



The WFP Quarterly

Issue No. 6, July 2024

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Letter from the NVP



Hello AFGE Family,

From April to June 2024, the Women's and Fair Practices (WFP) Departments have continued to set the bar high in AFGE with our various trainings, programming, and

leadership opportunities offered to all AFGE Leaders and Members.

WFP has continued to work in collaboration with our National Human Rights Committee, National YOUNG Committee, and our AFGE Constituency Group Leaders to build a more diverse, inclusive, and powerful Union. Our ultimate goal is to ensure that every member is seen, every voice is heard, and everyone is represented in their Union.

With the support of our WFP Staff Members and the Leaders from our Human Rights Network, we have continued to show up and shine bright for our Locals, Councils, and Districts during various events nationwide. Over the last 3 months, WFP has provided support to AFGE DEFCON, AFGE NVAC, AFGE PORT, CPL-33, SSA Council 220, Multi-District Trainings, and proudly hosted our very own 5th Annual Sister's Keeper Summit. During these training events, WFP promoted exhibits and merchandise, offered educational training, hosted informational luncheons and planning sessions, and



NVP Lannan joins AFGE Local 3369 in New York City for their SSA Training and Rally in late May 2024.

championed other related programs that are geared towards empowering and investing back into the foundation of our Union, which is each of You! Our mission in WFP is to prepare each of you in the fight for Civil, Human, Women's, and Worker's Rights. We are beyond thankful for everyone who has sponsored, attended, instructed, and assisted us with making these trainings and programming opportunities possible because We know that it takes us all to make our Union work. We believe that through our partnerships with our AFGE Locals, Councils, Districts, other AFGE Departments, and the Labor Organizations and Affiliates who serve as our allies, we will continue to create magic for our AFGE Members and amplify the voices of federal and DC government workers nationwide and abroad.

Through these unified efforts, we must continue to strengthen the rights and protections for the federal and DC government workers that we represent and ensure that AFGE is a Union that will rise up and stay ready to fight for our Members and their families. WFP is committed to fighting for both justice and equality in the workplace, in our communities, and in our Union so that we can truly be a reflection of what we are able to accomplish in AFGE by embracing change through our diverse voices and working together in unity towards one vision.

We look forward to creating a bright and diverse future for AFGE so that we can be a Union that serves as the love and the light that will grow and guide other leaders along the way. My hope for AFGE is that we always challenge ourselves to become better because our AFGE Members deserve the very best!

In Solidarity,

Jeremy A. Lannan,
NVP for Women and Fair Practices



2024 SISTER'S KEEPER SUMMIT

May 31 – June 2 • San Diego, CA

Celebrating our Sisters

This year, the Women's and Fair Practices Departments were proud to host our 5th Annual Sister's Keeper Summit in sunny San Diego, California. The theme of this year's Sister's Keeper Summit was "AFGE Women On The Rise." Continuing our celebrations of the 50th Anniversary of the establishment of WFP, this year's Sister's Keeper Summit brought us together to discuss the issues affecting women in the workplace and beyond. In partnership with District 12, we developed strategies for advancing the rights and interests of women across AFGE and worked to gain the skills and knowledge necessary to effect real change in the workplace and community at large.

Our Sister's Keeper Summit was held at the Sheraton San Diego Hotel & Marina from May 31–June 2, 2024. The event saw incredible turnout from AFGE activists and leaders committed to fighting discrimination and building a more diverse, equitable, inclusive, and accessible workplace, union, and world. This year's Sister's Keeper Summit programming spanned a variety of topics. We kicked off our weekend with an opening plenary full of engaging speakers, including Kelly Jenkins-Pultz, a representative of the CA Department of Labor, Women's Bureau who gave an informative presentation on her department's work. Friday also saw the first portion of our three 2-day training sessions: Coordinator Bootcamp, EEO Training, and AFGE Y.O.U.N.G. Training. On Friday evening, attendees gathered to celebrate the 50th anniversary of the establishment of WFP at our Welcome Reception.

On Saturday, Sister's Keeper Summit attendees reconvened to take part in workshops and trainings. Our three 2-day training sessions continued, along

with nine workshops for others to take part in on topics including Domestic Violence, Racial Justice, Art Therapy, Yoga, Self-Defense, Zumba, and more.

We wrapped up our weekend of empowerment on Sunday with opportunities to connect, engage, and learn. On Sunday morning, participants attended our Sister's Keeper Roundtable Discussions on a variety of topics spanning from Women's Veteran Issues to How to be a Brother's Keeper. We were joined by California State CLUW President Temika Cook who gave inspiring remarks around the importance of civic engagement of women in 2024 at our Women's Awards Luncheon. Awards were handed out to various AFGE leaders who exemplify being a Sister's Keeper. Finally, after our luncheon, participants attended an additional workshop on Robert's Rules of Order in preparation for the upcoming 43rd AFGE National Convention.

Next year in 2025, we are looking forward to returning to District 12 in San Francisco for our 6th Annual Sister's Keeper Summit and our Diversity Week and Human Rights Training Conference. WFP is proud of the work we do on behalf of the women of AFGE, because we know that women have led the way and continue to lead the way in the Labor Movement.



AFGE activists and leaders attend WFP's 5th Annual Sister's Keeper Summit in San Diego, CA in early June 2024.



AFGE Y.O.U.N.G. PODCAST

Available at www.AFGE.org/YOUNG

The AFGE Y.O.U.N.G. Podcast is a production of the AFGE National Y.O.U.N.G. Committee and the Bridging Union Gaps (B.U.G.) Initiative.

Check out Season 2 now!



WFP DIVERSITY CALENDAR

Interested in keeping up with observances throughout the year? Check out WFP's newest Diversity Calendar on the AFGE website [here!](#)

Coordinators and Committees

Over the past few months, AFGE's National Human Rights Committee (NHRC) has been working hard on ensuring the rights of federal and D.C. government workers are at the forefront of our Union's priorities in 2024. They have continued to work towards their goals for 2024 and are excited for what's ahead this year.

Since April, your District National Women's Advisory Coordinators (NWACs) and National Fair Practices Affirmative Action Coordinators (NFPAACs) have been actively taking part in AFGE events across our country. In April, NHRC Leaders could be found in Chicago, IL for DEFCON's training, in San Antonio, TX for the NVAC's annual Health & Safety Conference, and in Galveston, TX for AFGE's annual PORT Training. In early May, District 14 NWAC Tyra McClelland represented AFGE at the Coalition of Labor Union Women's 50th Anniversary celebration in Niagara Falls, NY. Later in May, District 7 and 8 NWACs and NFPAACs attended the District 7 & 8 Training in Detroit, MI. They joined AFGE Y.O.U.N.G. in representing WFP at our AFGE Y.O.U.N.G. Luncheon.

From May 12th through 19th, NHRC Leaders gathered in Portland, OR, for their annual meeting and training. WFP was delighted to host Tanya Haggins, Instructor from the National Association of Certified Mediators, as facilitator for our annual training. NHRC members spent the week learning how to be more effective leaders and mediators in their respective districts, and even got to take home certificates of completion,

approved by the National Association of Certified Mediators. They will take this newfound knowledge back to their districts and will serve as volunteer mediators to assist with AFGE's Conflict Resolution



NHRC Leaders Annette Sage and Deborah Toussant attend WFP's 5th Annual Sister's Keeper Summit in San Diego, CA.

Program. At the end of our week, the NHRC was joined by leaders from each of WFP's Constituency Groups. After completing official NHRC business, the groups met altogether to review Robert's Rules in preparation for National Convention, discuss resolutions, and take part in team bonding.

At AFGE's National Convention this year, the NHRC will continue to stand in solidarity and do the important work around civil, human, women's, and worker's rights that will in return help to protect and empower federal and D.C. government workers across the nation and overseas. Reach out to your District NWAC or NFPAAC to learn more about how you can assist the NHRC from your own district!

- Website: www.afge.org/leaders



AFGE Y.O.U.N.G. leaders Ariel Ness, Miranda Kiwelu, and Hannah Arroyo, along with NVP Lannan, host the Y.O.U.N.G. Luncheon at the District 7 and 8 Training in Detroit, MI.

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

Since hosting their successful workshop at AFGE's Legislative Conference earlier this year, AFGE Y.O.U.N.G. has worked hard to advocate on behalf of federal and D.C. government workers 40 and under. At the AFGE DEFCON training in Chicago, IL this April, Y.O.U.N.G. hosted a Strategic Planning Workshop where attendees got the chance to learn more about what Y.O.U.N.G. is, why it is so important to our Union, how to integrate Y.O.U.N.G. in their locals, and how to host a successful Y.O.U.N.G. event. Y.O.U.N.G. National Committee Members attended both the NVAC Health & Safety Conference in San Antonio, TX and AFGE's annual PORT Training in Galveston, TX, later in April.

This Spring, AFGE Y.O.U.N.G. Committee members joined the NHRC in Portland, OR, for their meeting and training. Later in the week, the NHRC and National Y.O.U.N.G. Committee met to discuss future opportunities for collaboration and resolutions to put forward at convention. The Y.O.U.N.G. Committee also met separately to take care of official business for the month of May in Portland.

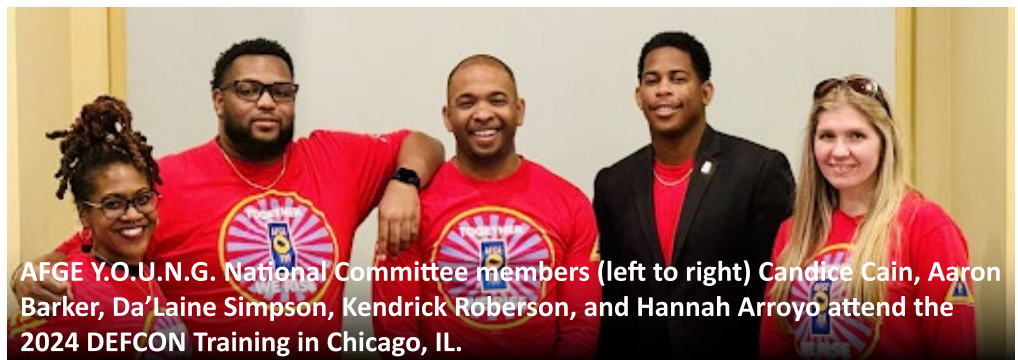
This meeting consisted of strategic planning, Convention goal setting, and a review of plans for the coming months.

The two groups also took part in a refresher Robert's Rules of Order training, facilitated by National Y.O.U.N.G. Committee Chair Dr. Kendrick Roberson. The weekend was closed out with an engaging team bonding event in downtown Portland. Following their trip to Portland, Y.O.U.N.G. Committee Members could be seen at the District 7 and 8 Training in Detroit, MI, taking part in activities and hosting a successful Y.O.U.N.G.-sponsored luncheon. The luncheon was hosted by District 7 and 8 Y.O.U.N.G. Coordinators Hannah Arroyo, Miranda Kiwelu, Ariel Ness, and District 5 Y.O.U.N.G. Coordinator Aaron Barker.

Most recently, Y.O.U.N.G. hosted a 2-day training at WFP's 5th Annual Sister's Keeper Summit in San Diego, CA. This AFGE Y.O.U.N.G. Training was designed to foster an enriched relationship between new and experienced leaders and coordinators. The goal of the training was to provide a clear pathway to leadership development and meaningful engagement.

Participants took part in engaging activities that helped them learn more about what WFP does, how Y.O.U.N.G. benefits our Union, and what effective mentorship looks like. Looking forward to this year's next quarter, AFGE Y.O.U.N.G. is eagerly planning their events at National Convention in August. Keep an eye out for information on Y.O.U.N.G.'s Robert's Rules of Order Workshop and Family Night on Saturday, August 10, 2024!

- Email: young@afge.org
- Website: www.AFGE.org/YOUNG



AFGE Y.O.U.N.G. National Committee members (left to right) Candice Cain, Aaron Barker, Da'Laine Simpson, Kendrick Roberson, and Hannah Arroyo attend the 2024 DEFCON Training in Chicago, IL.



AFGE Leaders (left to right) Tyra McClelland, John Cherry, and Gina Walton represent AFGE Pride at Capital Pride 2024 in Washington, D.C.

AFGE PRIDE

The second quarter of 2024 has been full of important activism on the part of AFGE Pride. The group has continued to meet monthly, led by an executive committee who have attended almost every AFGE event nationally throughout the Spring. Earlier this year, the group was grateful to host PrideAtWork leaders at a monthly meeting to discuss the work that they do and how we might collaborate going forward. AFGE Pride leadership was also present at the combined NHRC/Y.O.U.N.G. and Constituency Group Leaders meeting this May in Portland, OR. Here, they got the chance to voice their opinions going into National Convention.



WFP Attorney Jessica Allen attends Capital Pride with the newest addition to the WFP family.

This Pride Month, AFGE Pride hosted several events to celebrate the LGBTQIA+ community and help our membership learn more about how to be an ally and why our group is so important to the Union. We began celebrations with a virtual Lunch

and Learn titled *Trans Awareness and Advocacy*. At this informative event, WFP and AFGE Pride hosted Theresa Duke, an active AFGE member and transgender activist at the VA in New Mexico. This event featured real life stories from Theresa's time as both a veteran and an employee at the VA, and provided a safe space for us to learn together about

what it means to be an ally to our trans siblings. The following evening, we hosted An Overview of AFGE Pride where Chair Mae apGovannon helped members learn more about the work of our group.

On June 18, 2024, in partnership with the Field Services and Education Departments at AFGE, AFGE Pride successfully launched their newest self-paced virtual webinars. They're titled *AFGE Pride Overview*, *How to Be An Ally*, and *Using Pronouns*. These interactive modules will help members learn more about what AFGE Pride does, how to support the LGBTQIA+ community within the Union, and what being an ally to the community really looks like.

Finally, WFP and AFGE Pride were excited to make our presence known at Capital Pride 2024. This year we decided to save up funds for World Pride 2025, which will also be happening in Washington, D.C., and opt out of the parade. Nonetheless, WFP and AFGE Pride were a huge hit at the Capital Pride Festival on June 9, 2024. Members and staff spread the word about the importance of unions and had a great time celebrating the LGBTQIA+ community.

AFGE PRIDE meets regularly on the second Thursday of every month. [Register Here](#)

- Email: afgepride@afge.org
- Facebook: www.facebook.com/groups/afgepride/
- Website: www.AFGE.org/PRIDE



AFGE B.L.A.C.K. Activists attend DEFCON Training in Chicago, IL.

AFGE B.L.A.C.K.

Since April, AFGE B.L.A.C.K. has been meeting monthly, discussing goals for convention, and making their voices heard across the Union. AFGE B.L.A.C.K. Leaders have attended AFGE conferences across the country this Spring, including the NVAC Health and Safety Conference in San Antonio, TX, AFGE’s annual PORT Training in Galveston, TX, WFP’s Resolutions Meeting in Portland, OR, and WFP’s 5th Annual Sister’s Keeper Summit in San Diego, CA. At Sister’s Keeper, AFGE B.L.A.C.K. Chair Dr. Kendrick Roberson

facilitated a Robert’s Rules of Order Workshop open to all attendees in preparation for National Convention. In addition to working with other labor groups like the Coalition of Black Trade Unionists (CBTU) and the A. Philip Randolph Institute,



AFGE B.L.A.C.K. Members have been doing the good work on behalf of Black federal and D.C. government workers to ensure that their needs are met in every space.

Over the last several months, AFGE B.L.A.C.K. has partnered with UCLA’s Department of

Labor Studies to conduct a study on racial and ethnic inequity across federal and DC government agencies. Researchers have gone as far as creating draft brochures for our group to distribute to the AFGE community on the results of their study. This data will assist AFGE B.L.A.C.K. in understanding how federal and D.C. government workers are impacted by system racism across our country. Keep an eye out for the results of this study, coming soon!

Don’t forget to mark your calendar for **AFGE B.L.A.C.K.’s Meeting and Executive Board Elections on Tuesday, August 13, 2024, from 7:00–8:00 pm PST** in the Normandy 1 room during National Convention. We hope to see you there!

AFGE B.L.A.C.K. meets regularly on the third Wednesday of every month. [Register Here](#)

- Email: black@afge.org
- Facebook: <https://www.facebook.com/groups/948007205779830>
- Website: www.AFGE.org/BLACK





Boggs.” AFGE A.P.O.W.E.R. Members got the chance to learn more about the important work of AFGE A.P.O.W.E.R. with our Overview of AFGE A.P.O.W.E.R. on May 21st. We also hosted a virtual lunch and learn featuring Ligaya Domingo,

AFGE Constituency Group Leaders and Staff attend WFP’s 5th Annual Sister’s Keeper Summit in San Diego, CA.

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

AFGE A.P.O.W.E.R. has continued doing the good work for Asian American and Pacific Islander (AAPI) federal and D.C. government workers over the past few months. A.P.O.W.E.R. leaders have attended AFGE events and conferences across the country and have made it their priority to uplift the voices of AAPI individuals in the Union.

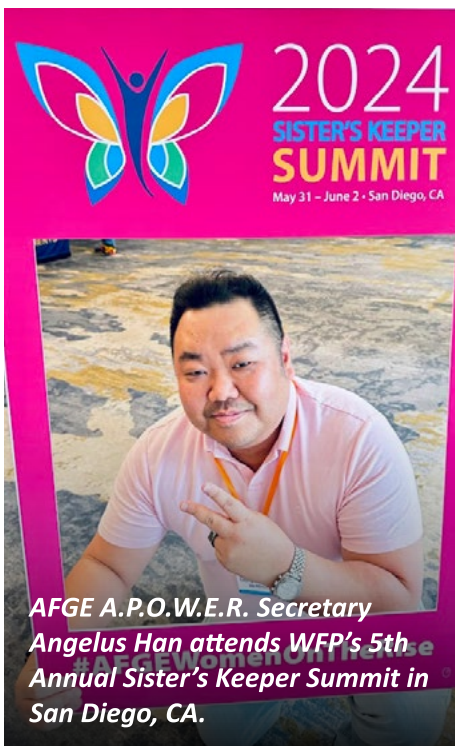
Racial Justice and Education Director for SEIU Healthcare 1199 NW, for A Discussion on the History of Asian American and Pacific Islanders in the Labor Movement on May 23rd. As the daughter of legendary labor activist Silme Domingo, Ligaya provided a unique perspective for our group.

AFGE A.P.O.W.E.R. leaders also joined other WFP Constituency Group Leaders in May at our WFP Resolutions Meeting in Portland, Oregon. Leaders took part in discussions around the future of WFP’s constituency groups, resolutions for convention, and future opportunities for collaboration.

Don’t forget to mark your calendar for **AFGE A.P.O.W.E.R.’s Meeting and Executive Board Elections on Tuesday, August 13, 2024, from 6:00–7:00pm PST** in the Normandy 1 room during National Convention. We hope to see you there!

AFGE A.P.O.W.E.R. meets regularly on the third Tuesday of the month. [Register Here](#)

- Email: apower@afge.org
- Facebook: <https://www.facebook.com/groups/615065329791689>
- Website: <https://www.afge.org/leaders>



AFGE A.P.O.W.E.R. Secretary Angelus Han attends WFP’s 5th Annual Sister’s Keeper Summit in San Diego, CA.

In recognition of Asian American Pacific Islander Native Hawaiian (AAPINH) Heritage Month in May, WFP and AFGE A.P.O.W.E.R. hosted an AFGE A.P.O.W.E.R. Movie Night where attendees watched “American Revolutionary: The Evolution of Grace Lee



AFGE HISCO leaders Christian Gonzales and Delia Trevino attend WFP's 5th Annual Sister's Keeper Summit in San Diego, CA.

AFGE HISCO

Over the past several months, AFGE HISCO has continued working hard on behalf of Hispanic and Latinx federal and D.C. government workers. AFGE HISCO Leaders have built a solid foundation and network and we've received overwhelming support and participation in these efforts. HISCO has been hosting virtual monthly meetings to develop a strategic plan, training and programming opportunities, and membership engagement. HISCO is currently working on translating WFP's materials to Spanish to ensure information and resources are being provided to our Hispanic/Latinx members

Local and Council Coordinators

WFP's Human Rights Network also includes our Local and Council Coordinators who serve within the role as a Women's, Fair Practices, Y.O.U.N.G., and PRIDE Coordinator. These Coordinator positions play an integral part in fighting for civil, human, women's and workers rights on behalf of federal and D.C. workers nationwide and abroad. WFP would like to challenge each Local and Council to establish and/or appoint the following Coordinator positions below to help bridge this union gap and to ensure that our members are receiving the best representation possible at all levels of the federation.

and leaders where they are needed the most for representation, training, and to empower federal and D.C. government workers nationwide, including our leaders and members in Puerto Rico.

Most recently, AFGE HISCO Leadership has worked with the Latino Council for Latin American Advancement (LCLAA) to organize and charter a new LCLAA Chapter for the Rocky Mountain Region where various AFGE Leaders will be serving in leadership roles. If you're located in the Rocky Mountain Region, be sure to look out for more information on this new chapter!

If you plan on attending AFGE's National Convention this August, make sure to join us on Tuesday, August 13, 2024 from 7:30-9am PST in the Normandy 3 Room for the AFGE HISCO and Pride Cafe! Grab morning refreshments and learn more about the important work of these two groups!

AFGE HISCO meets regularly on the third Thursday of the month. [Register Here](#)

- Email: afgehisco@afge.org
- Facebook: <https://www.facebook.com/groups/1219687571993565>
- Website: www.AFGE.org/HISCO



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

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, to find out more about the process of establishing and/or appointing a coordinator for your Local or Council.

EEOC REVIEWS SCHEDULE A PRACTICES IN THE FEDERAL WORKPLACE

Schedule A is a type of excepted service hiring authority, used to non-competitively hire individuals with intellectual disabilities; severe physical disabilities; or psychiatric disabilities. Through Schedule A, agencies seek to hire skilled and diverse employees through an expedited process which requires no public notice.

In March 2024, the U.S. Equal Employment Opportunity Commission (EEOC) released “Promising Practices for Increasing Representation of Schedule A Candidates in Federal Employment,” a report highlighting promising practices for using Schedule A to recruit, hire, advance, and retain Persons with Disabilities (PWD) in the Federal workforce. The report aims to assist Federal agencies in meeting their employment goals for PWD and improving disability representation.

Key Findings:

1 Number of Schedule A Hires: The EEOC surveyed 55 Federal agencies and found that agencies of all sizes are utilizing Schedule A to hire persons with disabilities. However, the Federal Government has not yet met its goals of agencies employing workers who are persons with disabilities (PWD) as no less than 12% of the federal workplace.

2 Areas of Satisfaction: The majority of agencies reported satisfaction with the process for using the Schedule A hiring authority. Factors contributing to satisfaction included speed of hiring, ease of use, and quality hires.

3 Areas of Dissatisfaction and Confusion: Agencies identified some areas of dissatisfaction and confusion, such as lack of familiarity with Schedule A among officials and applicants, difficulty in reviewing and determining eligibility documentation, and confusion regarding the definition of disability under Schedule A.

4 Other Hiring Authorities: Agencies reported using other hiring authorities, such as veterans’ preference and accepted veteran hiring authorities, in addition to Schedule A, to recruit PWD. Student hiring programs and agency-specific hiring authorities were also utilized.

Promising Practices:

1 Coordination Among Equal Employment Opportunity (EEO), Human Resources (HR), and Diversity, Equity, Inclusion, and Accessibility (DEIA) Offices: The EEOC specifically noted increased collaboration among EEO, HR, and DEIA. Regular communication among these offices helped identify eligible candidates, coordinate outreach efforts, and provide strategic support.

2 Increasing Representation of Schedule A Candidates: Successful strategies for increasing the representation of Schedule A eligible candidates included developing paid internship programs, establishing standard operating procedures, requiring certification and review of Schedule A candidates, and conducting pre-recruitment consultations.

3 Internal Training and Outreach: The EEOC noted the successful use of internal training and outreach efforts to increase knowledge and awareness of Schedule A and other disability-related information. Webinars, training for hiring managers, and monthly newsletters were utilized to disseminate information and combat stereotypes.

4 External Training and Outreach: Likewise, the EEOC noted the successful use of external outreach activities to expand the Schedule A candidate pool and generate interest in employment. This included attending career fairs, issuing agency email blasts, and developing agency relationships with college and university centers for PWD.

Based on these findings, the EEOC recommends continued collaboration among federal agencies to enhance agency practices and provide guidance on Schedule A implementation. The EEOC finds agencies should promote collaboration among their EEO, HR, and DEIA offices. Additionally, agencies should provide guidance, clarification, and outreach on topics such as veterans’ preference, the use of Schedule A, and disability documentation. By implementing the promising practices outlined in the report, Federal agencies can increase the representation of Schedule A candidates and improve disability employment in the Federal workplace.

For additional information, see: “Promising Practices for Using Schedule A to Recruit, Hire, Advance, and Retain Persons with Disabilities” by the U.S. Equal Employment Opportunity Commission. https://www.eeoc.gov/sites/default/files/2024-03/Schedule%20A%20Report_final_508.pdf

Q & A: What is MD-110?

This Q & A article highlights some key provisions of the U.S. Equal Employment Opportunity Commission's Management Directive for 29 C.F.R. Part 1614, as Revised (August 5, 2015). Usually referred to as MD-110, this document provides guidance, plain language instruction and requirements for implementing 29 C.F.R. Part 1614 (the controlling regulation) at all stages of the EEO complaint process. The citations below address frequently asked questions posed to the Fair Practices attorneys.

Should the EEO counselor prevent me from filing a claim?

No. The EEO counselor should serve as a neutral facilitator of EEO complaints at the informal and formal stage of the complaint process.

MD-110 provides that: "Under no circumstance should the EEO Counselor attempt to dissuade a person from filing a complaint." MD-110, p. 2-14.

How long does the Agency have to complete the report of investigation (ROI)?

MD-110 provides that: "Agencies are required to complete investigations within the earlier of 180 days after the filing of the last complaint or 360 days after the filing of the original complaint. Regardless of amendment of or consolidation of complaints, the investigation shall be complete in not more than 360 days, unless there is a written extension of not more than 90 days." MD-110, p. 6-6.

Do I have to answer the EEO investigator's questions?

Yes. All federal employees must cooperate in official investigations and may be subjected to administrative action for failing to do so. Additionally, failure of either the complainant or the agency to cooperate could adversely affect the outcome of the complaint.

MD-110 provides that: Agencies and complainants each have a duty to cooperate with the investigator during the investigation. Pursuant to 29 C.F.R. § 1614.108(c)(3), a party to a complaint - the

complainant as well as the agency - may be subject to sanctions where it fails without good cause shown to respond fully and in a timely fashion to a request of the investigator for documents, records, comparative data, statistics, affidavits, or the attendance of witnesses. MD-110, p. 6-26

What if the Agency doesn't finish the ROI in the required timeframe?

MD-110 provides that: "If the agency fails to complete the investigation in 180 days, it shall issue written notice to the complainant informing the complainant that it was unable to complete the investigation, the estimated date of completion, and complainant's right to file a civil action or request a hearing. See 29 C.F.R. § 1614.108(g). See Appendix K for a sample notice letter." MD-110, p. 5-2 and 5-21.

What if the ROI does not include information I provided or the EEO investigator requested?

ROIs often do not contain the complainant's documents or statements from their witnesses. ROIs may also be missing information that the EEO investigator requested from the agency. The complainant should document any deficiencies and be prepared to raise the issue with the administrative judge assigned to their case. ROI deficiencies can result in an order for the agency to conduct a supplemental investigation or even a finding of discrimination.

MD-110 provides that: The Commission's Administrative Judges and the Office of Federal Operations have the authority to issue sanctions against an agency for its failure to develop an impartial and appropriate factual record in appropriate circumstances. MD-110, p. 6-27.

While MD-110 is a lengthy document, it is an invaluable resource for EEO complainants and practitioners alike. You can find MD-110 on the EEOC website here: <https://www.eeoc.gov/federal-sector/management-directive/management-directive-110>.

The PDF version is great for searching key terms and is user friendly when printed. You can find the PDF version here: https://www.eeoc.gov/sites/default/files/migrated_files/federal/directives/md-110.pdf.



WFP Reading List

- 1 **“All Together Different: Yiddish Socialist, Garment Workers, and the Labor Roots of Multiculturalism”**
by Daniel Katz
- 2 **“Democracy Is Power”** by Mike Parker and Martha Gruelle
- 3 **“Fight Like Hell: The Untold History of American Labor”** by Kim Kelly
- 4 **“From South Texas to the Nation: The Exploitation of Mexican Labor in the Twentieth Century”**
by John Weber
- 5 **“From the Folks Who Brought the Weekend: An Illustrated History of Labor in the United States”**
by Priscilla Murolo and A.B. Chitty
- 6 **“The FMLA Handbook”** by Robert M. Schwartz
- 7 **“History of the Labor Movement in the United States, Vol. 1: From the Colonial Time to the Founding of the American Federation of Labor”** by Phillip Foner
- 8 **“The History of the Labor Movement in the United States, Vol. 11: The Depression”** by Phillip Foner
- 9 **“Secrets of a Successful Organizer”** by Alexandria Bradberry, Mark Brenner, and Jane Slaughter
- 10 **“State of the Union: A Century of American Labor- Revised and Expanded Edition”**
by Nelson Lichtenstein
- 11 **“There is Power in a Union: The Epic Story of Labor in America”** by Phillip Dray
- 12 **“Union Booms and Bust: The Ongoing Fight Over the US Labor Movement”** by Judith Stephen-Norris
- 13 **“Working-Class New York: Life and Labor Since World War II”** by Joshua B. Freeman

What's Next?

Check out the WFP website

Visit us at 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.



Women's and Fair Practices Departments

The AFGE Women's and Fair Practices Departments (WFP) are committed to protecting and advancing the civil, human, women's, and workers' rights of federal and D.C. government workers and their families through education and training, member organizing and mobilization, legislative and political action, and representation through litigation.



scan me

www.afge.org/wfp

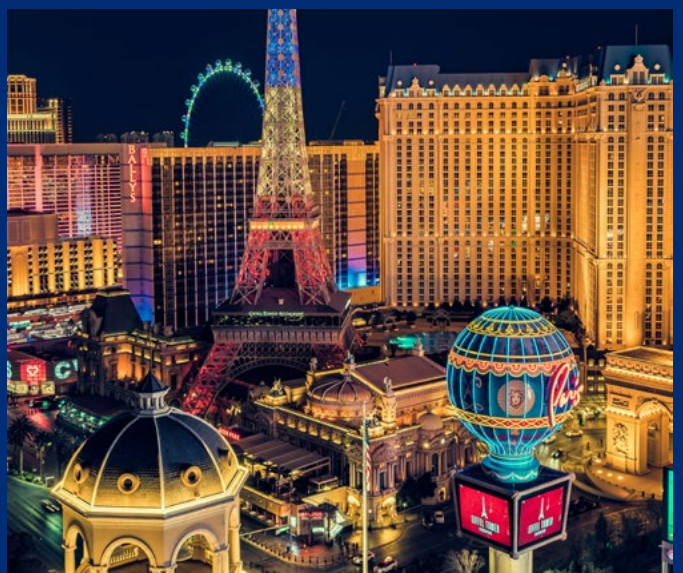
Upcoming Events

AFGE's 43rd National Convention (Las Vegas, NV)
August 12-16, 2024

WFP Events at National Convention 2024:

- AFGE Y.O.U.N.G. Family Night (Sat., 8/10 from 6-8pm)
- AFGE Y.O.U.N.G. Workshop (Sun., 8/11 from 2-4pm)
- AFGE Pride/HISCO Cafe (Tues., 8/13 from 7:30-9am)
- AFGE A.P.O.W.E.R. Meeting (Tues., 8/13 from 6-7pm)
- AFGE B.L.A.C.K. Meeting (Tues., 8/13 from 7-8pm)
- Diversity Celebration (Tues., 8/13 from 8-10pm)
- Women's Breakfast (Thurs., 8/15 from 7-8:30am)

AFGE National Equalizer Training Program
 (AFGE HQ, Washington, D.C.) *October 21-25, 2024*



AFGE Sister's Keeper Summit & Human Rights Training Conference (San Francisco, CA)
August 1-8, 2025

AFGE Women's & Fair Practices Departments

AFGE's Diversity Week & Human Rights Training Conference

San Francisco, CA

Save the Date
 August 2025

Sister's Keeper Summit – Friday, August 1 – Sunday, August 3, 2025

Human Rights Training – Monday August 4 – Friday, August 8, 2025

Hilton San Francisco
 Union Square

Contact Us: For general inquiries, email wfptraining@afge.org. For EEO-related questions, email eeo@afge.org. Do you know a Local or Council Coordinator that's doing amazing work? We want to hear about them! Reach out to us at wfptraining@afge.org to share your story and possibly be featured in future issues of the WFP Quarterly.