



## TSA Employee Rights Talking Points

### Main points

- Since the creation of the Transportation Security Administration following the Sept. 11 attacks, Transportation Security Officers (TSOs) have been denied the same representational rights, pay, and benefits as other federal employees.
- Despite their critical role in our national security, TSOs are among the lowest paid federal workers and have the fewest rights at work.
- Legislation pending in Congress would provide TSA employees with Title 5 workplace rights and protections, put employees on the General Schedule pay scale, and provide for third-party review of workforce disciplinary matters.

### Background

- Because their pay is determined by the TSA administrator, not federal law, Transportation Security Officers do not receive longevity pay or step increases.
- Because TSA employees do not have full union rights and protections, TSA is allowed to determine what matters are subject to collective bargaining and set its own rules for handling employee grievances.
- TSA's second-class status regarding pay, workplace rights, and equal protections means the agency has difficulty recruiting and retaining employees. Nearly the entire agency was replaced due to attrition between 2007 and 2018, as more than 45,500 TSOs resigned. In 2017 alone, one in five new hires quit the agency within the first six months.

### Legislation Details

- The Rights for the Transportation Security Administration Workforce Act was introduced Feb. 5 by Rep. Bennie Thompson and five original cosponsors. The list of cosponsors is growing weekly.
- The bill number is HR 903. The Senate soon will introduce a companion bill.
- Similar legislation passed the House with bipartisan support in the previous Congress, and the companion bill in the Senate garnered 34 cosponsors – but Senate leadership refused to bring the bill to the floor for a vote.