



WOMEN OF STEEL NEWS

OCTOBER 2024

FROM THE UNION

Did you know you can use FMLA for post-partum depression? Check out this insightful Q&A with the Department of Labor!

The policy director for the Division of Family and Medical Leave in the Department of Labor's Wage and Hour Division provided an overview of the Family and Medical Leave Act (FMLA) for those suffering from post-partum mental health conditions (PMHCs) for *The Motherly Collective*.

FMLA provides many parents with job-protected leave, and there are provisions within the law that can help mothers who are dealing with PMHCs.

[Check out the Q&A here for more information.](#)

And make sure to download the USW's Action Guide for [Raising the Bar on Women's Health and Safety](#).

SISTER STORIES

Tara Cavanaugh values global partnerships, attends Women's Week event in the U.K.

Tara Cavanaugh knows that connecting with workers in other industries and countries is a crucial component to building collective power. This is why she jumped on the opportunity to travel with several other USW Women of Steel to Birmingham in the U.K. to attend Unite the Union's "Women's Week" held this past Aug. 11-16.

"It was amazing," said Cavanaugh, who works as a USW staff representative in Calgary, Canada. "Our hosts were phenomenal. Everyone within Unite was good to us."

During the weeklong event, Cavanaugh attended an Organizing in the Workplace workshop series, which allowed her to see how much workers in the United States have in common with workers around the world. She said it is vital for the union to be involved in global partnerships like this in order for everyone's experiences to improve.



“It’s great to share our struggles and our wins; we feed off of each other,” Cavanaugh said. “I was able to get information from there that I could take back with me. It’s about getting a different perspective.”

Cavanaugh also said the workshop helped open up each attendee and instill a newfound sense of confidence.

“By the end of the week, everyone had a light on their faces,” Cavanaugh said. “The whole week really provided motivation and knowledge of what we all need to do moving forward.”

Cavanaugh, who believes getting involved in Women of Steel always felt like a natural fit, got her start in the labor movement as a screener at an airport and a member of Local 1-417. She also served as steward and vice president.

She understands that not every woman is naturally assertive and willing to enter leadership positions. However, she believes every woman has what it takes; they just need to take the first step.

“So many women decide we’re not going to do things. We wait to be invited,” she said. “We don’t need to wait anymore. Just do it.”

[Click here to watch a video of highlights from Women’s Week.](#)

IN THE NEWS

Equal pay activist and icon Lilly Ledbetter dies at 86

Lilly Ledbetter was a champion of women getting paid the same as men for doing the same work. Her activism led to the first bill President Barack Obama signed into law, known as the Lilly Ledbetter Fair Pay Restoration Act, after becoming president in 2009.

After living a long life marked by her perseverance and dedication to women’s rights, Ledbetter died peacefully surrounded by her loved ones on Sat., Oct. 19. She was 86 years old.

[Click here to read more.](#)