

# The WFP Quarterly

Issue No. 1, April/2023



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## Meet the NVP

Dear AFGE,  
I am excited to introduce the first issue of our new publication, the WFP Quarterly, dedicated to keeping you up-to-date on the latest news

and developments from AFGE's Women's and Fair Practices (WFP) Departments.

In this issue, we cover our highlights of the AFGE Legislative Conference and the accomplishments of the WFP team at the event. We also celebrate Women's History Month and share with you the exciting events and activities that we organized to celebrate the women who day in and day out not only make the Federal and D.C. Governments work, but who make this union work. Women have played a significant role in building and sustaining AFGE from its founding in 1932, to the creation of the Women's Department in 1974, and up through today. WFP and our Human Rights Network continue to advocate for civil, human, worker's, and women's rights through education and training, organizing and member mobilization, legislative and political action, and representation through litigation.

The WFP Quarterly will bring updates from the National Human Rights Committee, the National Y.O.U.N.G. Committee, AFGE PRIDE, AFGE B.L.A.C.K., AFGE A.P.O.W.E.R., AFGE HISCO, and our Local and Council WFP coordinators to highlight the progress we are making at the grassroots level and the challenges we continue to face in our efforts to promote fair practices and equal opportunities.

We also share important EEO information, which this month includes updates to the PCI form, and an overview of reasonable accommodations related to mental health. Finally, we offer a look ahead at the exciting WFP programs in the works for Spring/Summer 2023.

We hope you enjoy reading this first issue of the WFP Quarterly and find it informative and engaging. We welcome your feedback and suggestions on how we can continue to improve and better serve our members and readers.

In Solidarity,

Jeremy A. Lannan,  
NVP for Women and Fair Practices



NVP Jeremy A. Lannan speaks at the 2023 AFGE Legislative Conference



WFP's newest t-shirt on display at the WFP tables

## WFP at Legislative Conference 2023

In February 2023, hundreds of AFGE officials, activists, and members turned out to one of AFGE's cornerstone events—the AFGE Legislative and Grassroots Mobilization Conference (LEGCON). As always, WFP made our presence known at LEGCON, hosting our annual Civil Rights Luncheon, a number of workshops, and our popular Diversity Kickback.

This year's Civil Rights Luncheon theme was, "We Rise. We Resist. We Raise Our Voices." The event featured musical selections from the Eastern Senior High School Choir of Washington, D.C., guest speakers Dyana Forester, President of the Metro Washington Labor Council AFL-CIO and Fedrick Ingram, AFT National Secretary-Treasurer, and a powerful speech from our keynote speaker Rev. Dr. Willie D. Francois, III, Senior Pastor of Mount Zion Baptist Church. Representative Maxine Waters also delivered virtual greetings.

The Augusta Y. Thomas Awards were presented to Monique Buchanan for Education and Training, Jessica Fee for Legislative and Political Action, Vera Marshall for Member Mobilization, and Oscar Gonzalez for Representation through Litigation. WFP also presented the AFGE's Diversity and Inclusion Leadership Champion Award to Tiffany McPherson, Mae Apgovannon, and William Boseman and the Y.O.U.N.G. Mentorship Award to Teresa Freeman,

Randolph "Randy" Elliott, and Matthew Uchaker. Finally, the Women's Empowerment Leadership Award went to Charron Carter, Patti Davis-Sato, and Jon Zumkehr.

In addition to the Civil Rights Luncheon, WFP hosted two EEO workshops, the first on Equal Employment Opportunity policy and program updates and the second on preparing for the EEO process after an employee requests a hearing. WFP and AFGE Y.O.U.N.G. hosted a standing room only **AFGE Y.O.U.N.G. Mentorship Workshop** that brought members together to discuss building relationships and bridging gaps through mentorship. AFGE PRIDE and WFP hosted the **Rainbow Elephant in the Union Workshop** to address issues that come up for LGBTQIA+ members and their allies in the workplace and union. WFP also hosted a **Conflict Resolution Workshop**, providing attendees with the tools and resources to navigate conflicts effectively. Finally, WFP again hosted our Diversity Kickback event, aimed at creating a safe and welcoming space for attendees to eat, drink, dance and celebrate diversity.

Overall, WFP's programs at LEGCON 2023 were a great success, thanks to the efforts of the Women's and Fair Practices Departments, the Human Rights Networks, and all those who attended. Our dedication to promoting diversity, inclusivity, equity, and accessibility helped to create an environment that was welcoming and empowering for all attendees.





*The Eastern High School Choir closes out the Civil Rights Luncheon*



*Dyana Forester, President of the Metro Washington Council, AFL-CIO opens up the Civil Rights Luncheon*



*Keynote Speaker Rev. Dr. Willie Francois III brings the crowd to their feet*



*Matt Uchaker, WFP Secretary works the AFGE Y.O.U.N.G. exhibit tables*



*Lenora Robinson, WFP Program Coordinator works the WFP exhibit tables*



*Women's Rights Are Human Rights, Sister's Keeper Summit 2023*

## Celebrating Women's History Month

This Women's History Month, we celebrated the many contributions of women throughout history and across all facets of our society. What began in 1982 as Women's History Week has grown into a month-long recognition of women and the integral ways they work and have worked to build and sustain families, communities, and this nation.

During Women's History Month, it's important to recognize and honor the many women who have contributed to the success of AFGE over the years. It's inspiring to see the pivotal role that women have played in the history of AFGE. From the early days of the federation, women have been at the forefront of building and sustaining the organization. Through their leadership and dedication, they have helped to make AFGE the strong and vibrant union that it is today, and pave the way for future generations, and their legacy continues to inspire and guide us today.

But to truly honor these founding women and ensure that we continue to build on the foundation they worked so hard to build, we have to support the women who fight everyday alongside their coworkers for a more just workplace, union, and world.

To that end, WFP was proud to invite people to celebrate Women's History Month with us through some exciting virtual workshops that took place in

March. The first workshop, **Women in Leadership**, brought together AFGE women and their allies to share their experiences and expertise as union leaders, activists, and government employees. Participants worked together to respond to issues women face at work and in the union, including burnout, domestic violence, leadership

development, workplace bullying, sexual harassment, and unsafe working conditions.

Next, WFP worked with Kaiser Permanente and Dr. Deb Friesen, MD to host a webinar, **Women's Health: Maternal Health from Preconception to Menopause**. Dr. Friesen is a Board Certified Internist who practiced medicine in Colorado for over 25 years. During this webinar, she walked through the woman's health journey, focusing on maternal health from preconception planning all the way through pregnancy, postpartum care, and the transition to menopause. This robust talk empowered participants with information about their health or the health of those around them.

To end the month, WFP and FSED co-facilitated **The Wheel of Life: Finding Balance in a Stressful World**, a virtual workshop that created space for participants to assess key areas of their lives, such as social, financial, professional, physical, and mental health. Using the Wheel of Life, participants set goals, created action items, and designed an accountability plan to set them on the path to a more balanced life.

We are thrilled to have offered these virtual workshops as part of our Women's History Month celebrations last month. We hoped that these events provided AFGE women and their allies with a space to come together, share their experiences, and support one another.





### **Coordinator and Committee Corner**

The National Human Rights Committee has been hard at work supporting our members, AFGE Constituency groups,

We've been working alongside WFP to improve the AFGE Conflict Resolution Program, build the AFGE Y.O.U.N.G. Mentorship Program, host the Civil Rights Luncheon, plan the upcoming Sister's Keeper Summit, develop our constituency groups, and more. In our

districts, we work everyday to support our members as they navigate issues in the workplace and the union, while holding AFGE officials accountable to our values of diversity, equity, inclusion, and accessibility.

The Annual NHRC Meeting will be from June 22-28, 2023 in Linthicum Heights, MD.

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

Over the last few months, the National Y.O.U.N.G. Committee has been developing our forthcoming AFGE Y.O.U.N.G. Mentorship Program.

We have also hosted listening sessions with NVAC, TSA, and other AFGE groups to better understand how Councils and Locals are engaging young workers, what's working, what's not working, and how AFGE Y.O.U.N.G. can help organize and mobilize young and new unionists across the Federation.



In February, we hosted our annual meeting ahead of LEGCON 2023 in Washington D.C. At LEGCON, we hosted a Y.O.U.N.G. Mentorship Workshop.

Do you have new unionists at your Local or Council? Register them for our New Unionist Training Course at the 2023 Human Rights Training Conference from July 31-August 4, 2023.

**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/>



## AFGE PRIDE

In the face of the ongoing and unprecedented attack on LGBTQIA+ rights at the national and state level, it's more important than ever for AFGE to protect LGBTQIA+ members in our contracts and by making our union an inclusive and safe space for everyone.

At LEGCON in February, AFGE PRIDE hosted our **Rainbow Elephant in the Room** workshop, bringing together AFGE leaders and activists to work through



# PRIDE

LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER/QUESTIONING, INTERSEX, ASEXUAL & ALLIES.

some of the difficult conversations that come up at work and in the union.

Keep an eye out for forthcoming programs for LGBTQIA+ Month in June. Celebrate with us all month on our virtual programs, or in-person for the Capital Pride Parade and Festival in Washington, D.C.

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

**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 BLACK

In February 2023, AFGE B.L.A.C.K. celebrated Black History Month by working with WFP to host three virtual programs. To kick off the month, we hosted the History of Black Labor in the U.S. webinar, which examined the role Black labor has played throughout American history, including the Labor Movement, Civil Rights Movement, and the fight for justice

today. Our Reclaiming MLK Jr. virtual panel looked at Martin Luther King Jr. through



# BLACK

BLACK LEADERS ADVANCING CHANGE AND KNOWLEDGE

his own words to better understand his teachings on labor, democracy, resistance, and more. Finally, we continued to discuss race, policing, protest, and unionism at our Conversation with Black AFGE Law Enforcement.

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 POWER

AFGE A.P.O.W.E.R. has been hard at work growing our membership, developing A.P.O.W.E.R. resources, collaborating with WFP, the other constituency



groups, and APALA to represent and engage our community.

In recognition of AAPINH Heritage Month, AFGE A.P.O.W.E.R. and WFP will work together to host programs about

the history of Asian American labor and immigration, the experiences of AAPINH members in AFGE and the Labor Movement.

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

Since the delegates voted to reorganize AFGE HISCO under WFP this past June, we have been working to rebuild AFGE HISCO, grow our membership, set our collective priorities, and work in solidarity with the rest of the AFGE Human Rights Network and AFL-CIO's LCLAA. Right now, AFGE HISCO is developing model contract language around foreign language



awards, working to make AFGE resources accessible

to spanish speakers, and more. Be on the lookout for our first AFGE HISCO Toolkit soon.

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>

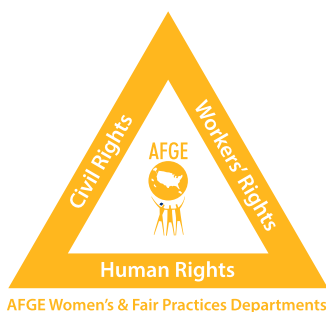
**Website:** <https://www.afge.org/leaders-activists/womens-and-fair-practices-departments/coordinators-and-committees/afge-hisco/>

## 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,



AFGE Women's & Fair Practices Departments

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**

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

Email Lenora Robinson at [lenora.robinson@afge.org](mailto:lenora.robinson@afge.org) to find out more about the process of appointing a coordinator.



## EEO Essentials

In today's society, mental health has become a pressing concern for many individuals. Mental health conditions affect millions of people worldwide, making it difficult for them to perform daily tasks, maintain relationships, and hold down jobs. Individuals with mental health conditions face unique challenges in the workplace, which can be addressed through reasonable accommodations.

Reasonable accommodation is a legal term that refers to the modification or adjustment of a job or work environment to enable an individual with a disability to perform essential job functions. Reasonable accommodation is mandated under the Americans with Disabilities Act of 1990 (ADA) and Americans with Disabilities Act Amendment Acts (ADAAA), which apply to individuals with physical and mental health conditions. A reasonable accommodation is a change in the workplace or in the way things are usually done that is needed because of an employee's disability and allows that individual to enjoy equal benefits and privileges of employment.

Reasonable accommodation is an essential concept under laws applicable to the Equal Employment Opportunity Commission (EEOC), which require employers to make reasonable accommodations for employees with disabilities. Under the Americans with Disabilities Act (ADA), employers must not only provide reasonable accommodations to qualified employees with physical disabilities, but also to qualified employees with mental health conditions. Such mental health condition may include conditions such as anxiety, depression, bipolar disorder, or PTSD. When reasonable accommodation is requested, employers must engage in an interactive process with the employee to determine what accommodations are needed and feasible.

Just as with physical disabilities, employers cannot discriminate against employees with mental health conditions. Reasonable accommodations for individuals with mental health conditions vary widely and depend on the individual's condition, the job's essential functions, and the workplace's nature. Some examples of reasonable accommodations for employees with mental disabilities may include:

**Flexible work arrangements:** Employers can offer flexible work arrangements such as telecommuting, modified work schedules, job sharing, or part-time work. These accommodations can help individuals manage their mental health conditions and maintain work-life balance.

**Quiet workspace:** A quiet workspace can help individuals with mental health conditions who are easily distracted or overwhelmed by noise.

**Ergonomic equipment:** Ergonomic equipment, such as a comfortable chair or a standing desk, can help individuals with mental health conditions who experience physical symptoms such as back pain or muscle tension.

**Support animals:** Individuals with mental health conditions can benefit from support animals in the workplace. Support animals, such as emotional support dogs, can help reduce anxiety and provide emotional support.

**Time off:** Employers may provide time off for individuals with mental health issues, allowing them to attend therapy and other appointments, or to avoid or recover from triggering stimuli and anxiety. The EEOC recognizes that mental health conditions can significantly impact an employee's ability to work, and employers must make reasonable accommodations to ensure employees with mental health conditions have the same opportunities as those without disabilities. Employers who fail to make reasonable accommodations may be violating the ADA. Reasonable accommodation is crucial for individuals with mental health conditions. By providing reasonable accommodations, and following EEO law and best practices, employers can create an inclusive and supportive workplace for all employees. For more information on this topic, please check out our [Disability Employment Toolkit](#).

### Additional Resources:

[EEOC Disability-Related Resources](#)

[EEOC Disability-Related Resources, Mental Health Conditions: Resources for Job Seekers, Employees, and Employers](#)

[EEOC Enforcement Guidance: Disability-Related Inquiries and Medical Examinations of Employees under the ADA](#)



## Check this Out!

### Q: What is a PCI?

**A:** Preliminary Case Information (PCI) is a tool used by the Administrative Judge that requires the parties to identify evidence needed to supplement the Report of Investigation (ROI). The Complainant should review the ROI and identify what additional evidence is needed in support of their case, including additional documents or witness statements. The PCI also requests basic case information, such as identifying agency-dismissed claims and whether a grievance or MSPB appeal was filed. The PCI must be uploaded by Complainant via the EEOC Public Portal within 15 days of the Acknowledgment and Order (or as stated in the Order).

### Q: What Happens if the Complainant does not file a PCI?

**A:** Failure to submit the PCI may result in sanctions, such as: waiver/denial of discovery; denial of motions in the areas identified in the PCI (i.e.

dismissals of issues/claims); dismissal of the hearing request and forwarded for final action by the Agency; or default judgment in favor of the Agency.

### Q: How do I know what evidence is needed in the PCI?

**A:** Any evidence that can supplement the Report of Investigation (ROI). Identify documents and/or witness statements that were not included in the ROI. A good place to start is in the ROI. There is a section Requested Documents for Pending EEO Investigations. There you can see what documents the EEO Investigator requested from the Agency and were NOT provided. The Complainant should include the documents not provided to the Investigator in their list of needed documents. The Complainant's PCI should identify additional documents and statements needed, a sentence explaining why each document and each statement is necessary and be prepared to communicate all of this to the Administrative Judge during the Initial Conference Call. A Judge may not provide the parties with a discovery period but may require the parties to produce the information identified by their respective PCI's.





# 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](#)

### What's Next?

#### Register for 2023 SKS/HRT

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.

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

### Check out our new WFP website

WFP kicked off 2023 with a brand new 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.



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.

### Upcoming Events

- June 7, 2023: LGBTQIA+ Health Webinar
- June 10-11, 2023: Capital Pride in Washington D.C.
- June 22-27, 2023: National Human Rights Committee Annual Meeting in Linthicum Heights, MD
- July 28-August 4, 2023: Sister's Keeper Summit and National Human Rights Training Conference in National Harbor, MD

### Contact Us

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