. Documentation of Progress Reviews: The Rating Official will document Progress Reviews, including any additional Progress Reviews held when the rating is at or below "Meets Standards" (or equivalent), reflecting that a discussion took place on the bargaining unit employee's performance summarizing the review. The Rating Official will provide the bargaining unit employee with a copy of or access to the documentation generally within five (5) business days of the discussion. The Rating Official will ensure that the signed and dated applicable Progress Review documents are maintained in the bargaining unit employee's performance file.

H. ACTIONS AFFECTING THE PERFORMANCE MANAGEMENT PROCESS:

1. Temporary Changes in Position (Temporary Internal Assignment):

a. A bargaining unit employee who is expected to be on a temporary internal assignment (i.e., detail) or temporary promotion for more than ninety (90) days that has different performance standards may be placed on an applicable Performance Plan by the supervisor of the detail or temporary promotion, if the supervisor is different from the bargaining unit employee's Rating Official.

b. If a bargaining unit employee is placed on a new Performance Plan for a temporary internal assignment or temporary promotion, the new plan will be provided to, and

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discussed with, a bargaining unit employee within thirty (30) calendar days after the start of the temporary internal assignment or temporary promotion.

2. Permanent Changes in Position (Reassignment/Promotion/Reduction in Pay Band):

   a. A new Performance Plan will be provided to, and discussed with, a bargaining unit employee within thirty (30) calendar days after a reassignment, promotion, or reduction in pay band into a covered position which has different performance standards from the previously held position (whether or not the previous position was covered by TOPS). For example, a TSO promoted to a LTSO will be given new performance standards.

   b. A bargaining unit employee who is under the new performance standards for at least ninety (90) days will be rated based on performance under the new performance standards. A bargaining unit employee who is under the new performance standards for less than ninety (90) days will be rated based on their performance standards and performance in their prior position.

3. Bargaining unit employees who are on extended absences but performed under a performance plan for at least ninety (90) days will be rated consistent with TSA MD 1100.43-4, *Transportation Officer Performance System,* and the associated Handbook.

4. Presumed Ratings:

   a. Bargaining unit employees who have not performed under a Performance Plan for at least ninety (90) days due to absence associated with military duty, official time related to union representation, and/or a work-related injury (whether in a paid, unpaid, or combination leave status) will be presumed to have attained the same performance level they earned in the most recent Rating of Record which was not presumed.

      i. Presumed ratings for official time service are addressed in Article 6: *Union Representatives and Official Time*, Section A.3.b.

   b. Bargaining unit employees who have not performed at least 90 days during the Performance Appraisal Period and are not covered under Section H.4.a above, will not receive a presumed rating. Bargaining unit employees will receive a performance rating consistent with TSA MD 1100.43-4, *Transportation Officer Performance System,* and the associated Handbook.

I. ANNUAL APPRAISAL:

1. Each bargaining unit employee who has performed on a Performance Plan for a minimum of ninety (90) days during the Performance Appraisal Period will receive an Annual Appraisal, which consists of:

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a. A performance level Rating for each performance goal and core competency established on their Performance Plan; and

b. A Rating of Record.

2. The Rating Official generally will conduct the Annual Appraisal meeting within thirty (30) calendar days of the end of the Performance Appraisal Period.

3. Rating Officials may perform all of the steps in the Annual Appraisal process when there are fewer than ninety (90) days remaining in the Performance Appraisal Period, when warranted by special circumstances (e.g., the bargaining unit employee has a permanent change in position, transfers from one airport to another, or completes a detail or temporary promotion).

4. Both the Rating Official and the bargaining unit employee will sign and date the Annual Appraisal. A copy will be provided to the bargaining unit employee.

J. **SELF-ASSESSMENTS:**

1. Bargaining unit employees are encouraged to complete Self-Assessments of their performance of assigned duties and responsibilities as measured against their Performance Plan at any time during the Performance Appraisal Period, including but not limited to for Progress Reviews and prior to the Annual Appraisal.

2. Completion of a Self-Assessment is voluntary on the part of the bargaining unit employee, and Rating Officials will not require a bargaining unit employee to complete a Self-Assessment or provide information regarding their performance.

3. Bargaining unit employees may complete their Self-Assessments on TSA Form 1106C, *Employee Self-Assessment (Performance Management)*, or in any other format the bargaining unit employee wishes.

K. **DOCUMENTATION:**

1. Performance appraisal forms, documents, and supporting documentation will be maintained in the bargaining unit employee's performance file.

2. Bargaining unit employees may provide information and/or documentation at any time to the Rating Official, to inform the Mid-Cycle Progress Review, annual appraisal, or other performance-based meeting.

3. Upon request, a bargaining unit employee will be provided timely access to their performance file.

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4. When a bargaining unit employee transfers from one TSA office or airport to another, the bargaining unit employee's performance file will be forwarded by the "losing" location to the "gaining" TSA office or airport.

L. **IMPROVING PERFORMANCE:**

1. The objective of the performance improvement process is to improve the bargaining unit employee's performance to achieve the performance level of "Meets Standards" (or equivalent).

2. This process does not address misconduct.

3. Performance deficiencies should be addressed as soon as they become evident. Many deficiencies may be addressed through informal interactions between the bargaining unit employee and Rating Official.

4. A Performance Improvement Plan (PIP) is designed to assist bargaining unit employees to achieve a "Meets Standards" (or equivalent) level of performance. A PIP may be issued at any time during the Performance Appraisal Period when the bargaining unit employee's performance falls below the level of "Meets Standards" (or equivalent).

5. Management will hold a meeting with the bargaining unit employee to issue and discuss the PIP. As part of the PIP discussion process, the bargaining unit employee will be afforded the opportunity to make verbal or written comments. The bargaining unit employee and Rating Official will sign and date the PIP, indicating that the bargaining unit employee has received a copy.

6. PIPs issued to bargaining unit employees will, at a minimum, contain the following elements:

   a. Identification of the area(s) in which the bargaining unit employee's performance is in need of improvement;

   b. An explanation and/or examples of the specific duties which are not being performed adequately;

   c. Actions required for the bargaining unit employee to demonstrate satisfactory performance;

   d. A statement that the bargaining unit employee will be given a minimum of sixty (60) calendar days to demonstrate improvement in performance;

   e. A description of the type(s) of assistance TSA will make available (e.g., formal and/or on-the-job training, increased supervision); and

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f. A warning of the possible consequences of unimproved performance.

7. For a bargaining unit employee on a PIP, the Rating Official will:

   a. Keep the bargaining unit employee informed of their progress by means of written and oral counseling;

   b. Review the bargaining unit employee's performance during the PIP and meet with the bargaining unit employee as set forth in the PIP;

   c. Review the bargaining unit employee's performance at the end of the PIP period. The Rating Official will make the determination of whether or not the bargaining unit employee satisfied the requirements of the PIP and improved their performance to the performance level of "Meets Standards" (or equivalent).

8. The Parties understand that the Rating Official, at the end of the PIP period, will determine to close out the PIP as successful or unsuccessful or extend the PIP. The Rating Official will provide written notification to the bargaining unit employee of whether the PIP was closed out or extended at the end of the PIP period.

M. **PERFORMANCE-BASED ACTIONS:**

1. If the employee does not improve to the "Meets Standards" (or equivalent) level, the Parties understand that the Agency may extend the PIP, initiate a reassignment, demotion, or removal, as deemed appropriate by management.

2. If a demotion or removal is proposed as a performance-based action, the following apply:

   a. The notice of proposed action should be issued as soon as practicable after the PIP has been closed out as unsuccessful.

   b. [Blank] The Parties did not reach agreement on this provision.

   c. The bargaining unit employee can present an oral and/or written reply to the proposal within seven (7) calendar days. This time limit may be extended for good cause shown.

   d. A bargaining unit employee may be represented by an individual of their choosing consistent with TSA MD 1100.63-3, *Employee Representation*, in preparing and presenting any reply.

   e. The bargaining unit employee will be provided a copy of the material relied upon with the proposal letter.

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f. The bargaining unit employee will be advised of the name of the Deciding Official and the individual the employee may contact to make arrangements for a reply or to ask any questions.

g. Action will not be taken until after any timely reply is received and considered; or, if no reply is received, after the reply period expires.

h. [Blank] The Parties did not reach agreement on this provision.

3. Decisions on proposed demotions or removals as performance-based actions:

a. After considering the employee's response (if provided), the Agency will issue a written decision. The decision will comply with the requirements of TSA policy and this Agreement.

b. If the decision is unfavorable to the employee, the employee will be informed of the applicable grievance procedures and/or appeal rights as outlined in Article 28: *Grievance Processes*.

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ARTICLE 31: WORK-RELATED INJURIES AND ILLNESSES

A. **PURPOSE:** This Article addresses work-related injuries and illnesses.

B. When a bargaining unit employee reports a possible work-related injury as a result of their performance of duties, management will:

1. Arrange for immediate medical care, if required, and transportation assistance, if necessary, for the bargaining unit employee.

2. Complete the applicable portions of Form CA-1, *Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation*.

   Note: When documenting a possible work-related illness (i.e. occupational disease) management will complete the applicable portions of Form CA-2, *Notice of Occupational Disease and Claim for Compensation*.

3. Articulate the management and bargaining unit employee responsibilities for reporting and documenting the claim as detailed in TSA Management Directive 1100.00-6, *Workers' Compensation Program*, effective July 2, 2009 and associated Handbook unless otherwise superseded by law or regulation.

4. Within seven (7) calendar days of a bargaining unit employee reporting a possible work-related injury, the bargaining unit employee will be provided a copy of the Federal Employees' Compensation Act (FECA) Rights and Responsibilities Acknowledgment Form, which advises employees on how to file a CA-1 Form and request Continuation of Pay (COP).

5. Provide the bargaining unit employee with the opportunity to provide TSA with an alternate email address to receive communication from management while incapacitated for duty as a result of a work-related injury.

C. A bargaining unit employee may (but is not required to) use annual and sick leave in lieu of COP as described in TSA MD 1100.00-6, *Workers' Compensation Program*, effective July 2, 2009 unless otherwise superseded by law or regulation. Eligibility for COP is governed by the FECA and bargaining unit employees are generally eligible for up to forty-five (45) calendar days of pay, which is treated as salary and subject to the usual payroll deductions.

D. TSA shall offer limited duty assignments to bargaining unit employees who have approved Department of Labor (DOL)/OWCP claims consistent with TSA's legitimate operational needs. A bargaining unit employee who declines a limited duty position may be placed on LWOP while DOL/OWCP reviews the case and makes a decision on the bargaining unit employee's suitability for the limited duty assignment.

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E. A bargaining unit employee may be offered a light duty position based on documented medical restrictions while the claim is being evaluated by DOL. Limited duty assignments will receive priority over light duty positions based on legitimate operational needs.

F. Information on forms, rights, and procedures related to workers' compensation will be maintained on TSA's intranet. TSA will provide to bargaining unit employees an annual reminder on access to these policies and procedures.

G. In accordance with the TSA Workers' Compensation Program Handbook, effective July 2, 2009, unless otherwise superseded by law or regulation, bargaining unit employees will have the option to substitute COP for sick and/or annual leave used during the forty-five (45) day entitlement period. Requests for restoration of such sick/annual leave must be filed within one (1) year of the date the DOL/OWCP approves the claim. If forfeited annual leave exceeds the carryover provision, a separate request must be made to restore the forfeited leave in excess of the carryover amount.

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ARTICLE 32: FITNESS FOR DUTY

A. **PURPOSE:** This Article, along with TSA MD 1100.33-2, *Management-Initiated Fitness-for-Duty Evaluations*, establishes the procedures for fitness-for-duty evaluations of bargaining unit employees. In the event of a conflict, the provisions of this Article will govern.

NOTE: This Article does not address claims filed with the Department of Labor, Office of Workers Compensation Programs (OWCP), for alleged work-related injuries; see Article 31: *Work-Related Injuries and Illnesses* for further information.

B. **FITNESS-FOR-DUTY EVALUATION:** TSA may require a bargaining unit employee to undergo a fitness-for-duty evaluation, subject to the concurrence of the appropriate medical office and in accordance with TSA policy (which requires that fitness-for-duty evaluations comply with all applicable laws, policies, and regulations).

C. **PROCESS:**

1. In directing bargaining unit employees to undergo a fitness-for-duty evaluation, management will comply with TSA policy.

2. The Parties understand that the fitness-for-duty evaluation process may include medical inquiries, requests for and review of medical documentation, consultation with the employee's health care provider, and/or medical examination, as appropriate.

3. Bargaining unit employees will be notified when they are required to undergo a fitness-for-duty evaluation. Bargaining unit employees will also be informed of the reason for the fitness-for-duty evaluation.

4. If TSA determines that an independent medical examination is necessary, the bargaining unit employee will be required to undergo a medical examination by a TSA-designated healthcare provider. The bargaining unit employee will be informed of the consequences of failure to provide the requested medical documentation within the required timeframe and/or failure to comply with a TSA-ordered medical examination (e.g., not showing for the scheduled medical examination).

5. If the employee is asked to schedule an independent medical examination, they will be allowed a reasonable amount of time to do so. The Parties understand that no adverse action will be taken solely as a result of appointment unavailability

6. [Blank] The Parties did not reach agreement on this provision.

7. [Blank] The Parties did not reach agreement on this provision.

D. **COSTS:** TSA will be responsible for the cost of any TSA-ordered independent medical examination. TSA-ordered independent medical examinations will occur during the employee's duty hours.

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E. [Blank] The Parties did not reach agreement on this provision.

F. **REPORTS:**

1. In January of each year, TSA will provide the Council 100 President or designee with a report showing the total number of fitness-for-duty evaluations from the prior fiscal year, sortable by Airport code. For each evaluation, the report will show the outcome of the evaluation (i.e., medically qualified, not medically qualified, or temporarily not medically qualified).

2. In January of each year, TSA will provide the Council 100 President or designee with a report showing the total number of bargaining unit employees from the prior fiscal year who were reassigned to another position, through the TSO Job Search Program, as a result of a finding that they were not medically qualified for their position. The report will be sortable by Airport code.

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ARTICLE 33: HEALTH AND SAFETY

A. **PURPOSE:** The Parties recognize that a safe and healthful work environment is valued by TSA, is necessary for the accomplishment of TSA's mission, and contributes to a high quality of work life for the bargaining unit employees.

B. **RESPONSIBILITIES:** Bargaining unit employees should report known or suspected workplace hazards to management. Management is responsible for identifying workplace hazards, monitoring and reducing risks, and correcting unsafe conditions and practices in order to safeguard bargaining unit employees. Management is responsible for ensuring all bargaining unit employees receive training in safe and healthful practices, including instructions, work methods, and use of equipment. The Union will encourage bargaining unit employees to observe all safety rules and use all safety equipment and safeguards provided.

C. **HEALTH, SAFETY, AND WELLNESS COMMITTEE:**

1. The Parties will have a joint labor-management committee at the national level pertaining to health, safety, and wellness issues in the workplace (the "Health, Safety, and Wellness Committee" or "Committee").

2. The Health, Safety, and Wellness Committee will have at least one (1) management representative from Security Operations and up to seven (7) Union members, including the Union Co-Chair, to review, discuss, and make recommendations on matters concerning, but not limited to:

   a. Safety equipment (e.g., gloves, back braces, knee pads, safety glasses, lighting);

   b. Radiation concerns (e.g., exposure, mitigation measures, equipment, dosimeters);

   c. Health programs (e.g., gym memberships and discounts, walking clubs);

   d. Wellness programs (e.g., smoking cessation courses, diabetes classes);

   e. Workplace safety (e.g., cleanliness of the checkpoint, noise volume, air quality, flu exposure);

   f. Training and education related to health, safety, and wellness issues (e.g. Family and Medical Leave Act (FMLA), workers' compensation, Safety Information System);

   g. Safety Action Teams;

   h. Employee Assistance Program (EAP);

   i. Worklife4You Program, including child care services.

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3. One (1) management representative and four (4) union representatives shall constitute a quorum at a meeting of the Health, Safety, and Wellness Committee.

4. The Committee will have two (2) co-chairs: one (1) AFGE co-chair and one (1) management co-chair.

5. The Health, Safety, and Wellness Committee members will make earnest efforts to jointly craft recommendations. Either Co-Chair may request assistance from the Federal Mediation and Conciliation Service to facilitate reaching joint recommendations.

6. The Health, Safety, and Wellness Committee will submit any joint recommendations to the appropriate program office.

7. The Health, Safety, and Wellness Committee will hold two (2) meetings per year at TSA Headquarters or a no cost facility as mutually agreed upon by the Co-Chairs. These meetings will take place on Tuesdays and Wednesdays, unless modified in accordance with Section C.10. The Mondays and Thursdays preceding and following the meeting dates will be reserved for travel to and from the meeting locations and pre- and post-meeting Health, Safety, and Wellness Committee work. TSA will pay the travel and per diem expenses, if any, of up to seven (7) AFGE representatives who are bargaining unit employees for these two (2) meetings.

8. Any other Health, Safety, and Wellness Committee meetings will be held virtually at a time agreed upon by the Committee Co-Chairs. The length of these other meetings will also be agreed upon by the Committee Co-Chairs.

9. AFGE representatives who are bargaining unit employees serving on the Health, Safety, and Wellness Committee will do so on official time.

10. Matters proposed for discussion by either party will be forwarded to the other party at least seven (7) calendar days prior to the meeting date. Any matter not submitted by this timeframe will not be considered for discussion unless by mutual consent of the parties. Failure to provide appropriate topics within the prescribed timeframe may result in a modification to the length of the meeting.

11. The Committee will be briefed on health, safety, and wellness issues and concerns at each meeting.

12. At one (1) of the two (2) meetings per year, the Committee will receive a report from OSHE recapping the previous year's OSHA violations and workers' compensation data for bargaining unit employees.

13. Joint recommendations will be forwarded to the appropriate Assistant Administrator(s) for implementation. Within sixty (60) calendar days of receiving the joint recommendation, the appropriate Assistant Administrator(s) will reply to the Health, Safety, and Wellness Committee indicating acceptance or denial of the joint recommendation or to request

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additional information regarding the joint recommendation. If accepted, a joint recommendation will be implemented at the appropriate Assistant Administrator's direction. If the joint recommendation is denied, management will specify in writing, at the time denial is communicated, why management will not implement the joint recommendation and will refer it to the Health, Safety, and Wellness Committee for further deliberations.

14. Joint recommendations of the Health, Safety, and Wellness Committee that are approved by the appropriate Assistant Administrator(s) will be implemented consistent with that approval and may not be subject to impact and implementation bargaining at the national level.

15. If management implements a joint recommendation of the Health, Safety, and Wellness Committee, management will communicate that management has adopted a Health, Safety, and Wellness Committee recommendation to the entire bargaining unit via a TSA Broadcast Message within forty-five (45) calendar days of the implementation. At a minimum, the message will state the following: "As a result of the recommendation of the Health, Safety, and Wellness Committee under the AFGE-TSA Bargaining Agreement...".

16. AFGE agrees to notify management, in writing, of the names of the union representatives who will serve on the Health, Safety, and Wellness Committee. AFGE reserves the right to change any of the union representatives at any time. AFGE will normally provide management with notice of a change in Committee membership at least fourteen (14) calendar days before the Committee meeting.

17. Management agrees to notify AFGE, in writing, of the names of the management representatives who will serve on the Health, Safety, and Wellness Committee. Management reserves the right to change any of the management representatives at any time. Management will normally provide AFGE with notice of a change in Committee membership at least fourteen (14) calendar days before the Committee meeting.

18. The Health, Safety, and Wellness Committee members can request joint training on the subject(s) set forth as topics for discussion at the two (2) committee meetings. The training will be part of the meeting time. If determined appropriate by management, TSA may offer additional training to the Health, Safety, and Wellness Committee.

D. **EMERGENCY PREPAREDNESS PLANS:** TSA management at each airport will share TSA's emergency preparedness plan with the AFGE local president or designee for that airport and provide a briefing annually to update the AFGE local president or designee on any modifications or additions to the emergency preparedness plan.

1. Each checkpoint and baggage screening location will be stocked with an adequate first-aid kit stored in a location within ready access of bargaining unit employees.

2. Bargaining unit employees will be provided an annual walk-through for emergency preparedness.

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E. **PERSONAL PROTECTIVE EQUIPMENT (PPE):** To assess and minimize the hazards that may be present in facilities or locations where bargaining unit employees are assigned and/or deployed, and to the extent it is within TSA's control, TSA will:

1. At TSA's expense, make available approved PPE to bargaining unit employees as needed to perform their duties, consistent with Chapter 17, *Personal Protective Equipment*, of the TSA Occupational Safety and Health Manual. PPE may include, but is not limited to, hearing protection, respiratory protection, hand protection, eye and face protection, and head protection;

2. Provide bargaining unit employees with training on the use, care, maintenance, and limitations of required and authorized voluntary-use PPE; and

3. Ensure that PPE is safely stored and maintained, and that PPE is removed from service when defects are noted. Upon request, TSA will provide the AFGE Local President or designee with a POC for questions regarding PPE.

4. The Health, Safety, and Wellness Committee described in this Article will periodically review and evaluate the PPE program and provide recommendations to TSA management.

5. The Parties understand that bargaining unit employees will be able to wear protective respiratory masks (e.g., N95) consistent with Chapter 17, *Personal Protective Equipment*, of the TSA Occupational Safety and Health Manual.

6. Gloves: TSA will provide nitrile gloves to bargaining unit employees. TSA will provide alternate (*e.g.*, non-allergenic) gloves to bargaining unit employees upon request consistent with Chapter 17, *Personal Protective Equipment*, of the TSA Occupational Safety and Health Manual.

F. **MATS:** TSA will provide anti-fatigue mats at bargaining unit employee workstations where bargaining unit employees stand in one place for extended periods of time.

G. **WATER:** Consistent with TSA Policy, bargaining unit employees will have access to potable drinking water (*e.g.*, water coolers, water fountains, bottled water, water jugs), within two hundred (200) feet of the checkpoints or other work areas, at no cost to the bargaining unit employees.

H. **TEMPERATURE:** TSA will make reasonable efforts to coordinate with worksite authorities to ensure that temperatures and humidity levels within TSA work areas do not impede the bargaining unit employees' performance of their duties. Where temperatures in TSA work areas consistently fail to meet the OSHA-recommended limits for the type of work being performed as provided in TSA Management Directive 2400.1, *Occupational Safety and Health Program*, reasonable corrective measures will be taken to alleviate the problem, including but not limited to, working with the airport authority to alleviate the problem.

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1. The FSD or designee will notify the AFGE Local President or designee of the efforts (e.g., contacting the airport authority) to resolve issues related to heating and air conditioning.

2. Bargaining unit employees may wear TSA-issued jackets as authorized in Article 16: *Uniforms, Uniform Allowances, and Appearance*.

I. RADIATION MONITORING AND ABATEMENT:

1. In accordance with the TSA Occupational Safety and Health Manual, Chapter 27, TSA will continue to routinely monitor radiation levels of all TSA-controlled equipment in use to ensure the safety of bargaining unit employees. The Parties agree that testing, service, and maintenance protocols must be maintained for all screening equipment, and the results shared with the Union, at least annually. TSA will respond promptly to reports or evidence of malfunctioning machines or increased radiation levels and undertake efforts to abate the problem.

2. [Blank] The Parties did not reach agreement on this provision.

3. Bargaining unit employees wearing dosimeters at the direction of TSA will receive a copy of their individual dosimeter results with the following statement "You may choose to share these results with your local Union representative."

4. [Blank] The Parties did not reach agreement on this provision.

J. GENERAL:

1. To the extent that an area is within the control of TSA management and consistent with policies and procedures outlined in the TSA Occupational Safety and Health Manual, Chapters 14 and 15, TSA will:

   a. monitor indoor air quality to ensure safe, healthful air quality;

   b. provide ergonomic equipment and facilities to bargaining unit employees as appropriate;

   c. monitor noise levels and coordinate with worksite authorities to facilitate corrective actions to eliminate the hazard; and

   d. address temperature extremes (e.g. cold and heat exposure).

2. [Blank] The Parties did not reach agreement on this provision.

3. TSA will make reasonable efforts to coordinate with worksite authorities to mitigate bargaining unit employee exposure to infestations (bed bugs, roaches, etc.), insecticides, construction, renovation, maintenance, and cleaning chemicals in areas under TSA control.

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ARTICLE 34: EQUAL EMPLOYMENT OPPORTUNITY

A. **PURPOSE:** This Article outlines the Parties' commitment to uphold equal employment opportunity (EEO) principles.

1. [Blank] The Parties did not reach agreement on this provision.

B. **GENERAL:**

1. The Parties jointly support an organizational environment that is free from discrimination, harassment, and retaliation.

2. The Parties understand that there shall be no discrimination against any bargaining unit employee on account of race, color, sex (including sexual orientation, gender identity, and pregnancy), religion, national origin, age, disability, genetic information, parental status, or prior EEO activity.

3. If bargaining unit employees believe they have been subjected to unlawful discrimination, harassment, or retaliation, they may contact the TSA EEO office (known as the TSA Civil Rights, Equity, Access and Inclusion Division as of the effective date of this Agreement) via telephone at 877-336-4872 or 800-877-8339 (TTY/ASCII) or via email at tsa.civilrights@tsa.dhs.gov.

   a. If a bargaining unit employee believes that they have been discriminated against on the grounds set forth in this Article, they may file a grievance, an appeal to the Merit Systems Protection Board (MSPB) if the action is otherwise appealable to the MSPB, or an EEO complaint in accordance with Section F of Article 28: *Grievance Processes.*

C. **REASONABLE ACCOMMODATION REQUESTS FOR QUALIFIED BARGAINING UNIT EMPLOYEES WITH DISABILITIES:**

1. In addition to this Article, TSA Management Directive (MD) 1100.73-4, *Reasonable Accommodation Program,* and associated Handbook contain the policy and procedures governing the TSA Reasonable Accommodation Program. In the event of a conflict, the provisions of this Agreement shall govern.

2. The Parties understand that the Agency will provide reasonable accommodation to qualified bargaining unit employees with disabilities (i.e. with respect to a bargaining unit employee, a physical or mental impairment that substantially limits one or more of the major life activities; a record of such an impairment; or being regarded as having such an impairment) unless providing the reasonable accommodation would pose an undue hardship.

3. [Blank] The Parties did not reach agreement on this provision.

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4. The Parties recognize that individual accommodations will be determined by the Agency on a case-by-case basis using the interactive process, taking into consideration factors such as the employee's disability, the employee's suggestions for reasonable accommodations, existing limitations, the work environment, and whether the accommodation poses an undue hardship.

5. [Blank] The Parties did not reach agreement on this provision.

   a. Reassignment will only be considered as a reasonable accommodation of last resort after all other possible accommodations have been explored and ruled out.

   b. [Blank] The Parties did not reach agreement on this provision.

   c. [Blank] The Parties did not reach agreement on this provision.

D. **ACCOMMODATION REQUESTS BASED ON A BARGAINING UNIT EMPLOYEE'S SINCERELY HELD RELIGIOUS BELIEF OR PRACTICE:**

1. The Parties understand that the Agency will provide reasonable accommodation for sincerely held religious beliefs or practices unless providing an accommodation would pose an undue hardship.

2. Requests for accommodation based on sincerely held religious beliefs or practices must be made in writing, and should be made using the current TSA form for processing religious accommodations.

3. [Blank] The Parties did not reach agreement on this provision.

4. [Blank] The Parties did not reach agreement on this provision.

E. **ANNUAL REPORT:** The Agency agrees to annually furnish the Union with EEO data that is posted on TSA.gov in accordance with The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act).

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ARTICLE 35: PROTECTING AGAINST PROHIBITED PERSONNEL PRACTICES

A. **PURPOSE:** This Article outlines certain information regarding protecting against prohibited personnel practices. In addition to this Article, TSA MD 1100.23-1, *Merit System Principles and Prohibited Personnel Practices*, provides TSA policy, procedures, and responsibilities regarding prohibited personnel practices. In the event of a conflict, the provisions of this Collective Bargaining Agreement shall govern.

B. **DEFINITIONS:**

1. Prohibited Personnel Practice: The Parties understand that, for purposes of this Article, "prohibited personnel practice" means any action described in Section C.

2. Personnel Action: The Parties understand that, for purposes of this Article, "personnel action" means:

   a. An appointment;

   b. A promotion;

   c. An adverse action (a suspension of more than 14 days, including an indefinite suspension, an involuntary demotion for performance/conduct, or a removal) or other disciplinary action;

   d. A Letter of Counseling or Letter of Guidance and Direction;

   e. A detail, transfer, or reassignment;

   f. A reinstatement;

   g. A restoration;

   h. A reemployment;

   i. A performance evaluation;

   j. A decision concerning pay, benefits, or awards, or concerning education or training if the education or training may reasonably be expected to lead to an appointment, promotion, performance evaluation, or other action described within 5 U.S.C. § 2302(a)(2);

   k. Any other significant change in duties or responsibilities, or working conditions;

   l. A decision to order psychiatric testing or examination; and

   m. The implementation or enforcement of any nondisclosure policy, form, or agreement.

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C. **PROHIBITED ACTIONS:** The Parties understand that any employee of the Agency who has authority to take, direct others to take, recommend, or approve any personnel action, is prohibited from:

1. Discriminating for or against any employee or applicant for employment on any protected basis, such as race, color, religion, sex, national origin, age, disability, protected genetic information, marital status, parental status or political affiliation;

2. Considering any reference or recommendation for employment that is not directly related to skills of the candidate and the job to be performed;

3. Coercing political activity or basing a personnel action on political activity or inactivity;

4. Obstructing any person's right to compete for employment;

5. Influencing any person to withdraw from competition for a position;

6. Giving an unauthorized employment advantage to improve or injure any person's employment prospects;

7. Hiring, promoting, or advocating for the employment or advancement of a relative;

8. Retaliating or threatening retaliation against a whistleblower;

9. Retaliating or threatening retaliation for engaging in a protected activity such as filing a complaint or appeal;

10. Discriminating on the basis of conduct that does not adversely affect job performance;

11. Taking, failing to take, or influencing a personnel action that violates any veteran's preference requirement;

12. Taking or failing to take a personnel action in violation of a law, rule or regulation that concerns the merit system principles;

13. Imposing a nondisclosure agreement or policy that does not allow whistleblowing; and

14. Accessing medical records of another employee or applicant to commit another Prohibited Personnel Practice.

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ARTICLE 36: COMMUNICATIONS

A. **COMMUNICATIONS:** The Parties agree that because of AFGE's status as the exclusive representative of bargaining unit employees, it is beneficial to foster communications between AFGE and bargaining unit employees. The following provisions are designed to foster communication consistent with TSA's mission.

B. **GENERAL:**

1. Union Bulletin Boards: In TSA-controlled areas, TSA will allow (where feasible) the Union to install up to two (2) lockable bulletin boards (approximately 24" x 36"), purchased by the Union, in every break room or equivalent space, in each airport/terminal. Such bulletin boards will be for the exclusive use of the Union.

2. Distribution of Union Information and Materials:

   a. Postings and other materials distributed by the Union may not: make defamatory or demeaning references to specific TSA officials or employees; contain Sensitive Security Information (SSI), Personally Identifiable Information (PII), profanity, or discriminatory references; and/or may not violate any law(s).

   b. TSA will not alter or censor the content of communications between the Union and bargaining unit employees that meet the requirements of Section B.2.a.

   c. In TSA-controlled areas, TSA will allow (where feasible) the Union to install a rack of reasonable size for union publications in break rooms. The Parties will mutually agree on the size of the rack and its placement.

   d. Consistent with TSA policy, bargaining unit employees who are designated Union Representatives may engage in reasonable use for representational purposes (and not internal Union business) of TSA's fax machines, copiers, and scanners, provided that such use does not interfere with the Agency's need and/or use of the equipment for Agency work requirements. For more than *de minimis* tasks, the Union will supply its own paper.

   e. Bargaining unit employees may distribute Union literature in TSA-controlled employee break rooms and other non-screening areas while off-duty (e.g., before work, after work, meal breaks). All costs incidental to the distribution of Union literature will be paid by the Union.

   f. TSA will create a folder within TSA's intranet for each AFGE Local. AFGE Local Presidents or designees will be able to post a reasonable number of announcements and relevant information within their Local's folder, which will be accessible to each airport within the jurisdiction of the Local. Upon written request to the FSD or designee, management will provide the AFGE Local President or designee with access to that folder at each airport in the jurisdiction of the AFGE Local. The written request must

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contain a list of the airports that are within the jurisdiction of the AFGE Local.

3. AFGE representatives may only engage in union activities with TSA bargaining unit employees who are not on duty, or are on break or on official time. If an AFGE representative is not certain if a TSA bargaining unit employee is on duty, the AFGE representative will first ask the TSA bargaining unit employee if they are off duty or on break. If the TSA bargaining unit employee indicates that they are on duty, the AFGE representative will immediately end contact with the bargaining unit employee.

4. Use of TSA Email: The Parties understand the TSA email system is for official TSA business. Bargaining unit employees may use the TSA email system for limited personal use, to include communications with the union, as long as this use does not interfere with official duties or cause degradation of network services. Bargaining unit employees may not send broadcast-type messages via TSA's email network regarding any unofficial matters, including communications with the Union. The Parties should be mindful that email messages on the TSA email system are considered government records.

5. In addition to the Union's right to be notified and attend shift briefs that constitute formal discussions, up to two (2) AFGE representatives designated by AFGE may speak at least once every month at shift-change briefings for up to five (5) minutes to update bargaining unit employees on Union matters. If an AFGE representative is not a TSA bargaining unit employee, they may not remain at the shift briefing after providing their update.

6. TSA will provide reasonable advance notice, in writing, to the AFGE local president or designee for all formal discussions so that a Union official will have an opportunity to attend. Verbal notifications are acceptable for formal discussions that are scheduled on short notice, provided that a follow-up written notice is sent to the Union representative to whom the verbal notification was made.

7. TSA will post a Notice of Rights to Union Representation During Examination or Investigation on each official bulletin board and will, at least twice each year, send a message to all bargaining unit employees, the sole subject of which will be information regarding the Rights to Union Representation During Examination or Investigation. AFGE may use any of the communication avenues as described in this Article to communicate with bargaining unit employees about Rights to Union Representation During Examination or Investigation.

8. Union representatives may not use their personal electronic devices while performing screening functions and/or when present in a TSA screening area.

9. At airports where management notifies administrative personnel of bargaining unit employee separations or transfers by email, upon request to the FSD or designee, the local AFGE Union President or designee will be included in the distribution.

10. TSA management may establish or continue to use existing committees, task forces, or other groups of bargaining unit employees to meet and communicate with management

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officials. Bargaining unit employees who are not designated Union representatives will be on duty for such meetings.

a. In addition to the committees listed in Section B.11 below, the Union will unilaterally select the bargaining unit employees serving on the following committees (or their successors (if any)):

   i. Scheduling Committees;
   ii. The National Advisory Council (NAC);
   iii. The Diversity, Equity, Inclusion and Accessibility Council (DEIA Council);
   iv. Employee Advisory Councils;
   v. Safety Action Team; and
   vi. Any other committees, task forces, and groups of employees that do not primarily deal with security matters.

b. TSA will determine the number of bargaining unit employees, as well as the eligibility requirements for bargaining unit employees serving on committees, task forces, and groups of employees listed in Section B.10.a.i-vi above. This does not apply to the committees listed in Section B.11.a below.

   i. Bargaining unit employees must meet the eligibility requirements set by TSA when selected and for the duration of their service on these committees, task forces, or groups of employees.

   ii. If a bargaining unit employee selected by the Union subsequently leaves the bargaining unit, the Union will select a replacement who meets the eligibility requirements.

   iii. If a bargaining unit employee no longer meets the eligibility requirements, the Union will select a replacement who does meet the eligibility requirements.

   iv. In the event that a bargaining unit employee selected by the Union is not fulfilling their responsibilities (e.g., not following the committee's charter), the Union will select a replacement who meets the eligibility requirements.

c. TSA will unilaterally select the bargaining unit employees for committees, task forces, and groups of employees that primarily deal with security matters.

11. The Union will unilaterally select bargaining unit employees to serve on committees as follows:

   a. The Union will continue to unilaterally select the bargaining unit employees to serve on the national level Uniform Committee set forth in Article 16: *Uniform, Uniform Allowances, and Appearance*, the Health, Safety, and Wellness Committee set forth in

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Article 33: *Health and Safety*, and the Veterans Committee set forth in Article 36: *Communications*.

b. The Union will unilaterally select bargaining unit employees to serve on committees as mutually agreed upon by TSA management and the Union.

12. List of Bargaining Unit Employees: In February and August of each year, TSA will provide the Union with a list of all bargaining unit employees by airport location, title, full- or part-time status, and include their TSA email addresses, subject to appropriate SSI restrictions. The list will be in a format that allows the Union to filter by airport location for the Union to disseminate to AFGE Local Presidents as needed. AFGE will safeguard this information consistent with applicable SSI requirements.

13. TSA will include the name, title, personal or union e-mail address if provided by the Union Representative to the designated management representative, and contact telephone number of the AFGE Local Union Representatives in the TSA telephone directory/contact list at each airport.

14. Vacancy Announcements: All vacancy announcements for bargaining unit positions will include information that the position is in the bargaining unit for which AFGE is the exclusive representative.

15. Veterans Committee:

a. The Parties will establish a Veterans Committee made up of at least one (1) management representative and up to seven (7) Union members, including the Union Co-Chair, to review and receive recommendations from the Union, at the national level, on matters including but not limited to:

i. Communications with the bargaining unit regarding the Uniformed Services Employment and Reemployment Rights Act (USERRA).

ii. Communications with the bargaining unit regarding veteran's benefits (e.g., military buyback program).

iii. Health and Welfare issues related to veterans (e.g., leave issues, reentry to civilian life following deployment).

iv. Veterans appreciation activities.

v. Peer to peer counseling services.

vi. Other related matters.

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b. One (1) management representative and four (4) union representatives shall constitute a quorum at a meeting of the Veterans Committee.

c. The Committee will have two (2) co-chairs: one (1) AFGE co-chair and one (1) management co-chair.

d. The Veterans Committee members will make earnest efforts to jointly craft recommendations. Either Co-Chair may request assistance from Federal Mediation and Conciliation Service to facilitate reaching joint recommendations.

e. The Veterans Committee will meet at least twice a year and AFGE representatives will participate on official time.

f. The Veterans Committee will hold two (2) meetings per year at TSA Headquarters or at a no cost facility as mutually agreed to by the Co-Chairs. The meetings will take place on Tuesdays and Wednesdays unless modified in accordance with Section B.15.h. The Mondays and Thursdays preceding and following the meeting dates will be reserved for travel to and from the meeting locations and pre- and post-meeting Veterans Committee work. TSA will pay the travel and per diem expenses, if any, of up to seven (7) AFGE's representatives who are bargaining unit employees for these two (2) meetings.

g. Any other Veteran Committee meetings will be held by teleconference or videoconference unless the Veterans Committee Co-Chairs agree to hold the meetings in person at TSA Headquarters or at a no cost facility as mutually agreed upon by the Co-Chairs. The meetings will take place at a time agreed upon by the Veterans Committee Co-Chairs. The length of these other meetings will also be agreed upon by the Veterans Committee Co-Chairs. TSA will pay the travel and per diem expenses, if any, of AFGE's representatives who are bargaining unit employees.

h. Matters proposed for discussion by either party will be forwarded to the other party at least seven (7) calendar days prior to the meeting date. Any matter not submitted by this timeframe will not be considered for discussion unless by mutual consent of the parties. Failure to provide appropriate topics within the prescribed timeframe may result in a modification to the length of the meeting.

i. The Veterans Committee will be briefed on veterans' issues and concerns at each meeting.

j. Joint recommendations will be forwarded to the appropriate Assistant Administrator(s) for implementation. Within sixty (60) calendar days of receiving the joint recommendation, the appropriate Assistant Administrator(s) will reply to the Veterans Committee indicating acceptance or denial of the joint recommendation or to request additional information regarding the joint recommendation. If accepted, a joint recommendation will be implemented at the appropriate Assistant Administrator's direction. If the joint recommendation is denied, management will specify in writing,

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at the time denial is communicated, why management will not implement the joint recommendation and will refer it to the Veterans Committee for further deliberations.

k. If management implements a joint recommendation of the Veterans Committee, management will communicate that management has adopted a Veterans Committee recommendation to the entire bargaining unit via a TSA Broadcast Message within sixty (60) calendar days of the implementation. The message will state the following: "As a result of the recommendation of the Veterans Committee under the AFGE-TSA Collective Bargaining Agreement, TSA . . . "

l. AFGE agrees to notify management, in writing, of the names of the union representatives who will serve on the Veterans Committee. AFGE reserves the right to change any of the union representatives at any time. AFGE will normally provide management with notice of a change in Veterans Committee membership within fourteen (14) calendar days before a Veterans Committee meeting.

m. Management agrees to notify AFGE, in writing, of the names of the management representatives who will serve on the Veterans Committee. Management reserves the right to change any of the management representatives at any time. Management will normally provide AFGE with notice of a change in Veterans Committee membership within fourteen (14) calendar days before a Veterans Committee meeting.

16. **UNION REPRESENTATIVE DATA:** Within seven (7) days of the effective date of the CBA, each AFGE local will provide to the FSD or designee and TSA Labor Relations a list of the: names, titles, official time designation, email address, phone number, and airport of local Union Representatives within the local. The AFGE local will provide the FSD or designee and TSA Labor Relations a written update of any changes to this list at least five (5) days before the date of the change. This does not alter any requirements for changes to official time designations required by the Article 6: *Union Representatives and Official Time*.

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ARTICLE 37: DURATION OF AGREEMENT

A. **EFFECTIVE DATE:** This Agreement will be effective thirty (30) calendar days after the Agency's notification to the Union of Agency Head Approval or as otherwise set forth in the Parties' Ground Rules Agreement dated May 4, 2023.

B. **DURATION:**

1. This Agreement will remain in full force and effect until seven (7) years from its effective date and will be automatically renewable for additional one (1) year periods unless either party notifies the other party, in writing, at least sixty (60) days but not more than one hundred twenty (120) days prior to the expiration date, of its intention to reopen, amend, or modify this Agreement.

2. If negotiations for a new collective bargaining agreement are in progress but not completed upon the termination date of this Agreement, this Agreement will be automatically extended until a new agreement is in effect.

C. **REOPENER:**

1. Each party may reopen up to three (3) Articles of this Agreement.

2. To reopen an Article(s) under Section C.1, the party must notify the other party, in writing, during the middle of this Agreement (i.e., the 41st, 42nd, or 43rd month after the effective date).

3. The party's notice of intent to reopen this Agreement will identify all the Article(s) it wishes to reopen for negotiations.

4. The Parties will begin ground rules negotiations within ninety (90) days of the party's notice of intent to reopen the Agreement.

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APPENDIX A: SHOE STYLE GUIDE

#1

#2

#3

#4

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

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APPENDIX A: SHOE STYLE GUIDE

#5 is acceptable if lettering on label is blacked-out.

#6 is acceptable if heel height is not higher than 2 inches.

#7

#8 is acceptable if writing is blacked-out or covered by trousers. Not authorized for wear with shorts.

#9

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

#10

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APPENDIX A: SHOE STYLE GUIDE

#11 is acceptable if logo is blacked-out.

#12

#13

#14

#15

#16

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

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APPENDIX A: SHOE STYLE GUIDE

#17

#18 is acceptable if writing is blacked-out.

#19

#20 is acceptable if writing is blacked-out

#21 is acceptable if writing is blacked-out

#22 is acceptable if the heel height does not exceed 2". Not authorized for wear with shorts.

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

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APPENDIX A: SHOE STYLE GUIDE

#23

#24

#25

#26

#27

#28

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

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APPENDIX A: SHOE STYLE GUIDE

#29

#30

#31 is acceptable if writing is blacked out

#32

#33 is acceptable if heel height dies not exceed 2”

Not authorized for wear with shorts.

#34

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

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APPENDIX A: SHOE STYLE GUIDE

#35

#36

#38

#37 is acceptable if heel height does not exceed 2". Not authorized for wear with shorts

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

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APPENDIX A: SHOE STYLE GUIDE

#39

#40 is acceptable if heel height does not exceed 2”

Not authorized for wear with shorts.

#41

#42

The style examples in the Appendix are illustrative and provided solely to represent some, but not all, types of acceptable footwear to be purchased by Transportation Security Officers and work while in uniform. TSA does not endorse any particular brand.

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APPENDIX B: TSA INVESTIGATIONS FORMS.

[Blank] The Parties did not reach agreement on this provision.

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[Blank] The Parties did not reach agreement on this provision.

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[Blank] The Parties did not reach agreement on this provision.

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Secretary
U.S. Department of Homeland Security
Washington, DC 20528

Homeland Security

February 27, 2025

MEMORANDUM FOR: Adam P. Stahl
Senior Official Performing the Duties of the Administrator
Transportation Security Administration

FROM: Kristi Noem
Secretary of Homeland Security

SUBJECT: **Supporting the TSA Workforce by Removing a Union That Harms Transportation Security Officers**

In the wake of the heinous terrorist attacks of September 11 and the subsequent creation of the Transportation Security Administration (TSA), Congress (via the *Aviation and Transportation Security Act of 2001* ("ATSA")) architected a workforce of Transportation Security Officers ("TSOs") to nimbly respond to quickly evolving threats to our transportation systems with the overall intent of keeping Americans safe. ATSA gave the TSA Administrator the power, "[n]otwithstanding any other provision of law," to "employ, appoint, discipline, terminate, and fix the compensation, terms, and conditions of employment of Federal service for such a number of [TSOs] . . . necessary to carry out the screening functions . . . ."[1]

By virtue of this authority, and the authority of the Homeland Security Act of 2002,[2] it is my determination that individuals carrying out the security screening function under section 44901 of Title 49, United States Code, shall not, as a term or condition of their employment, be entitled to engage in collective bargaining or be represented for the purpose of engaging in such bargaining by any representative or organization. It is also my determination that those individuals shall not, as a term or condition of their employment, be exclusively represented for purposes other than collective bargaining by any representative or organization.

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[1] 49 U.S.C. § 44935 note.
[2] "All functions of all officers, employees, and organizational units of the Department are vested in the Secretary." 6 U.S.C. § 112(a)(3).

Background

Consistent with a flexible, at-will workforce, Congress explicitly excluded TSOs from the parts of the Civil Service Reform Act that authorize and regulate collective bargaining or any other labor-management relations matters.[3]

Since the inception of TSA, past Administrators have issued various determinations dictating the framework of collective bargaining for the screening workforce. In 2003, Under Secretary of Transportation Security James Loy determined that "individuals carrying out the security screening function under section 44901 of Title 49, United States Code, in light of their critical national security responsibilities, shall not, as a term or condition of their employment, be entitled to engage in collective bargaining or be represented for the purpose of engaging in such bargaining by any representative or organization." The Federal Labor Relations Authority (FLRA) upheld Under Secretary Loy's determination that Federal security screeners have no collective bargaining or representational rights. *Am. Fed. Gov't Emps.*, 59 F.L.R.A. 423 (2003). The FLRA reconsidered this decision in 2010, maintaining that the Loy determination precluded collective bargaining; however, the FLRA also determined that an election could be conducted for representation for purposes other than bargaining. *Am. Fed. Gov't Emps.*, 65 F.L.R.A. 53 (2010).

Beginning in 2011, TSA adopted a structure of limited exclusive representation and limited collective bargaining continued until former TSA Administrator Pekoske issued his December 30, 2022 Determination. Consistent with former DHS Secretary Mayorkas' June 3, 2021 Memorandum, *Supporting the TSA Workforce Through Improving the Transportation Security Officer Employment Experience*, the 2022 Determination substantially expanded the collective bargaining rights of TSOs, permitting national level bargaining to the same extent as permitted under Chapter 71 of Title 5, U.S. Code. That structure remains in place to this day, under which nearly $15M is annually deducted from TSOs' paychecks. These misplaced directives have solely benefited the American Federation of Government Employees (AFGE) at TSOs' expense, impeded Congressional intent of a flexible workforce, and failed to serve TSA's critical mission to protect the transportation system and keep Americans safe.

<u>New Determination</u>

This new Determination is consistent with the policies set forth in several Executive Orders (EO), including EO 14148, *Initial Rescissions of Harmful Executive Orders and Actions* (January 20, 2025)[4] and EO 14171, *Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce* (January 20, 2025)[5] that rescinded EO 14003, *Protecting the Federal Workforce* (January 22, 2021). This new Determination is also consistent with the policies articulated in the January 31, 2025 Presidential Memorandum: *Limiting Lame-Duck Collective Bargaining Agreements that Improperly Attempt to Constrain the New President*, and the Memoranda from the U.S. Office of Personnel Management Acting Director: *Guidance on*

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[3] 49 U.S.C. § 44935 note; *Conyers v. Merit Sys. Prot. Bd.*, 388 F.3d 1380, 1382 (Fed. Cir. 2004) ("We think that the 'notwithstanding any other provision of law' language renders inapplicable general federal statutes that otherwise would apply to the Under Secretary's power to "employ, appoint, discipline, terminate, and fix the compensation, terms, and conditions of employment of Federal service" for screener positions.").

[4] Published at 90 Fed. Reg. 8237 (January 28, 2025).

[5] Published at 90 Fed. Reg. 8625 (January 31, 2025).

Collective Bargaining Obligations in Connection with Return to In-Person Work (dated February 3, 2025) and *Guidance on Revocation of Executive Order 14003* (February 7, 2025).

I am issuing this Determination to ensure that TSOs critical national security responsibilities are carried out to "maximize governmental efficiency and productivity."[6] The following 2025 Determination supersedes and replaces the 2022 Determination in its entirety:

1. Effective immediately, I am rescinding[7] the 2022 Determination on TSOs and Collective Bargaining, signed by former TSA Administrator David P. Pekoske on December 30, 2022.[8] Therefore the May 2024 Collective Bargaining Agreement (CBA) between TSA and AFGE negotiated under the authority of the now-rescinded 2022 Determination is no longer applicable or binding and is hereby rescinded.

2. Effective immediately, neither individuals carrying out the security screening function under section 44901 of Title 49, United States Code, nor any unions, retain the rights set forth in any and all prior Determinations. Therefore, the election conducted by the Federal Labor Relations Authority (FLRA) under the principles and conditions set forth in the 2011 Determination and for the purposes described in the 2011 Determination,[9] and the results attained through such an election, as certified by the FLRA on June 29, 2011, are no longer applicable or binding. AFGE is no longer the exclusive representative of any personnel carrying out screening functions under 49 U.S.C. § 44901. All rights consistent with this exclusive representation are revoked including but not limited to those in section 5 below.

3. This Determination does not incorporate by reference any provisions of Chapter 71 of Title 5 of the United States Code or its implementing regulations for these employees, any union, or TSA management.

4. Personnel carrying out screening functions under 49 U.S.C. § 44901 shall not have the right to elect an exclusive representative for the purposes of collective bargaining or for any other purposes.

5. Neither AFGE nor any other union have rights of exclusive representation for the screening workforce, including but not limited to
    a. Engaging in Collective Bargaining at either the National or Local levels;
    b. Engaging in Impact and Implementation Bargaining;
    c. Exclusively Representing and Acting for Employees;
    d. Exercising Consultation Rights;

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[6] *See* Executive Order 14158, *Establishing and Implementing the President's "Department of Government Efficiency,"* January 20, 2025.

[7] Consistent with this, I hereby rescind the Memorandum from Alejandro Mayorkas to David Pekoske, *Supporting the TSA Workforce Through Improving the Transportation Security Officer Employment Experience* at 2 (June 3, 2021), and any other like Secretarial memo that is inconsistent with the directions herein.

[8] All other historical and superseded Determinations, and any amendments thereto, issued by former Administrators John S. Pistole, Peter V. Neffenger and David P. Pekoske, and other officials performing the duties of the TSA Administrator, are superseded and inoperative.

[9] *See* the superseded *Determination on Transportation Security Officers and Collective Bargaining*, issued by former Administrator John S. Pistole, dated February 4, 2011.

e. Attending and Being Represented at Formal Discussions; and
f. Attending and Being Represented at any Agency Representative's Examination of an Employee if an Employee Reasonably Believes that the Examination May Result in Disciplinary Action.

6. TSA shall review any and all working conditions described in the May 2024 CBA between TSA and AFGE and ensure any TSA policies effective after the rescission of the CBA that address these conditions are consistent with the broad statutory grant to the TSA Administrator and the policies of the current Administration.

7. TSA and the Department shall immediately cease using the payroll system for collecting union dues from TSOs' paychecks for the benefit of AFGE.

8. Within 90 days, TSA in collaboration with the Acting General Counsel shall conduct an orderly termination of any functions, processes, or obligations arising out of the 2024 CBA. This shall include, to the extent permitted by law, the termination of any pending grievances previously filed by a union on behalf of an employee carrying out screening functions under the negotiated grievance procedure. To the extent permitted by law, TSA will also terminate any ongoing compliance obligations arising out of a grievance award issued pursuant to the grievance and arbitration provisions of the 2024 CBA. Alternative procedures may be considered as appropriate.

9. Within 90 days, TSA in collaboration with the Acting General Counsel shall consider what actions may be taken, consistent with law, to ensure that no future Administration may permit TSOs to elect an exclusive representative or engage in collective bargaining absent an intervening statutory change and propose an implementation plan to the Office of the Secretary.

Thank you for your leadership and for everything you have done and will do to ensure that TSA acts within its Congressional authorization and keeps Americans safe.

Cc. Joseph N. Mazarra, Acting General Counsel
Bradley Hayes, Assistant Secretary for Legislative Affairs
Randolph D. Alles, Acting Under Secretary for Management
Roland Edwards, Chief Human Capital Officer
Stacy Marcott, Acting Chief Financial Officer

Secretary

U.S. Department of Homeland Security
Washington, DC 20528

Homeland Security

June 3, 2021

MEMORANDUM FOR: David P. Pekoske, TSA Administrator
Senior Official Performing the Duties of the Deputy Secretary

Darby LaJoye, Senior Official Performing the Duties of the TSA Administrator

FROM: Alejandro N. Mayorkas
Secretary

SUBJECT: **Supporting the TSA Workforce Through Improving the Transportation Security Officer Employment Experience**

I am grateful for your leadership of TSA and the many improvements you have made, including improvements in the screening of passengers and baggage, the use of technology, customer service, and our relationship with industry. I am also grateful for the improvements you have made to Transportation Security Officer compensation and conditions of employment.

With respect to our outstanding TSA workforce, there are three areas in which we can achieve further improvements that will benefit the workforce and strengthen the organization. The three areas are:

- Expanding collective bargaining consistent with the policy set forth in President Biden's Executive Order 14025, *Worker Organizing and Empowerment*, to more closely mirror the rights and benefits that are provided to bargaining unit employees under Chapter 71 of Title 5 of the United States Code.
- Providing appeal rights to the Merit System Protection Board (MSPB) and judicial review of MSPB decisions before a United States Court of Appeals.
- Ensuring that TSA screeners are paid at a level that is no less than that of their counterparts on the General Schedule pay scale.

Building on the work that you already have undertaken and to achieve the opportunities for improvement in each of the three areas above, I direct the following administrative actions be taken:

1. TSA will expand the collective bargaining rights of TSO employees consistent with President Biden's Executive Order 14025. This will be accomplished through a revised *Determination on Transportation Security Officers and Collective Bargaining*. The new Determination should permit collective bargaining at the national level to the same extent as permitted under Chapter 71 of Title 5, U.S. Code. Please consult with the American Federation of Government Employees and present a draft *Determination* and proposed implementation timeline to me within sixty (60) days. Measures to address employee compensation are dependent upon future appropriations and therefore cannot be fully addressed in the *Determination*; compensation measures are addressed separately below.

2. TSA will review and evaluate whether its current standards and processes align with those afforded to personnel employed under Title 5 of the United States Code. Until such time that the screening workforce is afforded statutory MSPB appeal rights, the TSA system should afford similar protections to its employees. This system should adhere to the nine (9) Merit Systems Principles and protect against the fourteen (14) Prohibited Personnel Practices described in the MSPB publication, *The Merit System Principles – Keys to Managing the Federal Workforce*. Please provide a report to me, describing TSA's standards and processes and any proposed changes that are warranted, within ninety (90) days.

3. Appropriately compensating TSA employees, including TSOs and Coordination Center Officers, is required to improve the morale and retention of these essential employees. Increasing pay is also dependent upon the availability of future appropriations. In the interim and with the assistance of the Office of the Chief Financial Officer and the Office of the Chief Human Capital Officer, please prepare a plan to implement the appropriate compensation measures rapidly should funding become available. Please present the plan to me within ninety (90) days.

Thank you again for your leadership and for everything you have done and continue to do for TSA, its workforce, and our entire Department.

Cc: Joseph B. Maher, Acting General Counsel
Alexandra Carnes, Acting Assistant Secretary for Legislative Affairs
Randolph D. Alles, Acting Under Secretary for Management
Angela Bailey, Chief Human Capital Officer
Stacy Marcott, Acting Chief Financial Officer

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Initial Rescissions of Harmful Executive Orders and Actions

A Presidential Document by the Executive Office of the President on 01/28/2025

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See: EO 14183, January 27, 2025; EO 14248, March 25, 2025; Memo of July 15, 2025

President: Donald J. Trump
Signing Date: January 20, 2025

PUBLISHED DOCUMENT: 2025-01901 (90 FR 8237)

(printed page 8237)
Executive Order 14148 (/executive-order/14148) of January 20, 2025

Initial Rescissions of Harmful Executive Orders and Actions

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1 . *Purpose and Policy*. The previous administration has embedded deeply unpopular, inflationary, illegal, and radical practices within every agency and office of the Federal Government. The injection of “diversity, equity, and inclusion” (DEI) into our institutions has corrupted them by replacing hard work, merit, and equality with a divisive and dangerous preferential hierarchy. Orders to open the borders have endangered the

American people and dissolved Federal, State, and local resources that should be used to benefit the American people. Climate extremism has exploded inflation and overburdened businesses with regulation.

To commence the policies that will make our Nation united, fair, safe, and prosperous again, it is the policy of the United States to restore common sense to the Federal Government and unleash the potential of the American citizen. The revocations within this order will be the first of many steps the United States Federal Government will take to repair our institutions and our economy.

Sec. 2 . *Revocation of Orders and Actions*. The following executive actions are hereby revoked:

(a) Executive Order 13985 (/executive-order/13985) of January 20, 2021 (Advancing Racial Equity and Support for Underserved Communities Through the Federal Government).

(b) Executive Order 13986 (/executive-order/13986) of January 20, 2021 (Ensuring a Lawful and Accurate Enumeration and Apportionment Pursuant to the Decennial Census).

(c) Executive Order 13987 (/executive-order/13987) of January 20, 2021 (Organizing and Mobilizing the United States Government To Provide a Unified and Effective Response To Combat COVID-19 and To Provide United States Leadership on Global Health and Security).

(d) Executive Order 13988 (/executive-order/13988) of January 20, 2021 (Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation).

(e) Executive Order 13989 (/executive-order/13989) of January 20, 2021 (Ethics Commitments by Executive Branch Personnel).

(f) Executive Order 13990 (/executive-order/13990) of January 20, 2021 (Protecting Public Health and the Environment and Restoring Science To Tackle the Climate Crisis).

(g) Executive Order 13992 (/executive-order/13992) of January 20, 2021 (Revocation of Certain Executive Orders Concerning Federal Regulation).

(h) Executive Order 13993 (/executive-order/13993) of January 20, 2021 (Revision of Civil Immigration Enforcement Policies and Priorities).

(i) Executive Order 13995 (/executive-order/13995) of January 21, 2021 (Ensuring an Equitable Pandemic Response and Recovery).

(j) Executive Order 13996 (/executive-order/13996) of January 21, 2021 (Establishing the COVID-19 Pandemic Testing Board and Ensuring a Sustainable Public Health Workforce for COVID-19 and Other Biological Threats).

(k) Executive Order 13997 (/executive-order/13997) of January 21, 2021 (Improving and Expanding Access to Care and Treatments for COVID-19). (🗋 printed page 8238)

(l) Executive Order 13999 (/executive-order/13999) of January 21, 2021 (Protecting Worker Health and Safety).

(m) Executive Order 14000 (/executive-order/14000) of January 21, 2021 (Supporting the Reopening and Continuing Operation of Schools and Early Childhood Education Providers).

(n) Executive Order 14002 (/executive-order/14002) of January 22, 2021 (Economic Relief Related to the COVID-19 Pandemic).

(o) Executive Order 14003 (/executive-order/14003) of January 22, 2021 (Protecting the Federal Workforce).

(p) Executive Order 14004 (/executive-order/14004) of January 25, 2021 (Enabling All Qualified Americans To Serve Their Country in Uniform).

(q) Executive Order 14006 (/executive-order/14006) of January 26, 2021 (Reforming Our Incarceration System To Eliminate the Use of Privately Operated Criminal Detention Facilities).

(r) Executive Order 14007 (/executive-order/14007) of January 27, 2021 (President's Council of Advisors on Science and Technology).

(s) Executive Order 14008 (/executive-order/14008) of January 27, 2021 (Tackling the Climate Crisis at Home and Abroad).

(t) Executive Order 14009 (/executive-order/14009) of January 28, 2021 (Strengthening Medicaid and the Affordable Care Act).

(u) Executive Order 14010 (/executive-order/14010) of February 2, 2021 (Creating a Comprehensive Regional Framework To Address the Causes of Migration, To Manage Migration Throughout North and Central America, and To Provide Safe and Orderly Processing of Asylum Seekers at the United States Border).

(v) Executive Order 14011 (/executive-order/14011) of February 2, 2021 (Establishment of Interagency Task Force on the Reunification of Families).

(w) Executive Order 14012 (/executive-order/14012) of February 2, 2021 (Restoring Faith in Our Legal Immigration Systems and Strengthening Integration and Inclusion Efforts for New Americans).

(x) Executive Order 14013 (/executive-order/14013) of February 4, 2021 (Rebuilding and Enhancing Programs To Resettle Refugees and Planning for the Impact of Climate Change on Migration).

(y) Executive Order 14015 (/executive-order/14015) of February 14, 2021 (Establishment of the White House Office of Faith-Based and Neighborhood Partnerships).

(z) Executive Order 14018 (/executive-order/14018) of February 24, 2021 (Revocation of Certain Presidential Actions).

(aa) Executive Order 14019 (/executive-order/14019) of March 7, 2021 (Promoting Access to Voting).

(bb) Executive Order 14020 (/executive-order/14020) of March 8, 2021 (Establishment of the White House Gender Policy Council).

(cc) Executive Order 14021 (/executive-order/14021) of March 8, 2021 (Guaranteeing an Educational Environment Free From Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity).

(dd) Executive Order 14022 (/executive-order/14022) of April 1, 2021 (Termination of Emergency With Respect to the International Criminal Court).

(ee) Executive Order 14023 (/executive-order/14023) of April 9, 2021 (Establishment of the Presidential Commission on the Supreme Court of the United States).

(ff) Executive Order 14027 (/executive-order/14027) of May 7, 2021 (Establishment of the Climate Change Support Office).

(gg) Executive Order 14029 (/executive-order/14029) of May 14, 2021 (Revocation of Certain Presidential Actions and Technical Amendment).

(hh) Executive Order 14030 (/executive-order/14030) of May 20, 2021 (Climate-Related Financial Risk). (🗋 printed page 8239)

(ii) Executive Order 14031 (/executive-order/14031) of May 28, 2021 (Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders).

(jj) Executive Order 14035 (/executive-order/14035) of June 25, 2021 (Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce).

(kk) Executive Order 14037 (/executive-order/14037) of August 5, 2021 (Strengthening American Leadership in Clean Cars and Trucks).

(ll) Executive Order 14044 (/executive-order/14044) of September 13, 2021 (Amending Executive Order 14007 (/executive-order/14007)).

(mm) Executive Order 14045 (/executive-order/14045) of September 13, 2021 (White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics).

(nn) Executive Order 14049 (/executive-order/14049) of October 11, 2021 (White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities).

(oo) Executive Order 14050 (/executive-order/14050) of October 19, 2021 (White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans).

(pp) Executive Order 14052 (/executive-order/14052) of November 15, 2021 (Implementation of the Infrastructure Investment and Jobs Act).

(qq) Executive Order 14055 (/executive-order/14055) of November 18, 2021 (Nondisplacement of Qualified Workers Under Service Contracts).

(rr) Executive Order 14057 (/executive-order/14057) of December 8, 2021 (Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability).

(ss) Executive Order 14060 (/executive-order/14060) of December 15, 2021 (Establishing the United States Council on Transnational Organized Crime).

(tt) Executive Order 14069 (/executive-order/14069) of March 15, 2022 (Advancing Economy, Efficiency, and Effectiveness in Federal Contracting by Promoting Pay Equity and Transparency).

(uu) Executive Order 14070 (/executive-order/14070) of April 5, 2022 (Continuing To Strengthen Americans' Access to Affordable, Quality Health Coverage).

(vv) Executive Order 14074 (/executive-order/14074) of May 25, 2022 (Advancing Effective, Accountable Policing and Criminal Justice Practices To Enhance Public Trust and Public Safety).

(ww) Executive Order 14075 (/executive-order/14075) of June 15, 2022 (Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals).

(xx) Executive Order 14082 (/executive-order/14082) of September 12, 2022 (Implementation of the Energy and Infrastructure Provisions of the Inflation Reduction Act of 2022).

(yy) Executive Order 14084 (/executive-order/14084) of September 30, 2022 (Promoting the Arts, the Humanities, and Museum and Library Services).

(zz) Executive Order 14087 (/executive-order/14087) of October 14, 2022 (Lowering Prescription Drug Costs for Americans).

(aaa) Executive Order 14089 (/executive-order/14089) of December 13, 2022 (Establishing the President's Advisory Council on African Diaspora Engagement in the United States).

(bbb) Executive Order 14091 (/executive-order/14091) of February 16, 2023 (Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government).

(ccc) The Presidential Memorandum of March 13, 2023 (Withdrawal of Certain Areas off the United States Arctic Coast of the Outer Continental Shelf from Oil or Gas Leasing).

(ddd) Executive Order 14094 (/executive-order/14094) of April 6, 2023 (Modernizing Regulatory Review). (🗋 printed page 8240)

(eee) Executive Order 14096 (/executive-order/14096) of April 21, 2023 (Revitalizing Our Nation's Commitment to Environmental Justice for All).

(fff) Executive Order 14099 (/executive-order/14099) of May 9, 2023 (Moving Beyond COVID-19 Vaccination Requirements for Federal Workers).

(ggg) Executive Order 14110 (/executive-order/14110) of October 30, 2023 (Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence).

(hhh) Executive Order 14115 (/executive-order/14115) of February 1, 2024 (Imposing Certain Sanctions on Persons Undermining Peace, Security, and Stability in the West Bank).

(iii) Executive Order 14124 (/executive-order/14124) of July 17, 2024 (White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity Through Hispanic-Serving Institutions).

(jjj) Executive Order 14134 (/executive-order/14134) of January 3, 2025 (Providing an Order of Succession Within the Department of Agriculture).

(kkk) Executive Order 14135 (/executive-order/14135) of January 3, 2025 (Providing an Order of Succession Within the Department of Homeland Security).

(lll) Executive Order 14136 (/executive-order/14136) of January 3, 2025 (Providing an Order of Succession Within the Department of Justice).

(mmm) Executive Order 14137 (/executive-order/14137) of January 3, 2025 (Providing an Order of Succession Within the Department of the Treasury).

(nnn) Executive Order 14138 (/executive-order/14138) of January 3, 2025 (Providing an Order of Succession Within the Office of Management and Budget).

(ooo) Executive Order 14139 (/executive-order/14139) of January 3, 2025 (Providing an Order of Succession Within the Office of the National Cyber Director).

(ppp) The Presidential Memorandum of January 3, 2025 (Designation of Officials of the Council on Environmental Quality to Act as Chairman).

(qqq) The Presidential Memorandum of January 3, 2025 (Designation of Officials of the Office of Personnel Management to Act as Director).

(rrr) The Presidential Memorandum of January 3, 2025 (Designation of Officials of the Office of Science and Technology Policy to Act as Director).

(sss) The Presidential Memorandum of January 3, 2025 (Designation of Officials of the United States Agency for Global Media to Act as Chief Executive Officer).

(ttt) The Presidential Memorandum of January 3, 2025 (Designation of Officials of the United States Agency for International Development to Act as Administrator).

(uuu) The Presidential Memorandum of January 3, 2025 (Designation of Officials of the United States International Development Finance Corporation to Act as Chief Executive Officer).

(vvv) The Presidential Memorandum of January 6, 2025 (Withdrawal of Certain Areas of the United States Outer Continental Shelf from Oil or Natural Gas Leasing).

(www) The Presidential Memorandum of January 6, 2025 (Withdrawal of Certain Areas of the United States Outer Continental Shelf from Oil or Natural Gas Leasing).

(xxx) The Presidential Memorandum of January 14, 2025 (Certification of Rescission of Cuba's Designation as a State Sponsor of Terrorism).

(yyy) The Presidential Memorandum of January 14, 2025 (Revocation of National Security Presidential Memorandum 5).

(zzz) Executive Order 14143 (/executive-order/14143) of January 16, 2025 (Providing for the Appointment of Alumni of AmeriCorps to the Competitive Service).

Sec. 3 . *Implementation*. (a) To effectuate the revocations described in section 2 of this order, the heads of each agency shall take immediate steps to end Federal implementation of unlawful and radical DEI ideology. (🗋 printed page 8241)

(b) The Director of the Domestic Policy Council (DPC) and the Director of the National Economic Council (NEC) shall review all Federal Government actions taken pursuant to the orders, memoranda, and proclamations listed in section 2 of this order and take necessary steps to rescind, replace, or amend such actions as appropriate. Within 45 days of the date of this order, the Director of the DPC and the Director of the NEC shall submit to the President an additional list of orders, memoranda, and proclamations issued by the prior administration that should be rescinded, as well as a list of replacement orders, memoranda, or proclamations, to increase American prosperity.

(c) The National Security Advisor (NSA) shall immediately begin a complete and thorough review of all National Security Memoranda (NSMs) issued from January 20, 2021, through January 20, 2025, for harm to national security, domestic resilience, and American values. No later than 45 days from the date of this order, the NSA shall recommend to the President NSMs for rescission.

Sec. 4 . *General Provisions*. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

(https://img.federalregister.gov/TRUMP/TRUMP_original_size.png)

THE WHITE HOUSE,
January 20, 2025.

[FR Doc. 2025-01901 (/d/2025-01901)
Filed 1-27-25; 8:45 am]

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LEGAL STATUS

Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce

A Presidential Document by the Executive Office of the President on 01/31/2025

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Revokes: EO 14003, January 22, 2021

President: Donald J. Trump
Signing Date: January 20, 2025

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Executive Order 14171 (/executive-order/14171) of January 20, 2025

Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce

By the authority vested in me as President by the Constitution and the laws of the United States of America, including sections 3301, 3302, and 7511 of title 5, United States Code, it is hereby ordered as follows:

Section 1 . *Purpose.* Article II of the United States Constitution vests the President with the sole and exclusive authority over the executive branch, including the authority to manage the Federal workforce to ensure effective execution of Federal law. A critical aspect of this executive function is the responsibility to maintain professionalism and accountability within the civil service. This accountability is sorely lacking today. Only 41 percent of civil service supervisors are confident that they can remove an employee who engaged in insubordination or serious misconduct. Even fewer supervisors—26 percent—are confident that they can remove an employee for poor performance.

Accountability is essential for all Federal employees, but it is especially important for those who are in policy-influencing positions. These personnel are entrusted to shape and implement actions that have a significant impact on all Americans. Any power they have is delegated by the President, and they must be accountable to the President, who is the only member of the executive branch, other than the Vice President, elected and directly accountable to the American people. In recent years, however, there have been numerous and well-documented cases of career Federal employees resisting and undermining the policies and directives of their executive leadership. Principles of good administration, therefore, necessitate action to restore accountability to the career civil service, beginning with positions of a confidential, policy-determining, policy-making, or policy-advocating character.

Sec. 2 . *Reinstatement of Prior Administration Policy.* Executive Order 13957 (/executive-order/13957) of October 21, 2020 (Creating Schedule F in the Excepted Service), is hereby immediately reinstated with full force and effect, subject to the amendments described in section 3 of this order; provided that the date of this order shall be treated as the date of Executive Order 13957 (/executive-order/13957).

Sec. 3 . *Amendments to Prior Administration Policy.* Executive Order 13957 (/executive-order/13957) is amended as follows:

(a) replace the letter "F" throughout, when used to designate an excepted service schedule, with the words "Policy/Career";

(b) in section 1:

(i) remove the text between the words "make necessary" in the seventh paragraph and "excepting such positions" in the eighth paragraph; and

(ii) insert the text "competitive service and the" immediately before the words "adverse action procedures" in the eighth paragraph;

(c) in section 4(a)(i), replace the word "Positions" with the words "Career positions" in the final paragraph;

(d) in section 4(b)(i), add the text "providing for the application of Civil Service Rule 6.3(a) to Schedule Policy/Career positions and" after the words "as appropriate";

(e) in section 5: (🗋 printed page 8626)

(i) insert the words "recommend that the President" immediately after the words "petition the Director to" in subsection (a)(i);

(ii) insert the following text at the end of subsection (c):

"(vi) directly or indirectly supervising employees in Schedule Policy/Career positions; or

(vii) duties that the Director otherwise indicates may be appropriate for inclusion in Schedule Policy/Career."; and

(iii) amend subsection (d) to read "The Director shall promptly recommend to the President which positions should be placed in Schedule Policy/Career.";

(f) in section 6:

(i) designate the existing text as new subsection

"(a)";

(ii) insert a new subsection (b) that reads:

"(b) Employees in or applicants for Schedule Policy/Career positions are not required to personally or politically support the current President or the policies of the current administration. They are required to faithfully implement administration policies to the best of their ability, consistent with their constitutional oath and the vesting of executive authority solely in the President. Failure to do so is grounds for dismissal."

Sec. 4 . *Conforming Regulatory Changes.* The Director of the Office of Personnel Management (Director) shall promptly amend the Civil Service Regulations to rescind all changes made by the final rule of April 9, 2024, "Upholding Civil Service Protections and Merit System Principles," 89 *Fed. Reg.* 24982, that impede the purposes of or would otherwise affect the implementation of Executive Order 13957 (/executive-order/13957). Until such rescissions are effectuated (including the resolution of any judicial review), 5 CFR part 302, subpart F (https://www.ecfr.gov/current/title-5/part-302/subpart-F), 5 (https://www.ecfr.gov/current/title-5/part-302/subpart-5) CFR 210.102(b)(3), and 5 CFR 210.102(b)(4) (https://www.ecfr.gov/current/title-5/section-210.102#p-210.102(b)(4)) shall be held inoperative and without effect.

Sec. 5 . *Additional Positions for Consideration.* Within 30 days of the date of this order, the Director shall, after consultation with the Executive Office of the President, issue guidance about additional categories of positions that executive departments and agencies should consider recommending for Schedule Policy/Career.

Sec. 6 . *Revocation.*Executive Order 14003 (/executive-order/14003) of January 22, 2021 (Protecting the Federal Workforce), is hereby revoked, and any rules, regulations, guidance, or other agency policies effectuated under Executive Order 14003 (/executive-order/14003) shall not be enforced. The heads of each executive department and agency

shall review and identify existing agency actions relating to or arising under section 3(e)(v) and 3(f) of Executive Order 14003 (/executive-order/14003) (relating to suspending, revising, or rescinding revisions to discipline and unacceptable performance policies) and, as soon as practicable, suspend, revise, or rescind such actions identified in the review.

Sec. 7 . *General Provisions.* (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(🗋 printed page 8627)

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

(https://img.federalregister.gov/TRUMP/TRUMP_original_size.png)

THE WHITE HOUSE,
January 20, 2025.

[FR Doc. 2025-02095 (/d/2025-02095)
Filed 1-30-25; 8:45 am]

Billing code 3395-F4-P

PUBLISHED DOCUMENT: 2025-02095 (90 FR 8625)

The WHITE HOUSE

PRESIDENTIAL ACTIONS

Limiting Lame-Duck Collective Bargaining Agreements That Improperly Attempt to Constrain the New President

The White House

January 31, 2025

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES
SUBJECT: Limiting Lame-Duck Collective Bargaining Agreements That Improperly Attempt to Constrain the New President
By the authority vested in me as President by the Constitution and the laws of the United States of America, including section 7301 of title 5, United States Code, it is hereby ordered:

Section 1. Policy and Purpose. In the final days of the prior administration's tenure, it purposefully finalized collective bargaining agreements (CBAs) with Federal employees in an effort to harm my Administration by extending its wasteful and failing policies beyond its time in office. For example, the Department of Education negotiated a CBA on January 17, 2025 — 3 days before I took office — that generally prohibits the agency from returning remote employees to their offices.

Such last-minute, lame-duck CBAs, which purport to bind a new President to his predecessor's policies, run counter to America's system of democratic self-government. CBAs quickly negotiated to include extreme policies on the eve of a new administration are purposefully designed to circumvent the will of the people and our democracy. Such CBAs inhibit the President's authority to manage the executive branch by tying his

hands with inefficient and ineffective practices. The Supreme Court has explained that a President "cannot choose to bind his successors by diminishing their powers."

Therefore, it is the policy of the executive branch that CBAs executed in the 30 days prior to the inauguration of a new President, and that purport to remain in effect despite the inauguration of a new President and administration, shall not be approved.

Sec. 2. Standards for CBA Duration. (a) No executive department or agency (agency) or agency employees shall make a CBA governing conditions of employment in the 30 days prior to a change in Presidential administrations that:

(i) creates new contractual obligations;

(ii) makes substantive changes to existing agreements; or

(iii) extends the duration of an existing agreement.

(b) Subsection (a) of this section applies only to the extent that its requirements do not prevent CBAs from rolling over under existing contractual provisions.

(c) To the extent that subordinate agency personnel have executed a CBA that violates the requirements of subsection (a) of this section, but the applicable agency head has not yet approved such agreement pursuant to 5 U.S.C. 7114(c), such agency head shall promptly disapprove such agreement as inconsistent with the requirements of this memorandum.

(d) The requirements of this section do not apply to CBAs that primarily cover law enforcement officers, as that term is used in 18 U.S.C. 1515(a)(4).

Sec. 3. General Provisions. (a) Nothing in this memorandum shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department, agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This memorandum shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) If the Federal Labor Relations Authority or a court of competent jurisdiction issues a final judgment holding that section 2(d) of this memorandum would prevent this memorandum from being considered a Government-wide rule or regulation for purposes of 5 U.S.C. 7117(a)(1), section 2(d) of this memorandum shall be severed and rendered inoperative thereby and given no force or effect.

(d) This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

(e) The Director of the Office of Personnel Management is authorized and directed to publish this memorandum in the *Federal Register*.

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UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO:	Heads and Acting Heads of Departments and Agencies
FROM:	Charles Ezell, Acting Director, U.S. Office of Personnel Management
DATE:	February 3, 2025
RE:	Guidance on Collective Bargaining Obligations in Connection with *Return to In-Person Work*

On Wednesday, January 22, 2025, OPM issued a memorandum titled *Guidance on Presidential Memorandum Return to In-Person Work*. This memorandum required agencies to revise their telework policies by 5:00 p.m., Friday, January 24, 2025, and advise OPM of the date that the agency will be in full compliance with the Presidential Memorandum *Return to In-Person Work*. OPM's guidance recommends agencies set a target date of approximately 30 days for full compliance with the Presidential Memorandum, subject to any exclusions granted by the agency and any collective bargaining obligations.

OPM writes to provide guidance on the collective bargaining obligations that apply to efforts to return workers to in-person work, particularly for these organizations which have collective bargaining agreement (CBA) language on telework and remote work.[1]

The agency head's ability to set overall telework levels and to exclude specific positions from telework eligibility under the Telework Enhancement Act[2] are exercises of management rights to determine the agency's mission and organization, direct employees, and assign work.[3] Precedent of the Federal Labor Relations Authority (FLRA) strongly indicates that management rights include the right to determine the frequency of telework, including whether specific positions may telework at all.[4] Unions can negotiate procedures for determining individual telework eligibility within authorized telework levels, and appropriate arrangements for employees whose telework eligibility is altered.[5] However, the substantive amount of telework agencies

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[1] This guidance has no application to law enforcement positions, border patrol, and other employment categories that are generally not eligible for telework.

[2] *See* 5 U.S.C. § 6502(a)(1)(A)

[3] *See* 5 U.S.C. § 7106(a).

[4] *NTEU*, 73 FLRA 816, 817 (2024), *AFGE Local 1712*, 62 FLRA 15, 17 (2007) ("proposals that, in effect, preclude management from auditing employees' work by the use of unannounced visits and spot checking of employees' work directly affect management's right to direct employees" and are not negotiable), *Prof'l Airways Sys. Specialists*, 59 FLRA 485, 487-88 (2003) (proposal that would allow employees to take work home to complete was nonnegotiable).

[5] 5 U.S.C. § 7106(b).

authorize and the substantive determinations of which positions will be eligible for telework is a management right. **Provisions of collective bargaining agreements that conflict with management rights are unlawful and cannot be enforced**.[6]

Agencies should review current CBA language on telework and remote work to determine if any provisions are unenforceable for conflicting with management's statutory rights under 5 U.S.C. § 7106(a) of the Federal Service Labor-Management Relations Statute (FSLMRS). Any provisions that require agencies to provide minimum telework levels, or prevent agencies from setting maximum telework levels, are likely unlawful under § 7106(a). The same applies to any provisions that require agencies to authorize telework for specific positions.

The FLRA has long held that agencies can declare unlawful provisions in existing CBAs unenforceable and no longer adhere to them, even if the CBA is past agency head review.[7] Further, agencies can immediately implement government-wide rules that do not conflict with lawful CBA provisions. "In that circumstance, an agency is obligated to provide notice of the change and provide an opportunity to bargain only after implementation."[8]

Thus, any CBA provisions that purport to restrict the agency's right to determine overall levels of telework are likely unlawful and unenforceable. Agencies should not interpret or apply such provisions to prevent compliance with the President's government-wide directive in *Return to In-Person Work*.[9] Any midterm bargaining should occur post-implementation.

Agencies should further review any criteria and procedures on approval and disapproval of telework and remote work in CBAs, and how they may have interpreted these provisions in the past. Some CBAs have language allowing management to adjust telework levels based on such matters as workload, staffing, and mission requirements (or other similar criteria). Agencies should re-evaluate if their interpretation of this language is too narrow and whether it unduly impedes the agency's ability to adjust telework levels when necessary.

In addition, agencies should review whether any CBAs or memoranda of understanding (MOUs), or extensions thereof, are pending agency head review and approval under 5 U.S.C. §7114(c)(1), and whether any CBAs or MOUs are contrary to the recent Presidential Memorandum *Limiting Lame-Duck Collective Bargaining Agreements That Improperly Attempt to Constrain the New President*, which declares that, "CBAs executed in the 30 days prior to the inauguration of a new President, and that purport to remain in effect despite the inauguration of a new President and administration, shall not be approved" under agency head review. For purposes of that

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[6] *CFPB*, 73 FLRA 670, 675–76 (2023).

[7] *See Air Force HQ*, 17 FLRA 372 (1985) (not a ULP for agency to refuse to grieve dismissal of probationary employees, despite contract terms providing for such grievances, as the law precludes them). *See also NFFE Local 1862*, 3 FLRA 182 (1980) (7114(c) agency head review after 30-day statutory deadline was improper, but this does not require agency to enforce unlawful contract terms).

[8] *U.S. DHS, U.S. ICE*, 70 FLRA 628, 630 (2018)

[9] Agencies should, however, provide notice of the change in telework policy and an opportunity to bargain with unions over procedures and appropriate arrangements consistent with 5 U.S.C. § 7106(b).

memorandum, "subordinate agency personnel" under Section 2(c) refers to agency personnel who, as of the date of the Presidential Memorandum, were not the agency head.

Agency labor relations staff should work with agency legal counsel on these approaches. OPM plans to hold a CHCO Council office hour to discuss these matters further. You may contact awr@opm.gov with questions.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and Chiefs of Staff.

Attachment 1: Presidential Memorandum, *Limiting Lame-Duck Collective Bargaining Agreements That Improperly Attempt to Constrain the New President* (January 31, 2025).

Attachment 2: *White House Fact Sheet: President Donald J. Trump Stops Last-Minute, Lame-Duck Biden Collective Bargaining Agreements* (January 31, 2025).

Attachment 1: Presidential Memorandum, *Limiting Lame-Duck Collective Bargaining Agreements That Improperly Attempt to Constrain the New President* (January 31, 2025).

January 31, 2025

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Limiting Lame-Duck Collective Bargaining Agreements That Improperly Attempt to Constrain the New President

By the authority vested in me as President by the Constitution and the laws of the United States of America, including section 7301 of title 5, United States Code, it is hereby ordered:

Section 1. Policy and Purpose. In the final days of the prior administration's tenure, it purposefully finalized collective bargaining agreements (CBAs) with Federal employees in an effort to harm my Administration by extending its wasteful and failing policies beyond its time in office. For example, the Department of Education negotiated a CBA on January 17, 2025 -- 3 days before I took office -- that generally prohibits the agency from returning remote employees to their offices.

Such last-minute, lame-duck CBAs, which purport to bind a new President to his predecessor's policies, run counter to America's system of democratic self-government. CBAs quickly negotiated to include extreme policies on the eve of a new administration are purposefully designed to circumvent the will of the people and our democracy. Such CBAs inhibit the President's authority to manage the executive branch by tying his hands with inefficient and ineffective practices. The Supreme Court has explained that a President "cannot choose to bind his successors by diminishing their powers."

Therefore, it is the policy of the executive branch that CBAs executed in the 30 days prior to the inauguration of a new President, and that purport to remain in effect despite the inauguration of a new President and administration, shall not be approved.

Sec. 2. Standards for CBA Duration. (a) No executive department or agency (agency) or agency employees shall make a CBA governing conditions of employment in the 30 days prior to a change in Presidential administrations that:

(i) creates new contractual obligations;

(ii) makes substantive changes to existing agreements; or

(iii) extends the duration of an existing agreement.

(b) Subsection (a) of this section applies only to the extent that its requirements do not prevent CBAs from rolling over under existing contractual provisions.

(c) To the extent that subordinate agency personnel have executed a CBA that violates the requirements of subsection (a) of this section, but the applicable agency head has not yet approved such agreement pursuant to 5 U.S.C. 7114(c), such agency head shall promptly disapprove such agreement as inconsistent with the requirements of this memorandum.

(d) The requirements of this section do not apply to CBAs that primarily cover law enforcement officers, as that term is used in 18 U.S.C. 1515(a)(4).

Sec. 3. General Provisions. (a) Nothing in this memorandum shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department, agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This memorandum shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) If the Federal Labor Relations Authority or a court of competent jurisdiction issues a final judgment holding that section 2(d) of this memorandum would prevent this memorandum from being considered a Government-wide rule or regulation for purposes of 5 U.S.C. 7117(a)(1), section 2(d) of this memorandum shall be severed and rendered inoperative thereby and given no force or effect.

(d) This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

(e) The Director of the Office of Personnel Management is authorized and directed to publish this memorandum in the *Federal Register*.

PRESIDENT DONALD J. TRUMP

Attachment 2: *White House Fact Sheet: President Donald J. Trump Stops Last-Minute, Lame-Duck Biden Collective Bargaining Agreements* (January 31, 2025).

White House Fact Sheet: President Donald J. Trump Stops Last-Minute, Lame-Duck Biden Collective Bargaining Agreements

BIDEN CANNOT DICTATE TRUMP MANAGEMENT POLICIES: Today, President Donald J. Trump signed a memorandum directing agencies to reject last-minute collective bargaining agreements (CBAs) issued by the Biden Administration designed to constrain the incoming Trump Administration from reforming government.

- The memorandum prohibits agencies from making new CBAs during the last 30 days of a President's term.
- The memorandum directs agency heads to disapprove CBAs currently undergoing agency head review that violate this policy.
- Previous CBAs will remain in effect while the Trump Administration negotiates a better deal for the American people.

PROTECTING DEMOCRACY: This policy ensures the American people get the policies they voted for, instead of being stuck with the wasteful and ineffective Biden policies rejected at the ballot box.

- The outgoing Biden Administration negotiated lame-duck, multi-year collective bargaining agreements—during the week before the inauguration—in an attempt to tie the incoming Trump Administration's hands.
    - Three days before President Trump took office, the Department of Education negotiated a CBA that generally prohibits the return of remote employees.
    - The Small Business Administration and the Federal Trade Commission also agreed to new CBAs in Biden's final week in office.
- These CBAs attempt to prevent President Trump from implementing his promises to the American people, such as returning Federal employees to the office to make government operate more efficiently.
- President Biden's term of office ended on January 20th. Under this memorandum, he and future Presidents cannot govern agencies after leaving office by locking in last-minute CBAs.

ALIGNING FEDERAL AGENCIES WITH PRIVATE SECTOR PRACTICES: President Trump's memorandum ensures that federal agencies operate under similar rules as private sector unions and employers.

- Private sector unions and businesses renegotiate their CBAs after a new owner buys the company and are not generally bound to agreements made with the previous owner.
- Many union constitutions require approval from an incoming union President before CBAs recently negotiated with internal union staff can take effect.

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO: Heads and Acting Heads of Departments and Agencies

FROM: Charles Ezell, Acting Director, U.S. Office of Personnel Management

DATE: February 7, 2025

RE: Guidance on Revocation of Executive Order 14003

On January 20, 2025, President Trump signed Executive Order 14171 entitled, "*Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce"* ("*Restoring Accountability*"). *Restoring Accountability* revoked Executive Order 14003 of January 22, 2021 (*Protecting the Federal Workforce*).[1] Executive Order 14003 rescinded several executive orders President Trump signed that regulated the federal workforce. The revocation of Executive Order 14003 order does not immediately reinstate those orders.[2] However, in light of *Restoring Accountability*, agencies should return to the policies of the first Trump Administration on discipline and unacceptable performance, as discussed below, as soon as practicable.

I. Reversing Policies on Discipline and Unacceptable Performance

Section 6 of *Restoring Accountability* notes that "any rules, regulations, guidance or other agency policies effectuated under Executive Order 14003 shall not be enforced." It further notes that "[t]he heads of each executive department and agency shall review existing agency actions relating to or arising under section 3(e)(v) and 3(f) of Executive Order 14003 (relating to suspending, revising, or rescinding revisions to discipline and unacceptable performance policies) and, as soon as practicable, suspend, revise, or rescind such actions identified in the review." Since Executive Order 14003 required agencies to rescind changes made to discipline and unacceptable performance policies (including those contained in collective bargaining agreements) during the first Trump Administration, *Restoring Accountability* now requires agencies to reverse these changes and return to the policies of the first Trump Administration.

Agencies should report to OPM no later than March 7, 2025: 1) all policies (including those contained in collective bargaining agreements) enacted, modified, or repealed pursuant to

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[1] President Trump also signed an Executive Order entitled, "*Initial Rescissions of Harmful Executive Order and Actions*," which identified Executive Order 14003 as being rescinded.

[2] Executive Order 13836 of May 25, 2018 (*Developing Efficient, Effective, and Cost-Reducing Approaches to Federal Sector Collective Bargaining*); Executive Order 13837 of May 25, 2018 (*Ensuring Transparency, Accountability, and Efficiency in Taxpayer-Funded Union Time Use*); and Executive Order 13839 of May 25, 2018 (*Promoting Accountability and Streamlining Removal Procedures Consistent With Merit System Principles*).

Executive Order 14003 and 2) which such policies have been repealed, modified, or enacted pursuant to *Restoring Accountability*.

II. Reversing Policies on Collective Bargaining on Matters Covered by 5 U.S.C. § 7106(b)(1)

Section 4 of Executive Order 14003 provided that "[t]he head of each agency subject to the provisions of chapter 71 of title 5, United States Code, shall elect to negotiate over the subjects in 5 U.S.C. § 7106(b)(1) and shall instruct subordinate officials to do the same." Pursuant to *Restoring Accountability*, agency actions to negotiate over the subjects in 5 U.S.C. § 7106(b)(1) should cease immediately.

To the extent agency heads instructed subordinate officials to negotiate over such matters, agency heads should immediately instruct subordinate officials to refrain from negotiating over such matters. If any collective bargaining agreement (CBA) incorporated provisions requiring agency officials to negotiate over such matters, agencies should identify those provisions and, as appropriate and consistent with applicable law, engage impacted unions, as soon as practicable, to suspend, revise, or rescind such requirement in these CBA provisions. Agencies should report to OPM no later than March 7, 2025 on whether they have taken these steps.

Please send the reports requested in this guidance memorandum to employeeaccountability@opm.gov.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and Chiefs of Staff.