



The WFP Quarterly

Issue No. 5, April 2024

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Letter from the NVP

Hello AFGE Family,
First and foremost, I would like to express my gratitude for your unwavering support and dedication to our union. Your commitment to advocating for equality,

fair treatment, and inclusivity in the workplace is commendable. Together, we have made significant strides in advancing the rights and interests of our members and we must continue to “Stay Ready” in the fight for Civil, Human, Women’s, and Worker’s Rights.

In the past few months, our departments have been actively working towards achieving our goals and objectives. We have been advocating for policies and practices that promote gender equity, eliminate discrimination, and create an inclusive workplace for all. Through our training programs, workshops, and outreach initiatives, we have empowered our members with the knowledge and tools to combat workplace discrimination and promote diversity.

One of our key focus areas has been ensuring equal pay for equal work. We have been working closely with AFGE’s National Human Rights Committee to address the gender pay gap and ensure that federal and dc government women receive fair and equitable compensation, especially based upon their diversities.



NVP Lannan speaking at AFGE’s Rally to Fund the Government in Washington, D.C.

In WFP, we firmly believe that no one should be discriminated against based on their gender, and we will continue to fight for pay parity and equal opportunities for career advancement.

I am also pleased to inform you that our departments have been actively working with our Constituency Groups to engage with similar organizations and coalitions that share our mission and values. By building strategic partnerships, we can amplify our voice and have a greater impact in advocating for the rights of our members. Collaboration is key, and together, we can achieve remarkable results for federal and dc government workers and their families.

As we move forward, I encourage you all to participate in the various programs and initiatives offered by our departments. Your input and involvement are crucial in shaping our strategies and goals. Together, we can build a stronger and more inclusive union that represents the interests of all our members and continue to be intentional about advocating for marginalized and under-represented communities that experience hate and discrimination more frequently in the workplace and communities.

Lastly, I want to extend my heartfelt appreciation to the dedicated staff and volunteers who work tirelessly behind the scenes to support the Women’s and Fair Practices Departments. Your hard work and commitment to our cause are truly inspiring and we wouldn’t be able to accomplish everything for our members if it wasn’t for your service and leadership in AFGE.

Thank you once again for your continued support and dedication. Together, let us continue to strive for a more equitable and inclusive workplace, community, and union for all.

In Solidarity,

Jeremy A. Lannan,
NVP for Women and Fair Practices



Celebrating 50 Years of Women's and Fair Practices

This year, the Women's and Fair Practices Departments at AFGE are celebrating 50 years since their inception. What began in 1974 as an effort to uplift the voices of AFGE women has grown into a multi-departmental team that recognizes the contribution of women and marginalized groups to the labor movement. From the early days of our federation, women have been at the forefront of building and sustaining the organization.

This Women's History Month, WFP celebrated the many contributions of women throughout history with a series of informative webinars each Wednesday. We began by looking back at how far we've come with a **History of AFGE Women** panel on March 6, 2024. Human Rights Committee Members Tiffany McPherson and Karen Ford-Styer Woods moderated a panel of AFGE women, including District 2 NWAC Deborah Toussant and Emeritus NVP for WFP Kitty Peddicord. In recognition of this year's national theme for **Women's History Month**, 'Women Who Advocate for Equity, Diversity, and Inclusion,' our next event on March 13, 2024 covered the **Diversity of AFGE Women**. This panel saw women AFGE leaders of each respective constituency group of AFGE. Panelists answered questions geared towards their different experiences as women leaders of diverse communities. Due to the success of AFGE B.L.A.C.K.'s EEO webinar series in February, WFP decided to host its own EEO Attorneys once again on March 20, 2024 for a review of **Discrimination Against Women in the Workplace**. This Lunch and Learn event covered Pregnancy Discrimination, the Pregnant Workers Fairness Act (PWFA), Breastfeeding in the workplace, the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), discrimination based on gender and sexual

harassment, and ended with the highlighting of a few adverse action case decisions.

Finally, during the last week of Women's History Month, WFP held a workshop

on **Women's Health and Wellness**. The first hour was spent learning from a physician about women's mental health, the medical consequences of poor mental health, and how to take care of ourselves as federal and D.C. workers. The second portion of the event was spent taking part in a yoga exercise which ended with a meditative session. On Thursday, March 28, 2024, WFP was proud to finish up celebrations by hosting specialists from Emerge, an organization that coaches women to take part in our democracy, for a **Public Speaking Seminar**.

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.



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.



Coordinators and Committees National Human Rights Committee

AFGE's National Human Rights Committee has hit the ground running in the new year. In December 2023, WFP hosted District Coordinator Bootcamp planning sessions with each of our AFGE Districts. These planning sessions consisted of District NVPs, District NWACs and NFPAACs, District Y.O.U.N.G. Coordinators, and District PRIDE Coordinators. Each District drafted a training plan to host a District Coordinator Bootcamp in 2024, where some training would be in-person, some would be virtual, and some would be a combination of both. The National Human Rights Committee's ultimate goal is to offer Coordinator Training to help educate, empower, and prepare our Local and Council Coordinators to be successful within their roles.

In February 2024, just before AFGE's Legislative Conference, the National Human Rights Committee met at the AFGE Headquarters for a 2-day meeting session. They worked diligently to prepare for Women's History Month, AFGE's National Convention, and more events across the country. They set a



Various AFGE leaders attend WFP's Human Rights and Y.O.U.N.G. Committee bonding event at Pinstripes Bowling in Washington, D.C.

comprehensive list of goals for 2024, began preparing potential convention resolutions, and discussed the most pressing human rights issues in each of their districts. The NHRC and Y.O.U.N.G. committees also joined up for a team bonding event at Pinstripes Bowling in Washington, D.C.

the weekend before LegCon. The event saw a great turnout, with NEC members joining, as well as WFP staff, friends, and families.

The NHRC has also been working with WFP to plan their annual training and meeting in May, which will be located in Portland, OR. The NHRC will complete certification training to become certified mediators and will serve as volunteer mediators to assist with AFGE's Conflict Resolution Program. The NHRC, AFGE Y.O.U.N.G., and AFGE Constituency Group Leaders will close out the weekend by working together on National Convention Resolutions in order to stand in solidarity and continue 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.

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



NHRC Chair Yvonne Renee Evans speaks at WFP's annual Civil Rights Luncheon in Washington, D.C. during AFGE's 2024 Legislative and Grassroots Mobilization Conference.

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



AFGE's National Y.O.U.N.G. Committee attends WFP's annual Civil Rights Luncheon at the 2024 Legislative and Grassroots Mobilization Conference in Washington, D.C.

In early February, Y.O.U.N.G. Committee members and Coordinators attended the AFL-CIO's 2024 Martin Luther King Jr. Civil and Human Rights Conference in Montgomery, Alabama. Those in attendance got the chance to watch various speakers, including Senator Laphonza Butler of California and Secretary of Labor Julie Su, participate in interactive workshops, and learn more about how to mobilize their community in an election year.

The AFGE National Y.O.U.N.G. Committee has also been hard at work since attending their Annual



National Y.O.U.N.G. Committee members attend the AFL-CIO's 2024 MLK Civil and Human Rights Conference in Montgomery, Alabama.

Meeting at the AFGE Legislative & Grassroots Mobilization Conference in February. Their annual meeting consisted of strategic planning, Convention goal setting, a review of their bylaws, training, and team-bonding. At the conference, AFGE Y.O.U.N.G. hosted a lunch and learn event for attendees to learn how to bring AFGE's Y.O.U.N.G. Program to their Local in order to bridge the union gap (B.U.G.) between AFGE Y.O.U.N.G., Locals, Councils, and Districts. During this event, District Y.O.U.N.G. Coordinators provided an overview of the AFGE Y.O.U.N.G. Program, highlighted successful events and activities, and helped Locals to develop a Y.O.U.N.G. B.U.G. Plan for 2024 to take back to their Locals/Councils. The goal of the workshop was to encourage and empower Locals/Councils to (a) appoint a Local/Council Y.O.U.N.G. Coordinator if they currently don't have one, (b) work with their Local/Council Y.O.U.N.G. Coordinator to finalize and implement the plans created at the Y.O.U.N.G. LegCon workshop, and (c) to educate and recommend for each Local/Council to establish a Local Y.O.U.N.G. Budget to support implementing plans for 2024.

During WFP's annual Civil Rights Luncheon at LegCon, several AFGE leaders were given the Y.O.U.N.G. Mentorship Award. Awardees included District 11 Y.O.U.N.G. Coordinator Mitch Word (seen below), District 7 NVP Jason Anderson, District 6 NWAC Tinita Cole, and TSA Council 100.

● **Email:** young@afge.org

● **Website:** www.AFGE.org/YOUNG



District 11 Y.O.U.N.G. Coordinator Mitch Word is given the Y.O.U.N.G. Mentorship Award at WFP's annual Civil Rights Luncheon.



At AFGE’s 2024 Legislative and Grassroots Mobilization Conference in February, AFGE PRIDE hosted a workshop in which they provided scenarios to those in attendance regarding various topics and situations that impact the LGBTQIA+ community. Attendees discussed these scenarios and held constructive conversations. This year’s AFGE PRIDE Workshop saw wonderful attendance and productive dialogue that are sure to benefit our federation.

AFGE’s locals have also been getting active in their communities! In March, Local 1699 in Wilkes-Barre, Pennsylvania also held a Drag Bingo event in partnership with AFGE PRIDE. Interested in getting your local more involved? Scan AFGE PRIDE’s QR code below to learn more!

WFP has been getting preparations in order for Capital Pride 2024. We plan to have a table at Capital Pride’s Festival on June 9, 2024. If you’re in the area or can make it, don’t forget to buy tickets soon – they’re going fast!



AFGE PRIDE member Tiffany McPherson speaks at WFP's annual Civil Rights Luncheon in February 2024.

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



Over the last few months, AFGE B.L.A.C.K. has done amazing

work to amplify the voices of Black AFGE members and their needs. We kicked off the new year with two informative panels from the WFP EEO Attorneys. The first panel discussion on January 17, 2024, focused on how to prove a non-selection was based on race and ended with the highlighting of a few non-selection case decisions. The second panel discussion on January 24th, 2024, focused on adverse actions, addressing discipline at the lowest level, how to prove an adverse action was based on race, and ended with the highlighting of a few adverse action case decisions.

This Black History Month, AFGE B.L.A.C.K. honored Black culture through a series of virtual events that saw wonderful engagement. Celebrations began on February 21st with an **Overview of AFGE B.L.A.C.K.**, where members got to learn more about the constituency group, including its purpose

and mission, the work and goals it is striving to accomplish for AFGE Members, and how to get more involved and show solidarity. We continued honoring Black culture on February 26th by taking a look back at the **History of Black Labor in the U.S.** and the role Black labor has played throughout American history, including the Labor Movement, the Civil Rights Movement, and the fight for justice today. Finally, we finished up the month by discussing race, policing, protest, and unionism with a **Conversation with Black AFGE Law Enforcement** on February 28th.

Looking ahead at 2024, AFGE B.L.A.C.K. is preparing for their elections at convention in August and working on collaborations with both the A. Philip Randolph Institute and the Coalition of Black Trade Unionists.

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

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

AFGE A.P.O.W.E.R. has been hard at work fighting for the rights of Asian-Pacific workers in the new year. Members of A.P.O.W.E.R. joined other AFGE leaders at the AFL-CIO Martin Luther King Jr. Civil and Human Rights Conference back in January in Montgomery, Alabama. Members got the chance to attend training, explore the historical sites of the early civil rights movement, and learn more about mobilizing the Asian-Pacific community throughout the Labor Movement. This energy was brought right into AFGE's Legislative and Grassroots Mobilization Conference in Washington, D.C., where members

visited the Hill to lobby their representatives in Congress to fight for workers' rights. Most recently, leaders from the Asian Pacific American Labor Alliance (APALA) of the AFL-CIO joined AFGE

A.P.O.W.E.R.'s monthly meeting to discuss potential collaboration opportunities.

AFGE A.P.O.W.E.R. has exciting plans for the year ahead of us. A.P.O.W.E.R.'s mission is to raise the voices of the AAPINH community and to build AFGE into a more intentionally inclusive union that represents all federal and D.C. government workers, especially underrepresented groups like AAPINH workers. In line with this vision, A.P.O.W.E.R. leaders have been working in partnership with AFGE HISCO to get all WFP materials translated into various Asian languages. A.P.O.W.E.R. members are also looking forward to their elections coming up at this year's AFGE Convention in August.

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

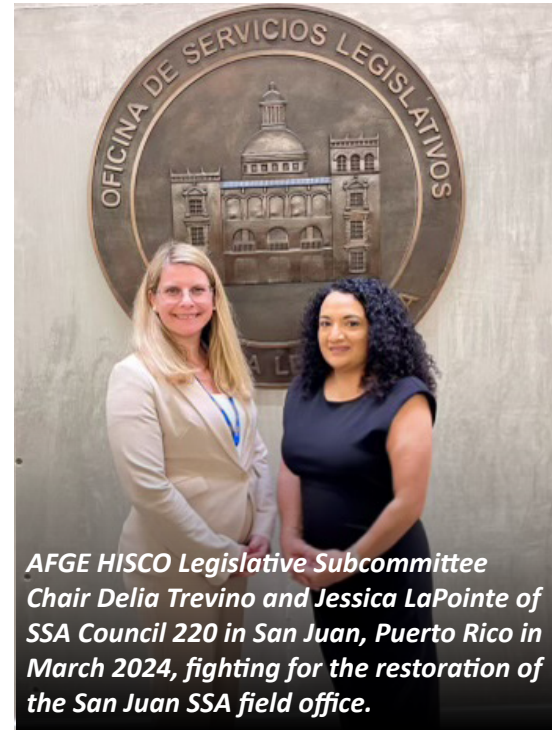
- Email: apower@afge.org
- Facebook: www.facebook.com/groups/APOWER
- Website: www.AFGE.org/APOWER



AFGE HISCO



AFGE HISCO leaders meet with Governor Pedro Pierluisi of Puerto Rico in March 2024.



AFGE HISCO Legislative Subcommittee Chair Delia Trevino and Jessica LaPointe of SSA Council 220 in San Juan, Puerto Rico in March 2024, fighting for the restoration of the San Juan SSA field office.

AFGE HISCO Leaders have continued the momentum of building a solid foundation and network and we've received overwhelming support and participation in these efforts. In the new year, AFGE HISCO members have attended various conferences, participated in AFGE National- and Local-level events, and have worked closely with WFP on multiple fronts. We are currently working on translating WFP's materials to Spanish to ensure information and resources are being provided to our Hispanic/Latinx members and leaders where they are needed the most for representation, training, and to empower federal and D.C. government workers nationwide, including in Puerto Rico.

Most recently, leaders from the Labor Council for Latin American Advancement (LCLAA) joined AFGE HISCO's monthly meeting to discuss their work and how both groups can work together in the fight for Latin American and Hispanic workers' rights.

We'd like to take a moment to note the incredible



work that AFGE HISCO leaders like Delia Trevino have been doing to fight for the restoration of the San Juan, Puerto Rico SSA field office. Delia and other AFGE Leaders can be seen below meeting with government officials on behalf of the many AFGE members and citizens of Puerto Rico who have been impacted by this problem.

Finally, AFGE HISCO has been working with several partners in the Labor Movement to design a bill to officially compensate bilingual federal workers. This effort, as well as the aforementioned translation of WFP materials, is being carried out in partnership with AFGE A.P.O.W.E.R. This is another example of how AFGE HISCO has not only amplified the voices of our Hispanic/Latinx members in the last few months, but they have been intentional about supporting the other constituency groups and diverse communities to set the example within AFGE by showing that when We work together, We Rise Together!

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 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.

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.



Artificial Intelligence in the Workplace

Since the early 2000s, technology has continued to evolve, making significant milestones in the way we live. From the use of robots in the medical field, to the creation of social media, technological advances continue to expand in every area of life. As it concerns Federal Sector employment, artificial intelligence can be used in hiring, promotions, performance evaluation, and determining workflows.

According to the Equal Employment Opportunity Commission (EEOC), artificial intelligence is defined by Congress in the National A.I. Initiative Act of 2020 as “a machine-based system that can, for a given set of human-defined objectives, make predictions, recommendations or decisions influencing real or virtual environments. Artificial intelligence systems use machine and human-based inputs to:

(A) perceive real and virtual environments;
 (B) abstract such perceptions into models through analysis in an automated manner; and
 (C) use model inference to formulate options for information or action.” One form of artificial intelligence is algorithms, which per the EEOC, are defined as “a set of instructions that can be followed by a computer to accomplish some end ... process data to evaluate, rate, and make other decisions

about job applicants and employees.”

Federal agencies can create potential violations of Title VII of the Civil Rights Act of 1964 when “using neutral tests or selection procedures that have the effect of disproportionately excluding persons based on race, color, religion, sex, or national origin, if the tests or selection procedures are not “job related for the position in question and consistent with business necessity.” A federal agency can likely be held responsible for a Title VII violation even if the tools are designed or administered by another entity (i.e. software vendor) if given the authority to act on its behalf.

Further, conflicts can also rise between AI and the Americans with Disabilities Act and Amendment to the ADAA. Employment issues with AI can rise when employers utilize algorithms as a decision-making tool and do not provide a “reasonable accommodation” that is necessary for a job applicant or employee to be rated fairly and accurately by the algorithm. The employer relies on an algorithmic decision-making tool that intentionally or unintentionally “screens out” an individual with a disability, even though that individual is able to do the job with reasonable accommodation.

“Screen out” occurs when a disability prevents a job applicant or employee from meeting—or lowers their performance on—a selection criterion, and the applicant or employee loses a job opportunity as a result.

The EEOC recognizes that AI could pose several issues in federal sector EEO. As a result, the EEOC has launched an initiative to ensure AI and algorithm fairness.

Additionally, the EEOC has provided some guidance on AI and how to mitigate violations of Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, and the Amendment to the ADA of 2008. Below are some additional resources that provide more in-depth explanations of AI and how AI should be used in various aspects of employment, such as hiring, promotions, and performance evaluations.

Additional Resources

EEOC Artificial Intelligence and Algorithmic Fairness Initiative

Select Issues: Assessing Adverse Impact In Software, Algorithms, And Artificial Intelligence Used In Employment Selection Procedures Under Title Vii Of The Civil Rights Act Of 1964

The Americans with Disabilities Act And The Use Of Software, Algorithms, and Artificial Intelligence To Assess Job Applicants And Employees



Motions for Summary Judgment & Complainant’s Oppositions

1 What is the Motion for Summary Judgment?

The Motion for Summary Judgment (MSJ) is a request by a party (the moving party) for the Administrative Judge to make a decision based on the evidentiary record without holding a hearing.

2 When will an MSJ be granted?

If the Administrative Judge finds that there are no genuine issues of material fact in dispute. A genuine issue of material fact exists if an AJ could find for the non-moving party when the AJ views the facts in the light most favorable to the non-moving party. A decision granting summary judgment can dismiss all or part of the claims in a complaint.

3 How should a member respond to the Agency’s MSJ?

The party opposing the MSJ, also referred to as the non-moving party, must file an opposition to the motion within the timeframe specified in the Acknowledgement and Order, or otherwise set by the AJ. The Opposition to the Agency’s Motion for Summary Judgment is also known as an OMSJ.

4 What are WFP’s best practices for the OMSJ?

Members should ensure that they:

- (1) Follow the Administrative Judge’s order containing the timeline for responding to the MSJ;
- (2) Identify each material fact in dispute using facts and documents included in the Report of Investigation, additional documents, or additional witness declarations or affidavits;
- (3) Identify each material fact not in dispute;
- (4) Argue how the evidence demonstrates the Complainant’s prima facie case;
- (5) Argue how the evidence shows that the Agency’s reasons for the action(s) are pretext for discrimination;
- (6) Refer to the Report of Investigation or ROI and additional exhibits as much as possible throughout the OMSJ; and
- (7) Attach only additional exhibits that have been obtained in or provided to the Agency throughout the discovery process;

5 The OMSJ should be formatted as follows:

1. Introduction: This section contains a brief description of the Opposition, explains the timeline of events, including when the Agency filed their Motion for Summary Judgment, and notes that the Complainant has established a prima facie case of discrimination and demonstrates genuine disputes of material fact.

2. Issues: This section identifies the legal issues in the complaint. The issues should be as written in the Acceptance Letter or Amended Acceptance Letter contained in the Report of Investigation or in any order by the AJ, if changes were made.

3. Responses to Agency's Statement of Undisputed Facts: This section is an opportunity to identify facts the Agency claims are undisputed and are in dispute. When disputing facts, Complainant must support all alleged disputed facts with evidence, either citing to the ROI or attaching exhibits. Furthermore, Complainant's bare allegations are not sufficient.

4. Material Facts in Dispute: Complainant must identify any facts in dispute not addressed in the Agency's Motion for Summary Judgment. Please support all facts alleged with evidence.

5. Legal Standards: Here is where the Complainant explains the applicable legal standards, including the Summary Judgment standard which is that genuine issues of material fact are in dispute. Also, please include the burden of proof for the theories of discrimination applicable to your case, such as disparate treatment, hostile work environment, reasonable accommodation, etc. Sample language found in Sample OMSJ in Fighting Discrimination book

6. Argument: Complainant should provide an argument for why the standard for summary judgment is not met and why the standards for your theories are met

- Complaint is timely
- Complaint states a claim
- Complainant can establish prima facie case
- There are material facts in dispute
- There are credibility issues
- Complainant can demonstrate pretext

7. Conclusion: This section should be very brief. Briefly summarize the arguments, including that there are legitimate disputes of material facts and/or credibility issues, and the Complainant can establish a prima facie case of discrimination. Specifically request for the Agency's MSJ to be denied and for the case to proceed to a hearing.

8. Certificate of Service: After the conclusion, please include a certificate of service of service, which contains a certification that the document on the respective deadline will be sent to the Administrative Judge, Agency Representatives, Complainant, and Co-Representatives (if applicable) via email and the EEOC Public Portal. This document identifies when all parties to the case would have received Complainant's Opposition and the type of delivery provided.

Please be sure to follow the AJ's order regarding formatting preferences, including font size, font type, and page limit.

Additional Resources:

[EEOC Guidance on Summary Judgment Section . III \(E\) \(1\)-\(4\)](#)

AFGE's Guide to Fighting Discrimination (Page 196-Sample OMS)



AFGE VICTORY: EEOC DOES AWAY WITH PCI REQUIREMENT

The Women's and Fair Practices Department successfully addressed members' concerns with the U.S. Equal Employment Opportunity Commission (EEOC) implementation of the required Preliminary Case Information (PCI) submission.

In 2021 the EEOC began implementation of the PCI as a pilot program to streamline the pre-hearing process whereby the parties were required to identify (1) whether the agency dismissed any claims in the case, (2) additional documents and/or statements needed, (3) whether any of the same claims had been filed as a grievance under a collective bargaining agreement and (4) whether an appeal had been filed on any of the same claims.

Complainants, especially non-represented Complainants, raised concerns regarding the additional documents and/or statements needed in the PCI, either resulting in no discovery being allowed or very limited discovery. In a process where the Complainant bears the initial burden of establishing a prima facie case of discrimination as well as the burden of demonstrating that the Agency's legitimate non-discriminatory reason is pretext, limited discovery or denial of discovery is detrimental.

As a result of the concerns from our members, the Women's and Fair Practices Department requested a meeting with EEOC Chair Burrows. On March 6, 2023, NVP Lannan, CPL-33 NVP William Boseman, and EEO Supervisory Attorney Jenny Celestin Pratt met with EEOC Chair Charlotte Burrows and Chief

Administrative Judge Regina Stephens and discussed the negative impact the PCI was having on Federal and DC Government Workers' EEO cases.

Chair Burrows and Chief Administrative Judge Stephens stated the intent of the PCI was to assist Complainants in the pre-hearing phase of the hearing process. We informed Chair Burrows and Chief Administrative Judge Stephens the PCI was having the opposite effect and alerted them to the inconsistent manner in which the PCI's were being implemented by EEOC Administrative Judges. This included the varying manner in which discovery was addressed by different Judges where some Judges would deny discovery where the Complainant could not properly articulate what was needed or because the Complainant did not understand what was being requested and left the section blank on the form, some Judges limited discovery to only what was listed in the PCI, some Judges allowed a limited number of Interrogatories and Request for Documents, and some Judges allowed full discovery with 30 Interrogatories, 30 Request for Documents and 30 Request for Admissions.

We emphasized that a number of Complainants are either pro-se or represented by non-attorney representatives and having their ability to obtain necessary information from the Agency through discovery discourages their participation in the EEO Process.

As a result of this meeting, EEOC Chief Administrative Judge Stephens informed us that effective January 10, 2024, the Preliminary Case Information (PCI) form is no longer in use!

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

WFP Spring EEO Webinar Series: Overview of EEO Timelines, Requesting an RA and Reporting Harassment
April 9, 2024 at 7:30 pm - 9:30 pm EST

WFP Spring EEO Webinar Series: Disability Discrimination
April 10, 2024 at 7:30 pm - 9:30 pm EST

WFP Spring EEO Webinar Series: Discovery – What you need to know and Best Practices
April 11, 2024 at 7:30 pm - 9:30 pm

WFP Elder Care Workshop
April 22, 2024 at 7:00 pm - 8:30 pm EST

AFGE NVAC Health & Safety Conference (San Antonio, TX)
April 22-26, 2024

AFGE PORT Training (Galveston, TX)
April 27 - May 3, 2024

CLUW (AFL-CIO) 50th Anniversary (Niagara Falls, NY)
May 8-11, 2024

WFP Workplace Bullying and Mental Health Workshop
May 22, 2024 at 7:00 pm - 9:00 pm EST

Capital Pride Parade and Festival (Washington, D.C.)
June 8-9, 2024

AFGE National Convention (Las Vegas, NV)
August 12-16, 2024

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

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.