



TRANSITION, TRANSITION, TRANSITION

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We are currently experiencing transition in numerous ways. We are adapting to new contractual provisions. We are facing the possible combination of several facilities that could result in the need for our craft to transition to other facilities. Machinery is being replaced by new, supposedly more efficient ones. Locals have held elections resulting in new officers transitioning into various positions. Our National Office is also transitioning with a new National Secretary-Treasurer. Transition, transition, transition.

Transition is defined as the process or a period of changing from one state or condition to another. As we know, change is not comfortable for most people, but it is something that we have to adapt to. It is vital that we revamp our thinking and start preparing ourselves for the changes that

subject, go to the DOL website, www.dol.gov/agencies/whd/flsa. You will find several fact sheets that will help you understand what must be provided for lactating mothers at work. You may want to know if the USPS provides lactation stations in your facility.

Another important issue is restroom accommodations for **gender transitioning** employees. Everyone has an opinion on this important issue, but the prevailing factor here is the law. The major federal laws that apply are **Title VII of the Civil Rights Act of 1964 and the Occupational Safety and Health Act of 1970, which was made applicable to the United States Postal Service on September 28, 1998.** It is important to note that the Equal Employment Opportunity Commission (EEOC) has found that the protections against discrimination based on sex extend to individuals who have been discriminated

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will soon occur. The National Women Committee members are trying to find solutions for employees who are dealing with issues that are new to our Union: lactation rooms for nursing Moms and restroom accommodations for transitioning employees. These are issues that must be addressed by the Union and USPS management and cannot be swept under the rug or ignored.

Many of our coworkers have infants or are expecting them soon. When they return to work after birth, they need a clean and private area for lactation. Under the Fair Labor Standards Acts (FLSA), most nursing employees have the right to reasonable break time and a place, other than a bathroom, to pump breast milk while at work. These protections for nursing employees were extended as a result of the December 29, 2022 passage of the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act). The PUMP Act ensures that the right to reasonable break time and a private space are available for up to one year after the child's birth. For additional information on this important

against based on their gender identity, their sexual orientation, and their transgender status. These laws provide a full range of protection against disparate treatment and hostile work environment. **USPS Management Instruction EL-670-2019-1** provides specific explanations of the implementation of Title VII in the USPS workplace and their commitment to supporting employees in gender transition.

As a Union that is committed to protecting the rights of ALL of our craft, we are tasked with enforcing the rights of ALL employees. Our personal feelings or opinions cannot infringe upon the rights of our Brothers and Sisters. It is our responsibility to make sure that, when there is harassment and discrimination occurring in the workplace, we speak up and take the necessary measures. We cannot allow these violations to occur under our watch.

Meet with management and make sure they know what their responsibilities are. No matter how uncomfortable this issue may be for you. Change is ahead, so get ready. Transition, transition, transition.