

1 [Resolution to retain experienced airport screeners at San Francisco International Airport]

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3 **Resolution urging the San Francisco Transportation Security Administration and**
4 **Covenant Aviation Security to retain experienced airport screeners at San Francisco**
5 **International Airport by considering experience and giving priority to the incumbent**
6 **screeners in the hiring of new Pre-Board Screeners.**

7 WHEREAS, The Aviation Security Bill, S.1447, signed into law by President George W.
8 Bush on November 19, 2001, allowed for five airports nationwide to remain privatized as part
9 of a pilot program; and

10 WHEREAS, on December 10, 2001, the San Francisco Board of Supervisors adopted
11 Resolution No. 983-01 urging the San Francisco International Airport to apply to be one of the
12 five airports that could remain privatized in order that we may retain our experienced
13 screeners;

14 WHEREAS, On January 7, 2002, the San Francisco Immigrant Rights Commission
15 adopted Resolution No. 010702 urging the Mayor's Office, the Airport Commission and the
16 Director of San Francisco International Airport to take all additional steps necessary to ensure
17 the job security of the immigrant baggage screeners working at the airport;

18 WHEREAS, On May 29, 2002, SFO Airport Director John L. Martin applied with the
19 U.S. Department of Transportation's TSA for SFO to designated as one of the Pilot Programs
20 on the basis that "the level of screening services and protection provided by our current
21 contract security staff will be equal to or greater than that provided by federal government
22 personnel";

23 WHEREAS, In June 2002, the Federal TSA accepted San Francisco's application to be
24 a pilot program and be exempted from federalization;

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1 WHEREAS, The San Francisco community, including elected officials, rejoiced in SFO
2 being selected as one of the Pilot Programs with the understanding that this would allow
3 greater opportunity for retaining experienced screeners;

4 WHEREAS, In September, in a meeting with the current Pre-Board Screeners, the TSA
5 announced that even with the Pilot Program, they will require that incumbent screeners have
6 to go through the same assessment process as those who apply at federalized airports;

7 WHEREAS, Several news reports including one published by the Los Angeles Times
8 on September 24 titled "New Airport Screener Jobs Going Mostly to Whites", have shown that
9 the assessment test employed by the TSA are weeding out many experienced screeners due
10 the computer-based format and other tests that are not job-related;

11 WHEREAS, At Oakland and San Jose Airports, the overwhelming majority of
12 experienced screeners did not pass the federal assessment test which applicants have
13 claimed to be discriminatory against current screeners and minority workers;

14 WHEREAS, In October, TSA announced that Covenant Aviation Security (CAS) has
15 been selected as the private contractor that will employ Pre-Board Screeners at SFO;

16 WHEREAS, Under the current plan of the TSA and CAS, all incumbent Pre-Board
17 Screeners will be replaced by new hires by November 19, 2002;

18 WHEREAS, TSA and CAS' plan is to assess the current screeners last, and only after
19 they have been laid off their jobs,

20 WHEREAS, Even with the Pilot Program, no provisions have been made to give the
21 incumbent screeners priority in hiring;

22 WHEREAS, San Francisco International Airport was the first airport in the country to
23 institute a quality standards program for baggage screeners to address the quality of airline
24 checkpoint security services; and,

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1 WHEREAS, The quality standards program mandates that security screeners at San
2 Francisco International Airport have a high school degree, be English proficient, and have a
3 background check covering ten years; and,

4 WHEREAS, Many of the current baggage screeners at San Francisco International
5 Airport are permanent legal residents and are currently applying for citizenship; and,

6 WHEREAS, Under the current TSA and CAS plan, over 900 Pre-Board Screeners will
7 lose their jobs through no fault of their own and will be the last to be considered; and,

8 WHEREAS, Under the current TSA and CAS plan, close to 1000 newly-hired and
9 inexperienced screeners will be at the checkpoints during the holidays when the greatest
10 volume of passengers will be travelling; now, therefore, be it;

11 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
12 urges the Transportation Security Aviation and Covenant Aviation Security to remove parts of
13 the Assessment test that are not job-related and adjust the computer-based format which is
14 biased against the experienced screeners;

15 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
16 urges the Transportation Security Aviation and Covenant Aviation Security uphold the intent of
17 the SFO Pilot Program to retain experienced screeners by assessing current screeners first
18 and by considering experience in the hiring of new Pre-Board Screeners; and, be it

19 FURTHER RESOLVED, That the Board of Supervisors of the City and County of San
20 Francisco urges the Transportation Security Aviation and Covenant Aviation Security to hire
21 provisionally, non-citizen screeners who otherwise are qualified to be hired.

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