

# The WFP Quarterly

Issue No. 2, July/2023



WOMEN'S  
RIGHTS  
**ARE**  
HUMAN  
RIGHTS

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

## Inside This Issue:

- Letter from the NVP* 2
- Celebrating Asian American Heritage* 3
- AFGE NHRC Updates* 5
- Coordinators & Committees* 7
- EEO Essentials* 11
- What's Next?* 12





## Letter from the NVP

Hello AFGE Justice Warriors,

On behalf of AFGE's Women's and Fair Practices (WFP) Departments, we hope that you enjoyed our first edition of "The WFP

Quarterly" which we released in April 2023. Since our last newsletter was released, WFP has continued to work diligently on developing and planning program and training opportunities for our AFGE Members that address the issues impacting Civil, Human, Women's, and Worker's' Rights. We Who Believe In Justice, believe that an injustice to one is an injustice for all and we will continue to create safe spaces, promote diversity and inclusion, and offer premier trainings that will allow us to empower and strengthen the rights of the Federal and DC Government Workers that we represent.

Within this issue of the WFP Quarterly, we will be highlighting our newly elected National Human Rights Committee (NHRC) Members and providing an overview of the recent NHRC Meeting, including the plans and priorities that the Committee has established to work on for the remainder of 2023. WFP will also be sharing updates from AFGE's

National Y.O.U.N.G. Committee as well as our AFGE Constituency Groups and Programs representing AFGE PRIDE, AFGE B.L.A.C.K., AFGE A.P.O.W.E.R., and AFGE HISCO. In WFP, we recognize that it is not our differences that divide us, but it is our inability to recognize, accept, and celebrate those differences. If We are truly committed to standing in solidarity as "One Union" and showing that We are "Stronger Together", then We must embrace our differences, use them as an opportunity to learn from one another as allies in the movement, and recognize that our Diversity as a Labor Union is one of our greatest strengths towards reaching Equality and Justice for All.

Within this newsletter, WFP is also sharing important EEO information regarding the Pregnant Worker's Fairness Act (PFWA). The Pregnant Worker's Fairness Act is a huge victory for Women in the Workplace and is long overdue in the fight for equality. AFGE Women deserve the right to work and to always place the safety and well-being of themselves and their pregnancy first. WFP will continue to be our Sister's Keeper in the workplace and in the labor movement because We truly believe that Women's Rights are Human Rights and the injustices taking place against Women must be a top priority and focus of our Union.

We hope that you enjoy reading this newsletter designed and created for our AFGE Leaders and Members. WFP pledges to continue to "Stay Ready" in the fight against discrimination and work to protect our AFGE Members from the attacks on our democracy and the basic human rights that all federal and DC government works deserve, both in their workplaces and in their communities!

In Solidarity,

Jeremy A. Lannan,  
NVP for Women and Fair Practices



*NVP Jeremy A. Lannan speaks at the 2023 AFGE National VA Council Health and Safety Conference in Portland, Oregon*



*AFGE A.P.O.W.E.R. Chair, Rena Youngblood, speaking at the 2022 AFGE A.P.O.W.E.R. meeting at the 2022 Human Rights Training Conference in New Orleans, LA.*

## **Celebrating the Richness of Asian American Heritage: Honoring Diversity, Empowering Voices**

Asian American Heritage Month is a time to recognize and celebrate the contributions, cultures, and achievements of Asian Americans in the United States. It is an opportunity to honor the diversity within the Asian American community and acknowledge the challenges they have faced throughout history. From the remarkable accomplishments of trailblazing individuals to the collective resilience and vibrant cultural traditions, Asian Americans have made indelible marks on the fabric of American society.

### **A Tapestry of Cultures**

The Asian American community encompasses a rich tapestry of cultures, representing countries from East Asia, Southeast Asia, South Asia, and the Pacific Islands. Each culture brings its unique traditions, languages, art forms, and culinary delights. Asian Americans have introduced the United States to

an array of cultural practices, including martial arts, traditional dances, vibrant festivals, and ancient healing practices like acupuncture and Ayurveda. By celebrating these diverse cultural contributions, we not only promote understanding and appreciation but also pave the way for a more inclusive and harmonious society.

### **Trailblazers and Innovators**

Asian Americans have consistently made groundbreaking contributions across various fields, inspiring future generations and challenging stereotypes. From the iconic architect I.M. Pei to the legendary martial artist Bruce Lee, Asian Americans have achieved remarkable success in the realms of arts, entertainment, and sports. Visionaries like Michio Kaku, a renowned physicist, and Dr. Sanjay Gupta, a prominent

medical correspondent, have left an indelible mark on the

fields of science and medicine. Furthermore, tech entrepreneurs such as Sundar Pichai, the CEO of Google, and Arati Prabhakar, former director of DARPA, have spearheaded innovation and revolutionized industries. These trailblazers serve as role models, breaking barriers and shattering preconceived notions of what Asian Americans can accomplish.

### **The Fight for Equity and Social Justice**

Asian Americans have also played a significant role in advocating for civil rights and social justice. From the fight against discriminatory immigration policies, such as the Chinese Exclusion Act, to the pursuit of justice for Vincent Chin and the recent rise in anti-Asian hate crimes, Asian Americans have continuously stood up against injustice. Organizations and activists like Asian Americans Advancing Justice and #StopAsianHate have been at the forefront, raising awareness and advocating for policy changes to combat racism and

discrimination. Recognizing and supporting these ongoing efforts is crucial in creating a more equitable society where Asian Americans can thrive without fear of prejudice.

**Embracing Intersectionality**

Asian Americans, like any other community, encompass a wide range of identities, including gender, sexuality, religion, and socio-economic background. It is important to acknowledge and celebrate the intersectionality within the Asian American community. This means amplifying the voices and experiences of Asian American women, LGBTQ+ individuals, working-class Asian Americans, and those living at the intersections of multiple identities. By embracing the diversity within the

community, we foster a more inclusive dialogue that acknowledges and uplifts all Asian American voices.

Asian American Heritage Month serves as a platform to celebrate the rich and diverse heritage of Asian Americans while recognizing their contributions and struggles. It is an opportunity for individuals, communities, and institutions to learn, appreciate, and stand in solidarity with the Asian American community. By honoring Asian American heritage, we can foster understanding, combat stereotypes, and promote a more inclusive society where everyone’s experiences are valued and celebrated. Together, let us continue to embrace and empower Asian American voices, cultivating a brighter future for all.

**WFP and AFGE Y.O.U.N.G. Joins the Social Security Administration Day of Action Rally**



*Nancy Altman; President of Social Security Works, speaks at the AFGE SSA Day of Action Rally in Washington, D.C*



*NVP Jeremy A. Lannan and AFGE Y.O.U.N.G. and AFGE B.L.A.C.K. Chair Dr. Kendrick Roberson attending the SSA Day of Action Rally in Washington, D.C.*



*SSA Day of Action Rally in Washington, D.C.*

## AFGE National Human Rights Committee Executive Board

The AFGE National Human Rights Committee recently held their annual meeting in Lithicum Hights, Maryland. During their meeting the Committee held Officer elections. Join us in congratulating the elected NHRC Executive Board!



Committee Chair  
**Yvonne Renee Evans**  
District 7 NFPAAC



Committee Vice Chair  
**Deborah Toussant**  
District 2 NWAC



Committee Secretary  
**Katherine Foley**  
District 11 NWAC



## AFGE National Human Rights Committee Updates

During the District Caucuses held in June throughout the Districts the National Human Right Committee gained some newly elected members. Please join us in welcoming our newly elected National Fair Practice Affirmative Action and National Women’s Advisory Coordinators.

To learn more about the NHRC and to get in contact with your District NFPAAC or NWAC visit our website [HERE](#).

**National Fair Practice Affirmative Action Coordinators (NFPAAC)**



**Monique Samuels**  
District 4



**Teresa Freeman**  
District 5



**Josh Lepird**  
District 9



**Daphne Jackson**  
District 10



**Ilee Meale**  
District 11



**Kendrick Roberson**  
District 12

**National Women's Advisory Coordinators (NWAC)**



**Terri Heymann**  
District 4



**Beth Natanzon**  
District 8



**Tiffany McPherson**  
District 9



**Kelly Alexander**  
District 10

## Coordinators and Committees

### National Human Rights Committee



The National Human Rights Committee held their annual meeting on June 22-28, 2023 in Linthicum Heights, MD. During their meeting, they took time to welcome their returning and newly elected NFPAAC's and NWAC's to the committee. They also discussed

their strategic planning, put plans in place to finalize their training classes for Sisters Keeper Summit and Human Rights Training Conference and conducted their Executive Board elections for the next three years as detailed above. The Committee is excited to continue their mantra of "If you stay ready, you don't have to get ready!"

Website: <https://www.afge.org/leaders-activists/womens-and-fair-practices-departments/coordinators-and-committees/afge-national-human-rights-committee/>

### National Y.O.U.N.G. Committee



Since receiving support and funding at AFGE's 42nd Triennial Convention in June of 2022, AFGE's National Y.O.U.N.G. Committee has hosted several listening sessions with various AFGE Councils including: NVAC, TSA, and SSA. These listening

sessions are designed to obtain direct feedback on the goals and priorities of the AFGE Y.O.U.N.G. program and to refocus and strategize the work of the committee. AFGE's National Y.O.U.N.G. Committee is planning to host similar listening sessions with CPL-33 (BOP) and DEFCON (DOD) later this year. WFP and AFGE's National Y.O.U.N.G. Committee is committed to growing, developing, and mentoring the future leaders of AFGE by using our torches to light the torch of others along the way.

The AFGE National Y.O.U.N.G. Committee has also been working to develop the week-long New Unionist training course to be offered at the Human Rights Training Conference July 31 - August 4. This new unionist training will cover important aspects of union life in AFGE, such as Robert's Rules of Order, following the money (from dues to activism), and even AFGE

history. The class will further provide new unionists with tools to be successful AFGE activists and will include topics such as leadership skills, improving communications, community action, building the Y.O.U.N.G. workforce, discussing diversity and inclusion, building mentor and mentee partnerships, and young worker organizing. This training is a key component to any new unionist who is ready to become active and successful in AFGE!

Email: [young@afge.org](mailto:young@afge.org)

Website: <https://www.afge.org/leaders-activists/womens-and-fair-practices-departments/coordinators-and-committees/afge-national-young-committee/>



SSA Y.O.U.N.G. Lunch and Listening Session

## AFGE PRIDE

AFGE PRIDE celebrated the month-long celebration to honor the diverse identities and experiences of the LGBTQIA+ community, foster understanding, spread awareness, and promote inclusivity, encouraging individuals worldwide to embrace their authentic selves and stand united in solidarity, love, and PRIDE.



AFGE PRIDE hosted the LGBTQIA+ Mental Health Webinar with Deb Friesen,

MD, as we learned about LGBTQIA+ mental health. Talking about mental health is not always easy, but it's important to know how to support our LGBTQIA+ colleagues and friends including how to reduce stigma, spot signs of distress, find LGBTQIA+ competent mental health care, start meaningful judgment-free conversations, and incorporate gratitude practices into daily life.

AFGE PRIDE participated in the Capital Pride Parade on Saturday, June 10 and the Capital Pride Festival on Sunday, June 11. Joined by siblings and allies from all over the country, AFGE PRIDE traveled along

the parade route giving out AFGE PRIDE bracelets, flags and other merchandise. AFGE PRIDE also had a booth setup where we interacted with the festival participants.

AFGE PRIDE meets regularly on the second Thursday of every month.

**AFGE PRIDE through the years video by District NWAC, Tyra McClelland**

AFGE PRIDE will be hosting an in person meeting at the Human Rights Training Conference in National Harbor, MD on Sunday, July 30th from 6:00 pm EDT - 7:00 pm EDT. During this meeting the AFGE PRIDE constituency group will elect their Chair, Vice Chair, and Secretary positions for the Executive Board. AFGE PRIDE will also be discussing program and training strategies for the empowerment and advocacy of our LGBTQIA+ members including allyship.

**Email:** [afgepride@afge.org](mailto:afgepride@afge.org)

**Facebook:** <https://www.facebook.com/groups/169241119891895>

**Website:** <https://www.afge.org/leaders-activists/womens-and-fair-practices-departments/coordinators-and-committees/afge-pride/>



**AFGE B.L.A.C.K.**

2023 marked the third year Juneteenth was recognized as a federal holiday, but more than 150 years since Union troops arrived in Galveston, Texas on June 19, 1865 to read Order No. 3, which affirmed and enforced the end of slavery in all Confederate states, two months after General Robert E. Lee and the Confederacy surrendered at Appomattox and more than two years after President Abraham Lincoln issued his Emancipation Proclamation.

WFP and AFGE B.L.A.C.K. hosted a Juneteenth Webinar, featuring Greg Akili, Director of the Fannie Lou Hamer Institute and Instructor in the Labor Studies Department of UCLA.

AFGE B.L.A.C.K. will be hosting an annual meeting in person at the Human Rights Training Conference in National Harbor, MD on Tuesday, August 1, 2023 from 5:00 pm EDT - 5:45 pm EDT, followed by an AFGE mixer celebrating black excellence through HBCU, the Divine 9, and diversity based contributions which will be hosted from 6:00 pm EDT - 8:00 pm EDT.

AFGE B.L.A.C.K. meets regularly on the third Wednesday of every month.

**Email:** [black@afge.org](mailto:black@afge.org)

**Facebook:** <https://www.facebook.com/groups/948007205779830>

**Website:** <https://www.afge.org/leaders-activists/womens-and-fair-practices-departments/coordinators-and-committees/afge-black/>

**AFGE A.P.O.W.E.R.**

AFGE A.P.O.W.E.R. celebrated Asian American Heritage Month in May by hosting a webinar discussing the AFGE A.P.O.W.E.R. survey results and discussed how AFGE WFP Departments and AFGE

A.P.O.W.E.R. can better work toward building a more just union for all federal and D.C. workers.

AFGE A.P.O.W.E.R. also hosted a webinar with Vivian Chang, Civic Engagement & Racial Justice Director for the Asian Pacific American Labor Alliance (APALA) for a discussion on resistance and resilience of the Asian American and Pacific Islander (AAPI) communities through the lens of past, present, and future. We also discussed the contributions of Richard Aoki, Grace Lee Boggs, and Yuri Kochiyama during the Civil Rights Movement, Black Panther Movement, labor movement, and other social movements globally. We lastly highlighted stereotypes including the model minority myth.

AFGE A.P.O.W.E.R. will be hosting an in person meeting at the Human Rights Training Conference in National Harbor, MD on Wednesday, August 2, 2023 from 7:15 pm EDT - 8:15 pm EDT. During this meeting, AFGE A.P.O.W.E.R. will be using the meeting space as an opportunity to obtain ideas and recommendations on how the constituency group can serve as a catalyst in organizing and improving representation for our AAPINH members and their families. AFGE A.P.O.W.E.R. is also looking to increase awareness and expand our network within AFGE. We look forward to seeing you there!

AFGE A.P.O.W.E.R. meets regularly on the third Tuesday of the month.

**Email:** [apower@afge.org](mailto:apower@afge.org)

**Facebook:** <https://www.facebook.com/groups/615065329791689>

**Website:** <https://www.afge.org/leaders-activists/womens-and-fair-practices-departments/coordinators-and-committees/afge-apower/>

## AFGE HISCO

AFGE HISCO developed their strategic plan for 2023 to include plans to grow the AFGE HISCO network, develop resources in Spanish, support voter registration and so much more! AFGE HISCO was lastly proud to be represented at the Cesar Chavez & Dolores Huerta Celebration in Littleton, CO on March 29, 2023.

AFGE HISCO will be hosting an in person meeting at the Human Rights Training Conference in National Harbor, MD on Wednesday, August 2, 2023 from 6:00 pm EDT - 7:00 pm EDT. During this meeting the AFGE HISCO constituency group will elect their Chair, Vice

Chair, and Secretary positions for the Executive Board. This



**HISCO**  
AFGE HISPANIC COALITION

meeting will also allow the leaders and members in attendance the opportunity to give their ideas and recommendations around the program needs of AFGE HISCO and identify the organizing, representation, and legislative priorities of our Hispanic and Latinx members and their communities. We look forward to seeing those in attendance and helping us build our AFGE HISCO network!

AFGE HISCO meets regularly on the third Thursday of the month.

**Email:** [afgehisco@afge.org](mailto:afgehisco@afge.org)

**Facebook:** <https://www.facebook.com/groups/1219687571993565>

**Website:** <https://www.afge.org/leaders-activists/womens-and-fair-practices-departments/coordinators-and-committees/afge-hisco/>

## Local and Council Coordinators

Local and Council WFP Coordinators are an integral part of WFP's Human Rights Network. WFP Coordinators are activists—union activists who believe strongly in workers' rights, political and social change and lead efforts such as public protests and rallies, lobbying, organizing, and other union activities to make this happen.

One of the most important things you can do to advance civil, human, worker, and women's rights is to ensure that your Local and/or Council have someone appointed to the following positions:

Local/Council Women's Coordinator  
Local/Council Fair Practices Coordinator  
Local/Council PRIDE Coordinator  
Local/Council Y.O.U.N.G. Coordinator

If you already have one of the Coordinator positions listed above, please take the opportunity to register them for the upcoming Coordinator Boot Camp training at the Human Rights Training Conference in National Harbor, MD.

**Click Here to Register:** <https://web.cvent.com/event/254c1e8b-2f13-4fde-8859-6ee2bbe92f22/summary>

Also, check out our resources for Local and Council Coordinators: [WFP Coordinator Toolkit](#), [AFGE Y.O.U.N.G. Toolkit](#), and [AFGE PRIDE Toolkit](#).

**Email WFP Program Coordinator**, Matthew Uchaker [matthew.uchaker@afge.org](mailto:matthew.uchaker@afge.org), to find out more about the process of establishing a coordinator.



## EEO Essentials

### What is the Pregnant Workers Fairness Act?

The Pregnant Workers Fairness Act (PWFA) is a new law that requires covered employers to provide “reasonable accommodations” to a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.”

The PWFA does not replace federal, state, or local laws that are more protective of workers affected by pregnancy, childbirth, or related medical conditions. More than 30 states and cities have laws that provide accommodations for pregnant workers.

### When does the PWFA go into effect, and will the public have input on any regulations?

The PWFA goes into effect on June 27, 2023. The EEOC is required to issue regulations to carry out the law. The EEOC will issue a proposed version of the PWFA regulations so the public can give their input and offer comments before the regulations become final.

### Who does the PWFA protect?

The PWFA protects employees and applicants of “covered employers” who have known limitations related to pregnancy, childbirth, or related medical conditions.

“Covered employers” include private and public sector employers with at least 15 employees, Congress, Federal agencies, employment agencies, and labor organizations.

### What are some examples of reasonable accommodations for pregnant workers?

“Reasonable accommodations” are changes to the work environment or the way things are usually done at work.

The House Committee on Education and Labor Report on the PWFA provides several examples of possible reasonable accommodations including the ability to sit or drink water; receive closer parking; have flexible hours; receive appropriately sized uniforms and safety apparel; receive additional break time to use the bathroom, eat, and rest; take leave or time

off to recover from childbirth; and be excused from strenuous activities and/or activities that involve exposure to compounds not safe for pregnancy. Employers are required to provide reasonable accommodations unless they would cause an “undue hardship” on the employer’s operations. An “undue hardship” is significant difficulty or expense for the employer.

### What else does the PWFA prohibit?

Covered employers cannot:

- Require an employee to accept an accommodation without a discussion about the accommodation between the worker and the employer;

- Deny a job or other employment opportunities to a qualified employee or applicant based on the person’s need for a reasonable accommodation;

- Require an employee to take leave if another reasonable accommodation can be provided that would let the employee keep working;

- Retaliate against an individual for reporting or opposing unlawful discrimination under the PWFA or participating in a PWFA proceeding (such as an investigation); or

- Interfere with any individual’s rights under the PWFA.

### What other federal laws may apply to pregnant workers?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include:

#### ***Title VII (enforced by the EEOC), which:***

- Protects an employee from discrimination based on pregnancy, childbirth, or related medical conditions; and

- Requires covered employers to treat a worker affected by pregnancy, childbirth, or related medical conditions the same as other workers similar in their ability or inability to work;

#### ***The ADA (enforced by the EEOC), which:***

- Protects an employee from discrimination based on disability; and

Requires covered employers to provide reasonable accommodations to a person with a disability if the reasonable accommodation would not cause an undue hardship for the employer.

While pregnancy is not a disability under the ADA, some pregnancy-related conditions may be disabilities under the law.

**The Family and Medical Leave Act of 1993** (enforced by the U.S. Department of Labor), which provides covered employees

with unpaid, job-protected leave for certain family and medical reasons; and

**The PUMP Act** (Providing Urgent Maternal Protections for Nursing Mothers Act) (enforced by the U.S. Department of Labor), which broadens workplace protections for employees to express breast milk at work. Check out the guidance provided by WFP in our updated Breast Feeding in the Workplace guide on the WFP Website [here](#).

## What's Next?



**2023 HUMAN RIGHTS TRAINING CONFERENCE**

*We Who Believe in Justice*

**2023 SISTER'S KEEPER SUMMIT & HUMAN RIGHTS TRAINING CONFERENCE**

July 28 - August 4, 2023  
National Harbor, MD



**Register Now**

The AFGE Women's and Fair Practices Departments are proud to invite you to join us for the 2023 Sister's Keeper Summit and Human Rights Training Conference at the Gaylord National Resort in National Harbor, Maryland from July 28-August 4, 2023. Join our coalition of AFGE activists and leaders committed to fighting discrimination and building a more diverse, equitable, inclusive, and accessible workplace, union, and world.

**Registration ends Friday, July 14th!**

Learn more: <https://web.cvent.com/event/254c1e8b-2f13-4fde-8859-6ee2bbe92f22/summary>

## Check Out Our WFP Website

Visit us at [www.afge.org/wfp](http://www.afge.org/wfp) to learn more about WFP, the work we do, our Human Rights Network, and more. Most importantly, check out our WFP Resource Library, where you can find all of our most important resources—toolkits, handbooks, brochures, EEO materials, photo albums, materials for Spanish and Tagalog speakers, and more.

### Upcoming Events

*July 28-August 4, 2023:* Sister's Keeper Summit and National Human Rights Training Conference in National Harbor, MD

*Sept 16-Oct 16:* Hispanic Heritage Month (Programming events to be determined)

*September 4-8, 2023:* DEFCON Annual Training in Grapevine, Texas

September 25-29: TSA Council 100 EEO Virtual Training

*October 16-20, 2023:* AFGE's National Equalizer Certification Training Program at AFGE's National Office in Washington, D.C.

### Contact Us

For general inquiries, email [wfptraining@afge.org](mailto:wfptraining@afge.org). For EEO-related questions, [email\\_eeo@afge.org](mailto:email_eeo@afge.org).

Do you know a Local or Council Fair Practice, Women's, Y.O.U.N.G., or PRIDE Coordinator that's doing amazing work? We want to hear about them! Reach out to us at [wfptraining@afge.org](mailto:wfptraining@afge.org) to share your story and possibly be featured in future issues of the WFP Quarterly.

