

**AMENDMENT TO RULES COMM. PRINT 117-54**  
**OFFERED BY MR. THOMPSON OF MISSISSIPPI**

Add at the end of title LVIII of division E the following:

1       **Subtitle B—Rights for the TSA**  
2               **Workforce Act of 2022**

3 **SEC. 5811. SHORT TITLE.**

4       This subtitle may be cited as the “Rights for the  
5 Transportation Security Administration Workforce Act of  
6 2022” or the “Rights for the TSA Workforce Act of  
7 2022”.

8 **SEC. 5812. DEFINITIONS.**

9       For purposes of this subtitle—

10           (1) the term “adjusted basic pay” means—

11                   (A) the rate of pay fixed by law or admin-  
12                   istrative action for the position held by a cov-  
13                   ered employee before any deductions; and

14                   (B) any regular, fixed supplemental pay-  
15                   ment for non-overtime hours of work creditable  
16                   as basic pay for retirement purposes, including  
17                   any applicable locality payment and any special  
18                   rate supplement;

1           (2) the term “Administrator” means the Ad-  
2           ministrator of the Transportation Security Adminis-  
3           tration;

4           (3) the term “appropriate congressional com-  
5           mittees” means the Committees on Homeland Secu-  
6           rity and Oversight and Reform of the House of Rep-  
7           resentatives and the Committees on Commerce,  
8           Science, and Transportation and Homeland Security  
9           and Governmental Affairs of the Senate;

10          (4) the term “at-risk employee” means a  
11          Transportation Security Officer, Federal Air Mar-  
12          shal, canine handler, or any other employee of the  
13          Transportation Security Administration carrying out  
14          duties that require substantial contact with the pub-  
15          lic during the COVID–19 national emergency;

16          (5) the term “conversion date” means the date  
17          as of which subparagraphs (A) through (F) of sec-  
18          tion 5813(c)(1) take effect;

19          (6) the term “covered employee” means an em-  
20          ployee who holds a covered position;

21          (7) the term “covered position” means a posi-  
22          tion within the Transportation Security Administra-  
23          tion;

24          (8) the term “COVID–19 national emergency”  
25          means the national emergency declared by the Presi-

1       dent under the National Emergencies Act (50  
2       U.S.C. 1601 et seq.) on March 13, 2020, with re-  
3       spect to the coronavirus;

4           (9) the term “employee” has the meaning given  
5       such term by section 2105 of title 5, United States  
6       Code;

7           (10) the term “Secretary” means the Secretary  
8       of Homeland Security;

9           (11) the term “TSA personnel management  
10       system” means any personnel management system  
11       established or modified under—

12           (A) section 111(d) of the Aviation and  
13       Transportation Security Act (49 U.S.C. 44935  
14       note); or

15           (B) section 114(n) of title 49, United  
16       States Code;

17           (12) the term “TSA” means the Transportation  
18       Security Administration; and

19           (13) the term “2019 Determination” means the  
20       publication, entitled “Determination on Transpor-  
21       tation Security Officers and Collective Bargaining”,  
22       issued on July 13, 2019, by Administrator David P.  
23       Pekoske, as modified, or any superseding subsequent  
24       determination.

1 **SEC. 5813. CONVERSION OF TSA PERSONNEL.**

2 (a) RESTRICTIONS ON CERTAIN PERSONNEL AU-  
3 THORITIES.—

4 (1) IN GENERAL.—Notwithstanding any other  
5 provision of law, and except as provided in para-  
6 graph (2), effective as of the date of the enactment  
7 of this Act—

8 (A) any TSA personnel management sys-  
9 tem in use for covered employees and covered  
10 positions on the day before such date of enact-  
11 ment, and any TSA personnel management pol-  
12 icy, letter, guideline, or directive in effect on  
13 such day may not be modified;

14 (B) no TSA personnel management policy,  
15 letter, guideline, or directive that was not estab-  
16 lished before such date issued pursuant to sec-  
17 tion 111(d) of the Aviation and Transportation  
18 Security Act (49 U.S.C. 44935 note) or section  
19 114(n) of title 49, United States Code, may be  
20 established; and

21 (C) any authority to establish or adjust a  
22 human resources management system under  
23 chapter 97 of title 5, United States Code, shall  
24 terminate with respect to covered employees  
25 and covered positions.

26 (2) EXCEPTIONS.—

1           (A) PAY.—Notwithstanding paragraph  
2           (1)(A), the limitation in that paragraph shall  
3           not apply to any TSA personnel management  
4           policy, letter, guideline, or directive related to  
5           annual adjustments to pay schedules and local-  
6           ity-based comparability payments in order to  
7           maintain parity with such adjustments author-  
8           ized under section 5303, 5304, 5304a, and  
9           5318 of title 5, United States Code; and

10          (B) ADDITIONAL POLICY.—Notwith-  
11          standing paragraph (1)(B), new TSA personnel  
12          management policy may be issued if—

13               (i) such policy is needed to resolve a  
14               matter not specifically addressed in policy  
15               in effect on the date of enactment of this  
16               Act; and

17               (ii) the Secretary provides such policy,  
18               with an explanation of its necessity, to the  
19               appropriate congressional committees not  
20               later than 7 days of issuance.

21          (C) EMERGING THREATS TO TRANSPOR-  
22          TATION SECURITY DURING TRANSITION PE-  
23          RIOD.—Notwithstanding paragraph (1), any  
24          TSA personnel management policy, letter,  
25          guideline, or directive related to an emerging

1 threat to transportation security, including na-  
2 tional emergencies or disasters and public  
3 health threats to transportation security, may  
4 be modified or established until the conversion  
5 date. The Secretary shall provide to the appro-  
6 priate congressional committees any modifica-  
7 tion or establishment of such a TSA personnel  
8 management policy, letter, guideline, or direc-  
9 tive, with an explanation of its necessity, not  
10 later than 7 days of such modification or estab-  
11 lishment.

12 (b) PERSONNEL AUTHORITIES DURING TRANSITION  
13 PERIOD.—Any TSA personnel management system in use  
14 for covered employees and covered positions on the day  
15 before the date of enactment of this Act and any TSA  
16 personnel management policy, letter, guideline, or direc-  
17 tive in effect on the day before the date of enactment of  
18 this Act shall remain in effect until the conversion date.

19 (c) TRANSITION TO TITLE 5.—

20 (1) IN GENERAL.—Except as provided in para-  
21 graph (2), effective as of the date determined by the  
22 Secretary, but in no event later than December 31,  
23 2022—

24 (A) the TSA personnel management sys-  
25 tem shall cease to be in effect;

1 (B) section 114(n) of title 49, United  
2 States Code, is repealed;

3 (C) section 111(d) of the Aviation and  
4 Transportation Security Act (49 U.S.C. 44935  
5 note) is repealed;

6 (D) any TSA personnel management pol-  
7 icy, letter, guideline, and directive, including the  
8 2019 Determination, shall cease to be effective;

9 (E) any human resources management sys-  
10 tem established or adjusted under chapter 97 of  
11 title 5, United States Code, with respect to cov-  
12 ered employees or covered positions shall cease  
13 to be effective; and

14 (F) covered employees and covered posi-  
15 tions shall be subject to the provisions of title  
16 5, United States Code.

17 (2) CHAPTERS 71 AND 77 OF TITLE 5.—Not  
18 later than 90 days after the date of enactment of  
19 this Act—

20 (A) chapter 71 and chapter 77 of title 5,  
21 United States Code, shall apply to covered em-  
22 ployees carrying out screening functions pursu-  
23 ant to section 44901 of title 49, United States  
24 Code; and

1 (B) any policy, letter, guideline, or direc-  
2 tive issued under section 111(d) of the Aviation  
3 and Transportation Security Act (49 U.S.C.  
4 44935 note) related to matters otherwise cov-  
5 ered by such chapter 71 or 77 shall cease to be  
6 in effect.

7 (3) ASSISTANCE OF OTHER AGENCIES.—Not  
8 later than 180 days after the date of enactment of  
9 this Act or December 31, 2022, whichever is ear-  
10 lier—

11 (A) the Office of Personnel Management  
12 shall establish a position series and classifica-  
13 tion standard for the positions of Transpor-  
14 tation Security Officer, Federal Air Marshal,  
15 Transportation Security Inspector, and other  
16 positions requested by the Administrator; and

17 (B) the Department of Agriculture’s Na-  
18 tional Finance Center shall make necessary  
19 changes to its Financial Management Services  
20 and Human Resources Management Services to  
21 ensure payroll, leave, and other personnel proc-  
22 essing systems for TSA personnel are commen-  
23 surate with chapter 53 of title 5, United States  
24 Code, and provide functions as needed to imple-  
25 ment this subtitle.



1 (d) SAFEGUARDS ON GRIEVANCES AND APPEALS.—

2 (1) IN GENERAL.—Each covered employee with  
3 a grievance or appeal pending within TSA on the  
4 date of the enactment of this Act or initiated during  
5 the transition period described in subsection (c) shall  
6 have the right to have such grievance or appeal re-  
7 moved to proceedings pursuant to title 5, United  
8 States Code, or continued within the TSA.

9 (2) AUTHORITY.—With respect to any griev-  
10 ance or appeal continued within the TSA pursuant  
11 to paragraph (1), the Administrator may consider  
12 and finally adjudicate such grievance or appeal not-  
13 withstanding any other provision of this subtitle.

14 (3) PRESERVATION OF RIGHTS.—Notwith-  
15 standing any other provision of law, any appeal or  
16 grievance continued pursuant to this section that is  
17 not finally adjudicated pursuant to paragraph (2)  
18 shall be preserved and all timelines tolled until the  
19 rights afforded by application of chapters 71 and 77  
20 of title 5, United States Code, are made available  
21 pursuant to section 5813(c)(2) of this subtitle.

22 **SEC. 5814. TRANSITION RULES.**

23 (a) NONREDUCTION IN PAY AND COMPENSATION.—  
24 Under pay conversion rules as the Secretary may prescribe  
25 to carry out this subtitle, a covered employee converted

1 from a TSA personnel management system to the provi-  
2 sions of title 5, United States Code, pursuant to section  
3 5813(c)(1)(F)—

4 (1) shall not be subject to any reduction in ei-  
5 ther the rate of adjusted basic pay payable or law  
6 enforcement availability pay payable to such covered  
7 employee; and

8 (2) shall be credited for years of service in a  
9 specific pay band under a TSA personnel manage-  
10 ment system as if the employee had served in an  
11 equivalent General Schedule position at the same  
12 grade, for purposes of determining the appropriate  
13 step within a grade at which to establish the employ-  
14 ee's converted rate of pay.

15 (b) RETIREMENT PAY.—Not later than 90 days after  
16 the date of enactment of this Act, the Secretary shall sub-  
17 mit to the appropriate congressional committees a pro-  
18 posal, including proposed legislative changes if needed, for  
19 determining a covered employee's average pay for pur-  
20 poses of calculating the employee's retirement annuity,  
21 consistent with title 5, United States Code, for any cov-  
22 ered employee who retires within three years of the conver-  
23 sion date, in a manner that appropriately accounts for  
24 time in service and annual rate of basic pay following the  
25 conversion date.

1           (c) LIMITATION ON PREMIUM PAY.—Notwith-  
2 standing section 5547 of title 5, United States Code, or  
3 any other provision of law, a Federal Air Marshal or crimi-  
4 nal investigator hired prior to the date of enactment of  
5 this Act may be eligible for premium pay up to the max-  
6 imum level allowed by the Administrator prior to the date  
7 of enactment of this Act. The Office of Personnel Manage-  
8 ment shall recognize such premium pay as fully creditable  
9 for the purposes of calculating pay and retirement bene-  
10 fits.

11           (d) PRESERVATION OF LAW ENFORCEMENT AVAIL-  
12 ABILITY PAY AND OVERTIME PAY RATES FOR FEDERAL  
13 AIR MARSHALS.—

14           (1) LEAP.—Section 5545a of title 5, United  
15 States Code, is amended by adding at the end the  
16 following:

17           “(1) The provisions of subsections (a)–(h) providing  
18 for availability pay shall apply to any Federal Air Marshal  
19 who is an employee of the Transportation Security Admin-  
20 istration.”.

21           (2) OVERTIME.—Section 5542 of such title is  
22 amended by adding at the end the following:

23           “(i) Notwithstanding any other provi-  
24 sion of law, a Federal Air Marshal who is  
25 an employee of the Transportation Secu-

1           rity Administration shall receive overtime  
2           pay under this section, at such a rate and  
3           in such a manner, so that such Federal Air  
4           Marshal does not receive less overtime pay  
5           than such Federal Air Marshal would re-  
6           ceive were that Federal Air Marshal sub-  
7           ject to the overtime pay provisions of sec-  
8           tion 7 of the Fair Labor Standards Act of  
9           1938.”.

10           (3) EFFECTIVE DATE.—The amendments made  
11           by paragraphs (1) and (2) shall begin to apply on  
12           the conversion date (as that term is defined in sec-  
13           tion 5812 of the Rights for the TSA Workforce Act  
14           of 2022).

15           (e) COLLECTIVE BARGAINING UNIT.—Notwith-  
16           standing section 7112 of title 5, United States Code, fol-  
17           lowing the application of chapter 71 pursuant to section  
18           5813(c)(2) of this subtitle, full- and part-time non-super-  
19           visory Transportation Security Administration personnel  
20           carrying out screening functions under section 44901 of  
21           title 49, United States Code, shall remain eligible to form  
22           a collective bargaining unit.

23           (f) PRESERVATION OF OTHER RIGHTS.—The Sec-  
24           retary shall take any actions necessary to ensure that the  
25           following rights are preserved and available for each cov-

1 ered employee as of the conversion date and any covered  
2 employee appointed after the conversion date, and con-  
3 tinue to remain available to covered employees after the  
4 conversion date:

5 (1) Any annual leave, sick leave, or other paid  
6 leave accrued, accumulated, or otherwise available to  
7 a covered employee immediately before the conver-  
8 sion date shall remain available to the employee  
9 until used, subject to any limitation on accumulated  
10 leave under chapter 63 of title 5, United States  
11 Code.

12 (2) Part-time personnel carrying out screening  
13 functions under section 44901 of title 49, United  
14 States Code, pay Federal Employees Health Bene-  
15 fits premiums on the same basis as full-time TSA  
16 employees.

17 (3) Covered employees are provided appropriate  
18 leave during national emergencies to assist the cov-  
19 ered employees and ensure TSA meets mission re-  
20 quirements, notwithstanding section 6329a of title 5,  
21 United States Code.

22 (4) Eligible covered employees carrying out  
23 screening functions under section 44901 of title 49,  
24 United States Code, receive a split-shift differential  
25 for regularly scheduled split-shift work as well as

1 regularly scheduled overtime and irregular and occa-  
2 sional split-shift work.

3 (5) Eligible covered employees receive group re-  
4 tention incentives, as appropriate, notwithstanding  
5 sections 5754(c), (e), and (f) of title 5, United  
6 States Code.

7 **SEC. 5815. CONSULTATION REQUIREMENT.**

8 (a) EXCLUSIVE REPRESENTATIVE.—

9 (1) IN GENERAL.—

10 (A) Beginning on the date chapter 71 of  
11 title 5, United States Code, begins to apply to  
12 covered employees pursuant to section  
13 5813(c)(2), the labor organization certified by  
14 the Federal Labor Relations Authority on June  
15 29, 2011, or any successor labor organization,  
16 shall be treated as the exclusive representative  
17 of full- and part-time non-supervisory TSA per-  
18 sonnel carrying out screening functions under  
19 section 44901 of title 49, United States Code,  
20 and shall be the exclusive representative for  
21 such personnel under chapter 71 of title 5,  
22 United States Code, with full rights under such  
23 chapter.

24 (B) Nothing in this subsection shall be  
25 construed to prevent covered employees from

1           selecting an exclusive representative other than  
2           the labor organization described under para-  
3           graph (1) for purposes of collective bargaining  
4           under such chapter 71.

5           (2) NATIONAL LEVEL.—Notwithstanding any  
6           provision of such chapter 71, collective bargaining  
7           for any unit of covered employees shall occur at the  
8           national level, but may be supplemented by local  
9           level bargaining and local level agreements in fur-  
10          therance of elements of a national agreement or on  
11          local unit employee issues not otherwise covered by  
12          a national agreement. Such local-level bargaining  
13          and local-level agreements shall occur only by mu-  
14          tual consent of the exclusive representative of full  
15          and part-time non-supervisory TSA personnel car-  
16          rying out screening functions under section 44901 of  
17          title 49, United States Code, and a TSA Federal Se-  
18          curity Director or their designee.

19          (3) CURRENT AGREEMENT.—Any collective bar-  
20          gaining agreement covering such personnel in effect  
21          on the date of enactment of this Act shall remain in  
22          effect until a collective bargaining agreement is en-  
23          tered into under such chapter 71, unless the Admin-  
24          istrator and exclusive representative mutually agree  
25          to revisions to such agreement.

1 (b) CONSULTATION PROCESS.—Not later than seven  
2 days after the date of the enactment of this Act, the Sec-  
3 retary shall consult with the exclusive representative for  
4 the personnel described in subsection (a) under chapter  
5 71 of title 5, United States Code, on the formulation of  
6 plans and deadlines to carry out the conversion of full-  
7 and part-time non-supervisory TSA personnel carrying out  
8 screening functions under section 44901 of title 49,  
9 United States Code, under this subtitle. Prior to the date  
10 such chapter 71 begins to apply pursuant to section  
11 5813(c)(2), the Secretary shall provide (in writing) to  
12 such exclusive representative the plans for how the Sec-  
13 retary intends to carry out the conversion of such per-  
14 sonnel under this subtitle, including with respect to such  
15 matters as—

- 16 (1) the anticipated conversion date; and
- 17 (2) measures to ensure compliance with sections  
18 5813 and 5814.

19 (c) REQUIRED AGENCY RESPONSE.—If any views or  
20 recommendations are presented under subsection (b) by  
21 the exclusive representative, the Secretary shall consider  
22 the views or recommendations before taking final action  
23 on any matter with respect to which the views or rec-  
24 ommendations are presented and provide the exclusive



1 representative a written statement of the reasons for the  
2 final actions to be taken.

3 **SEC. 5816. NO RIGHT TO STRIKE.**

4 Nothing in this subtitle may be considered—

5 (1) to repeal or otherwise affect—

6 (A) section 1918 of title 18, United States  
7 Code (relating to disloyalty and asserting the  
8 right to strike against the Government); or

9 (B) section 7311 of title 5, United States  
10 Code (relating to loyalty and striking); or

11 (2) to otherwise authorize any activity which is  
12 not permitted under either provision of law cited in  
13 paragraph (1).

14 **SEC. 5817. PROPOSAL ON HIRING AND CONTRACTING**  
15 **BACKGROUND CHECK REQUIREMENTS.**

16 Not later than one year after the date of enactment  
17 of this Act, the Secretary shall submit a plan to the appro-  
18 priate congressional committees on a proposal to har-  
19 monize and update, for the purposes of hiring and for au-  
20 thorizing or entering into any contract for service, the re-  
21 strictions in section 70105(c) of title 46, United States  
22 Code, (relating to the issuance of transportation security  
23 cards) and section 44936 of title 49, United States Code,  
24 (relating to security screener employment investigations  
25 and restrictions).

1 **SEC. 5818. COMPTROLLER GENERAL REVIEWS.**

2 (a) REVIEW OF RECRUITMENT.—Not later than one  
3 year after the date of the enactment of this Act, the Comp-  
4 troller General shall submit to Congress a report on the  
5 efforts of the TSA regarding recruitment, including re-  
6 cruitment efforts relating to veterans and the dependents  
7 of veterans and members of the Armed Forces and the  
8 dependents of such members. Such report shall also in-  
9 clude recommendations regarding how the TSA may im-  
10 prove such recruitment efforts.

11 (b) REVIEW OF IMPLEMENTATION.—Not later than  
12 60 days after the conversion date, the Comptroller General  
13 shall commence a review of the implementation of this  
14 subtitle. The Comptroller General shall submit to Con-  
15 gress a report on its review no later than one year after  
16 such conversion date.

17 (c) REVIEW OF PROMOTION POLICIES AND LEADER-  
18 SHIP DIVERSITY.—Not later than one year after the date  
19 of the enactment of this Act, the Comptroller General shall  
20 submit to Congress a report on the efforts of the TSA  
21 to ensure that recruitment, hiring, promotion, and ad-  
22 vancement opportunities are equitable and provide for de-  
23 mographics among senior leadership that are reflective of  
24 the United States' workforce demographics writ large.  
25 Such report shall, to the extent possible, include an over-  
26 view and analysis of the current demographics of TSA

1 leadership and, as appropriate, recommendations to im-  
2 prove hiring and promotion procedures and diversity in  
3 leadership roles that may include recommendations for  
4 how TSA can better promote from within and retain and  
5 advance its workers.

6 (d) REVIEW OF HARASSMENT AND ASSAULT POLI-  
7 CIES AND PROTECTIONS.—Not later than one year after  
8 the date of the enactment of this Act, the Comptroller  
9 General shall submit to Congress a report on the efforts  
10 of the TSA to ensure the safety of its staff with regards  
11 to harassment and assault in the workplace, such as inci-  
12 dents of sexual harassment and violence and harassment  
13 and violence motivated by an individual’s perceived race,  
14 ethnicity, religion, gender identity or sexuality, and includ-  
15 ing incidents where the alleged perpetrator or perpetrators  
16 are members of the general public. Such report shall in-  
17 clude an overview and analysis of the current TSA policies  
18 and response procedures, a detailed description of if,  
19 when, and how these policies fail to adequately protect  
20 TSA personnel, and, as appropriate, recommendations for  
21 steps the TSA can take to better protect its employees  
22 from harassment and violence in their workplace. In con-  
23 ducting its review, the Comptroller General shall provide  
24 opportunities for TSA employees of all levels and posi-  
25 tions, and unions and associations representing such em-

1 ployees, to submit comments, including in an anonymous  
2 form, and take those comments into account in its final  
3 recommendations.

4 **SEC. 5819. SENSE OF CONGRESS.**

5 It is the sense of Congress that—

6 (1) the TSA’s personnel system provides insuf-  
7 ficient benefits and workplace protections to the  
8 workforce that secures the nation’s transportation  
9 systems and that the TSA’s workforce should be  
10 provided protections and benefits under title 5,  
11 United States Code; and

12 (2) the provision of these title 5 protections and  
13 benefits should not result in a reduction of pay or  
14 benefits to current TSA employees.

15 **SEC. 5820. ASSISTANCE FOR FEDERAL AIR MARSHAL SERV-**  
16 **ICE.**

17 The Administrator may communicate with organiza-  
18 tions representing a significant number of Federal Air  
19 Marshals, to the extent provided by law, to address con-  
20 cerns regarding Federal Air Marshals related to the fol-  
21 lowing:

- 22 (1) Mental health.  
23 (2) Suicide rates.  
24 (3) Morale and recruitment.  
25 (4) Equipment and training.

1 (5) Work schedules and shifts, including man-  
2 dated periods of rest.

3 (6) Any other personnel issues the Adminis-  
4 trator determines appropriate.

5 **SEC. 5821. PREVENTION AND PROTECTION AGAINST CER-**  
6 **TAIN ILLNESS.**

7 The Administrator, in coordination with the Director  
8 of the Centers for Disease Control and Prevention and the  
9 Director of the National Institute of Allergy and Infec-  
10 tious Diseases, shall ensure that covered employees are  
11 provided proper guidance regarding prevention and protec-  
12 tions against the COVID–19 National Emergency, includ-  
13 ing appropriate resources.

14 **SEC. 5822. HAZARDOUS DUTY PAYMENTS.**

15 Subject to the availability of appropriations, and not  
16 later than 90 days after receiving such appropriations, the  
17 Administrator shall provide a one-time bonus payment of  
18 \$3,000 to each at-risk employee.

19 **SEC. 5823. AUTHORIZATION OF APPROPRIATIONS.**

20 There is authorized to be appropriated such sums as  
21 may be necessary, to remain available until expended, to  
22 carry out this subtitle.

1 **SEC. 5824. STUDY ON FEASIBILITY OF COMMUTING BENE-**  
2 **FITS.**

3 Not later than 270 days after the enactment of this  
4 Act, the Administrator shall submit to the appropriate  
5 congressional committees a feasibility study on allowing  
6 covered employees carrying out screening functions under  
7 section 44901 of title 49, United States Code, to treat as  
8 hours of employment time spent by such employees regu-  
9 larly traveling between airport parking lots and bus and  
10 transit stops and screening checkpoints before and after  
11 the regular work day. In conducting such study, the Ad-  
12 ministrator shall consider—

13 (1) the amount of time needed to travel to and  
14 from airport parking lots and bus and transit stops  
15 at representative airports of various sizes;

16 (2) the feasibility of using mobile phones and  
17 location data to allow employees to report their ar-  
18 rival to and departure from airport parking lots and  
19 bus and transit stops; and

20 (3) the estimated costs of providing such bene-  
21 fits.

22 **SEC. 5825. BRIEFING ON ASSAULTS AND THREATS ON TSA**  
23 **EMPLOYEES.**

24 Not later than 90 days after the date of the enact-  
25 ment of this Act, the Administrator shall brief the appro-  
26 priate congressional committees regarding the following:

1           (1) Reports to the Administrator of instances of  
2           physical or verbal assault or threat made by a mem-  
3           ber of the general public against a covered employee  
4           engaged in carrying out screening functions under  
5           section 44901 of title 49, United States Code, since  
6           January 1, 2019.

7           (2) Procedures for reporting such assaults and  
8           threats, including information on how the Adminis-  
9           trator communicates the availability of such proce-  
10          dures.

11          (3) Any steps taken by TSA to prevent and re-  
12          spond to such assaults and threats.

13          (4) Any related civil actions and criminal refer-  
14          rals made annually since January 1, 2019.

15          (5) Any additional authorities needed by the  
16          Administrator to better prevent or respond to such  
17          assaults and threats.

18 **SEC. 5826. ANNUAL REPORTS ON TSA WORKFORCE.**

19          Not later than one year after the date of the enact-  
20          ment of this Act and annually thereafter, the Adminis-  
21          trator shall submit to the appropriate congressional com-  
22          mittees a report that contains the following:

23                 (1) An analysis of the Office of Personnel Man-  
24                 agement's Federal Employee Viewpoint Survey

1 (FEVS) to determine job satisfaction rates of cov-  
2 ered employees.

3 (2) Information relating to retention rates of  
4 covered employees at each airport, including trans-  
5 fers, in addition to aggregate retention rates of cov-  
6 ered employees across the TSA workforce.

7 (3) Information relating to actions taken by the  
8 TSA intended to improve workforce morale and re-  
9 tention.

