

Sister 2 Sister "A Feminine Touch of Progress"

NPMHU Local 300 Women's Caucus

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WHAT WOMEN SHOULD KNOW ABOUT LIGHT DUTY AND PREGNANCY

If you are a Mail Handler and are pregnant or are planning to have a baby, you may request Light Duty, especially if you have a high-risk pregnancy. Please be aware that management has not been eager to grant these requests. If you have a problem in this area please enlist the aid of your shop steward.

The Contract under Article 13 Section 4 states in part "*Every effort shall be made to reassign the employee within their craft assignment or occupational group*" but, the fact of the matter is that very few light duty assignments exist (i.e. patchwork or prepping) in the Mail Handler craft. Having your income continue is important, with your doctor's permission, if you are healthy and are able to work near your due date then do so. *If you have a high-risk pregnancy please ask your doctor about medical limitations in regard to any work assignment.*

Ask your fellow Mail Handler to assist you if something is too heavy for you to lift. Light exercise is essential to the health of you and your baby and remaining on the job keeps you active and busy. With the proper use of FMLA documenting your due date, along with your 3971, you can spend twelve stress free weeks to bond with your child.

Under the FMLA guidelines, using your own sick leave, annual leave or LWOP, you are allowed to use up to one year to care for a new-born. (Please remember to send in documentation if you are requesting additional time off).

In addition, our National Agreement allows you to also use eighty hours (80 hrs) of sick leave dependant care if your child becomes ill. Remember to always ask your shop steward if you require further assistance.

Submitted by, Alberta Prieto – Westchester Branch

As for MHA, you guys are not covered under Article 13, but that doesn't mean you cannot ask for an accommodation. Keep in mind that the work might not be on the same tour.

SEXUAL HARASSMENT: WHAT WOMEN NEED TO KNOW

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Generally speaking, there are two types of sexual harassment, "quid pro quo" and hostile environment. Quid pro quo (meaning "this for that") sexual harassment occurs when it is stated or implied that an employment decision about a employee depends upon whether the employee submits to conduct of a sexual nature. Hostile environment sexual harassment occurs when unwelcome conduct of a sexual nature creates an intimidating, threatening or abusive working environment or is so severe, persistent or pervasive that it affects a person's ability to participate or benefit from an activity.

Sexual harassment is a gender-neutral offense, at least in theory: Men can sexually harass women, and women can sexually harass men. However, the overwhelming majority of sexual harassment claims are brought by women claiming that they were sexually harassed by men.

People of the same sex can also sexually harass each other, as long as the harassment is based on sex rather than sexual orientation.

Documenting harassment is important for use in a case or complaint. You should: 1) Photograph or keep copies of any offensive material at the workplace. 2) Keep a journal with detailed information on instances of sexual harassment. 3) Note the dates, conversations, frequency of offensive encounters and 4) Tell other people, including personal friends and co-workers.

Employers are responsible for the conduct of all employees. Employers also have the responsibility to protect their employees from harassment by non-employees (e.g. customers, vendors, airline personnel, contractors, etc). Supervisors must listen to and take seriously every complaint of sexual harassment. After a complaint is received, an investigation must be conducted. If you are a union member, report it to your union so we can represent and aid you in stopping sexual harassment.

Managers and supervisors need to lead by example if the policy prohibiting discrimination is to be successful. Like most anything else, if managers and supervisors are not following the rules, this sets a tone for others in the organization to do the same.

Sexual Harassment is Illegal!!!

NATIONAL WOMEN'S HISTORY MONTH

The significance of the month of March dates to the mid-19th century when, on March 8, 1857, a group of female garment workers in New York City staged a protest to demand better working conditions and pay. Police aggressively halted the demonstration, but several years later the determined women formed their own union. In 1911, March 19 was observed as International Women's Day (IWD) to acknowledge women's continuing struggle for recognition and rights. The date of IWD was changed to March 8 in 1921. In 1978 the schools of Sonoma county, California, named March Women's History Month as a means of examining women's history, issues, and contributions. The idea gained momentum, and in 1981 a congressional resolution proclaimed the week surrounding March 8 National Women's History Week. In 1986 the National Women's History Project played a significant role in the expansion of the observance to the entire month of March.

Other countries soon adopted similar month-long events. In 1992 Canada began celebrating Women's History Month. October was selected as the designated month to commemorate the co-called Persons Case, in which the Privy Council of England (then Canada's highest court of appeal) ruled in October 1929 that females were persons under the law, a decision that contradicted an earlier ruling of the Supreme Court of Canada. In March 2000 Australia began holding its own Women's History Month.

***Happy Women's History Month to all female
mailhandlers of NPMHU Local 300!!!***