

TIME FLIES WHEN YOU'RE HAVING FUN.

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It has been approximately a year and one half since the inception of the NPMHU Women's Committee. We conducted our first official meeting at the April 2018 Semi-Annual Meeting of Local Unions. Thanks to the full support and backing of our National President Paul Hogrogian and the entire National Executive Board, we have made tremendous strides. The Committee members have gone above and beyond the call of duty to ensure that our initial goals were met. Notwithstanding some bumps in the road, we were able to complete our Mission Statement, create the Bylaws that we are governed by, and formulate a proposed Memorandum of Understanding (MOU) regarding Antidiscrimination and Sexual Harassment.

This MOU addresses the importance of a commitment by both the NPMHU and USPS to provide all of our employees with a workplace free from discrimination and sexual harassment. This type of behavior will not be tolerated in any form. The MOU defines "sexual harassment" and how employees are to report such and the responsibility of the USPS to conduct a prompt, thorough, and confidential investigation that ensures due process for all parties. We are hoping that this MOU will be incorporated into our National Agreement during the upcoming contractual negotiations and drastically change the hearts and minds of the entire postal workforce. If the door is opened for receptive dialogue, we believe that the climate of the USPS will change for the better.

After the SAMLU held in April of this year, several questions have been asked regarding the Sexual Harassment Quiz that the Women's Committee distributed. We appreciate the participation of our Brothers and Sisters in completing this valuable resource. Because of your honesty and eagerness to participate, we were able to garner invaluable information regarding the misconceptions of people concerning sexual harassment. The results allowed us to address specific areas in creating the MOU Re: Anti-Discrimination and Sexual

Harassment. Your work was not in vain. Here is a snippet of what we were able to gather from the circulated quiz.

- There were a total of fifteen (15) questions: 13 True or False and 2 multiple choice.
- Question number 10 was the most missed. It read, "Friendly flirting is not sexual harassment when flirting is practiced between mutually consenting individuals who are equal in power or authority." Most participants responded False. The correct response is True.
- The least missed question was number 1, which read, "Sexual harassment complaints are generally false or unjustified." Almost everyone responded correctly, False.
- Gender played a significant role in responses also. More of our Brothers missed questions 3, 13, 14, and 15, while our Sisters tended to miss questions 7, 10, and 11.
- Age was also a factor in regards to how the questions were answered. Our Brothers and Sisters under the age of 35 incorrectly responded to questions 2, 3, 5, 7, 10, 14, and 15. This was nearly 47% of the entire survey. These questions dealt with where the harassment occurred, the usage of terms of endearment when addressing co-workers, the intent of the alleged harasser, the usage of email or social media, flirting, the liability of the management team, and the importance of cooperating in an investigation.

The Sisters on the Committee have also been tasked with formulating a resolution to be presented to the delegates at our 2020 NPMHU National Convention. So it is full steam ahead.

Finally, if your Local is interested in starting a Women's Committee, please speak with your Local President. The National Women's Committee is more than willing to assist you, once you get the approval of your Local President.

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Sexual Harassment Quiz

True or False

1. Sexual harassment complaints are generally false or unjustified.
2. Sexual harassment can occur outside the work site and still be considered work related. Incidents that occur at retirement parties and office socials or in training are some of the situations where work related harassment occurs.
3. Terms of endearment with co-workers, i.e. "honey," "dear" are considered verbal abuse and charges can be brought up against the employee.
4. Women in professional jobs (teachers, lawyers, engineers, doctors, etc.) are not as likely to be sexually harassed as women in blue-collar jobs (factory workers, secretaries, truck drivers, etc.)
5. If he didn't like the sexual attention, but she meant it only as flirting or joking, then it was not sexual harassment.
6. Sexual harassment is not limited to physical contact. It can occur any time that an individual is uncomfortable with another person's approaches, comments or discussions.
7. Due to strict privacy laws, supervisors cannot monitor employee email or be found liable for sexual harassment via email by their employees.
8. Sexual harassment in the workplace is a women's issue.
9. Quid Pro Quo harassment is a form of sexual harassment when there is a request or demand of sexual favors in exchange for employment benefits or threatening reprisals if the favors are not given.
10. Friendly flirting is not sexual harassment when flirting is practiced between mutually consenting individuals who are equal in power or authority.
11. Employees claiming sexual harassment who are aware of but fail to take advantage of company policies or resources designed to prevent, correct or eliminate harassment have much weaker cases than those who do.
12. In order for it to be determined sexual harassment, the victim has to be of the opposite sex of the harasser.
13. An employee witnesses another employee being harassed. Even though this involved a co-worker, the witness can be considered a victim in this case.