



Women & Fair Practices Material:

- Federal Employee Paid Leave Act (FEPLA)
- Understanding Breastfeeding at Work
- Domestic Violence is a Workplace Issue
- How to Prove Discrimination



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AFGE Women & Fair Practices Department



**WOMEN
ADVOCATING
FOR VOICE &
EQUALITY**



What is WAVE?

Women Advocating for Voice and Equality is to provide assistance and direct service to all Federal and D.C. Government members within AFGE by providing unity of action in all matters affecting the mutual interest of all members.

What is the purpose of WAVE?

WAVE will strive to provide an environment that promotes professional development, acknowledges the contributions of women in the labor movement, and supports collaborative efforts in furthering the betterment of working conditions for women in the labor movement and their allies.

WAVE will make sure women's voices are heard in decision-making processes; push for laws, policies, and programs that promote gender equality and protect women's rights; encourage women to participate in politics, leadership, and public life; provide mentorship, training, and encouragement for members; and create connections with shared goals so they can work together effectively.



Did you know?

Women organization within International unions is not new.

The Coalition of Labor Union Women (CLUW) is the official nonpartisan constituency group for women in the AFL-CIO, founded in 1974. Over 3,000 delegates from 58 unions gathered in Chicago to build a unified force to advocate for gender equality, fair wages, and increased female leadership within the labor movement.

With members from more than 70 international and national unions across the U.S., CLUW has a strong network of 36 chapters throughout the nation.



Our Herstory

The women of AFGE have played a major role in shaping the federal workforce, advancing labor rights, civil rights, workplace safety, pay equity, and leadership opportunities across the federal and DC government.

Women have been part of AFGE since the union was founded in 1932, but our visibility and leadership grew significantly during and after World War II, when women entered government service. Women worked in clerical positions, defense industries, healthcare, veterans' services, and administrative roles that kept government operations functioning during wartime.

In the 1950s and 1960s, women in AFGE increasingly organized around issues such as equal pay, fair promotions, maternity protections, anti-discrimination policies and safer workplaces.

During the 1960s and 1970s, AFGE women became deeply involved in broader social justice movements. Many women members worked alongside advocating for civil rights, equal employment opportunity, anti-harassment protections, racial and gender equity in government agencies.

The passage of laws such as the Civil Rights Act of 1964 and later anti-discrimination protections helped AFGE women push agencies toward more equitable treatment in hiring and advancement.

And We Are Still In The Fight!