



NATIONAL COUNCIL OF EEOC LOCALS, NO. 216
COUNCIL AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL/CIO
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MAKE EEOC A MODEL EMPLOYER FOR ITS OWN EMPLOYEES

The National Council of EEOC Locals, No. 216, AFGE/AFL-CIO (Council 216) represents bargaining unit employees at the Equal Employment Opportunity Commission (EEOC). Council 216 is attending the White House Summit on Working Families to acquire information on workplace flexibility options and to encourage EEOC to apply these flexibilities in-house. According to Council 216 President Gabrielle Martin, “There is a disconnect where EEOC fails to practice what it preaches. Telework is a prime example. EEOC advocates telework for the public, but blocks adding one day of telework per biweekly period for its own employees.”

EEOC Supports Telework for the Public:

EEOC touts a recent favorable ruling by the Sixth Circuit Court of Appeals in *EEOC v. Ford*, espousing, “the law must respond to the advance of technology in the employment context . . . and recognize that the 'workplace' is anywhere that an employee can perform her job duties.”

-EEOC Press Release 4/23/14

The U.S. Equal Employment Opportunity Commission will continue on a quest to root out unfair treatment of women in the workplace and push employers to consider flexible schedules and telecommuting to accommodate parents, EEOC Vice Chairwoman Jenny Yang said Thursday.

-Equal Pay, Working Parents Top EEOC Priorities, Law360, 6/6/14,

Workplace flexibility - an approach that promotes control and predictability over the scheduling of work hours, and includes options ranging from compressed workweeks and telecommuting to phased retirement and short and extended time off - can help employees meet the often competing demands of work and personal life. *A Woman's Nation Demands Workplace Flexibility, Huffington Post, 10/19/09, Co-authored by Chai Feldblum (now EEOC Commissioner)*

Encourage employees to request flexible work arrangements that allow them to balance work and personal responsibilities. Flexible work arrangements may include: . . .telecommuting.

-EEOC Employer Best Practices for Workers with Caregiving Responsibilities

EEOC Blocks Telework for its own Employees:

EEOC is blocking implementation of its new Collective Bargaining Agreement's (CBA) expansion of telework from four days to five days per biweekly period.

Please help by e-mailing EEOC Chair Jacqueline.Berrien@EEOC.gov with this message:

“Thank you for supporting workplace flexibilities. I urge you to allow EEOC employees to telework an additional day in a two week period. EEOC should encourage telework for its own employees, the same as it does for the public.”

Promoting Telework: a Solution to Make a Difference in the Lives of EEOC's Working Families.

EEOC employs a greater percentage of women than is represented in the public or private workforce: While women make up 47% of the total workforce and 43% of the Federal workforce, 63% of EEOC's workforce is female. **Given the higher than normal proportion of women in the EEOC's workforce, it is likely that these work-life balance demands are more prevalent among EEOC's workers:**

- In almost 3 out of 5 families with children, both parents work.
- Mothers are the sole or primary providers in 40% of households with children under the age of 18. Of these "breadwinner moms," 63% are made up of single mothers.
- 42% percent of U.S. workers have provided care for an aging relative or friend in the past five years. 56%- of those providing eldercare are women.

EEOC has failed to meet its performance measure goal of hiring 90 employees with targeted disabilities: EEOC is currently soliciting public comment on how EEOC can amend its regulations to clarify the Federal government's obligation to be a model employer. First, EEOC must be a model employer.

- Encouraging telework at EEOC would support the hiring and retention of disabled workers.

21 out of 21: EEOC ranked dead-last for work-life balance for midsize agencies in the 2013 Best Places to Work in the Federal Government:

- Expanding telework would improve work-life balance for EEOC workers.

Telework Could Improve EEOC Worker Health:

"Your daily back-and-forth to work can have a serious impact on your overall wellness. Here's what you need to know—and how to make the most of it. The average American's commute to work is 25.5 minutes each way, according to a report in USA Today. That's about 51 minutes a day getting to and from work, or about 204 hours a year spent commuting." -*10 Things Your Commute Does to Your Body, Time.com, 2/26/14*

- EEOC workers commute to offices around the country, impacting their overall wellness. EEOC refuses to improve commuting demands on employees and the environment, by increasing telework by a day.

Telework Could Reduce EEOC's Harmful Impact on the Environment:

"If every person in the U.S. with a telecommuting-compatible job worked at home on Earth Day, collectively it would: Save 900 million vehicle miles; Save 45 million gallons of gas; \$188 million in consumer savings; Save 2.3 million barrels of oil, valued at \$185 million; Eliminate 423,000 tons of greenhouse gasses, equivalent to taking 77,000 cars off the road for a year; Save 28 million kWh in net electricity, enough to power 2,600 homes for a year; Save 775 people from traffic injury and deaths." *Telework Research Network*

- These statistics are for just one day. If EEOC allowed its workers to regularly telework one more day every two weeks, it would diminish the harmful impact caused by the agency's workforce commute.

EEOC Should Embrace the Bipartisan Telework Enhancement Act of 2010

A bipartisan Congress passed the Telework Enhancement Act, which was signed into law by President Obama.

- EEOC should add one day of telework every two weeks, in order to enhance the recognized benefits of telework on work-life balance, the environment, productivity, continuation of operations, and space savings.

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