



WOMEN OF STEEL NEWS

DECEMBER 2023

FROM THE UNION

Stay updated on Know Your Power virtual wrap-up



On **February 29, 2024**, just in time to welcome in International Women's History Month, we are getting back together to finish what we started at the USW Women's Conference for a virtual wrap-up event. We will hear from our union's leaders and learn about topics affecting women workers in the U.S., Canada, and around the globe.

Sign up for this virtual event will be coming out before the holidays, so make sure you're on our list to get this important information by filling out our form at usw.to/4sj.

We'll also be sending out information on how to access the content online after the event, so you'll be able to watch whenever, wherever makes sense for you!

2023 marks historic shift for pregnant workers in the United States

Federal legislation in the United States has long been lacking when it comes to pregnancy and parenthood. While both Canada and the United States have taken steps to protect pregnant workers through legislation, the differences in approach have led our members to experience pregnancy differently depending on what side of the border they work.

In Canada, legislation takes a broad approach, explicitly protecting the rights of pregnant workers; mandating accommodations, non-discrimination, and job security. In contrast, workers in the United States rely on a patchwork of laws like the Pregnancy Discrimination Act and the Family and Medical Leave Act, which can often fall short of fully protecting pregnant workers.

However, recently progress has been made in the U.S., particularly with the passage of the Pregnant Workers Fairness Act (PWFA) and The Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act. The PUMP Act and the PWFA passed into law in December of 2022 when President Biden signed the Consolidated Appropriations Act of 2023.

The PUMP Act, which went into full effect on April 28, 2023, expands protections for lactating mothers wishing to pump at work, and provides meaningful remedies to hold employers accountable for violating pregnant workers' rights. The PWFA went into effect on June 27, 2023, and requires covered employers to provide "reasonable accommodations" to a worker's known limitations related to pregnancy, childbirth, or related medical conditions.



While progress has been made, our fight is not over. In both the United States and Canada, legislation protecting pregnant workers is far from perfect. We must continue to push lawmakers to take a comprehensive look at pregnancy in the workplace and strive to provide meaningful protections for pregnant workers.

If you or your local would like to learn more about the PWFA and the PUMP Act, send us a note at wos@usw.org, and someone will reach out to you.

SOLIDARITY IN ACTION

Women of Steel in New York host quarterly meeting, plan for annual benefit

District 4 Women of Steel Western New York Regional Council members held their quarterly meeting on Sat., Dec. 2. Along with their regular agenda, Amanda Irons-Rindfleisch, a USW member at the Niagara County Sheriff's Department, presented an educational workshop on fraud and scams.

Instead of participating in their annual gift exchange, the sisters decided to donate all gifts to an upcoming benefit they are hosting, which will also include basket raffles.

