



HSU#4 Union Women's Committee

Reproductive Health Leave

Public Sector Bargaining 2025 Campaign Launch





Anger, Hope, Action!

Identifying feelings of anger, disappointment and frustration helps us to create hopeful outcomes, and empowers us to become activists and agents of change.

We can use this framework to get others to join our cause and fight for better!

HAVING UNION CONVERSATIONS



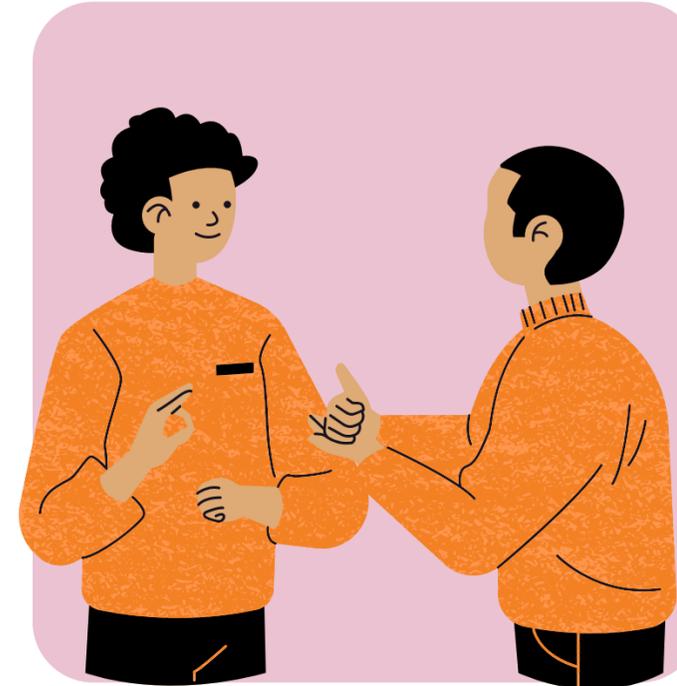
We need to talk..!

Anger – we start by clearly identifying the specific issue(s), unfairness, or problem that is at the heart of the frustration

Hope – What do we want to make the problem go away? Sharing ideas and pathways to success, or ways we've already won in this area!

Action – Specific, tangible tasks that people can do to ignite progress and change around the issue(s).

HAVING UNION CONVERSATIONS





Your stories

matter

“My manager constantly rejected my flexible work requests. I need this arrangement to help me cope with adenomyosis, PCOS, endometriosis with bowel infiltration, **as well as** caring for a terminally ill parent. **Absolutely appalling.**”



“Every cycle this year I have had to take time off if the “bad day” falls on a work day. **If** your cycle is 28 days that’s 13 days a year where I may need time off work for my reproductive health. That’s more than the current entitlement for sick leave. We **need** separate leave for reproductive health.”



“I had to see an IVF specialist after trying for a second baby for over a year. **I had to utilise sick leave** for this appointment otherwise it would eat into my annual leave or ADO hours. If I could have had reproductive health leave, I wouldn’t have had to use up my sick leave and annual leave.”





What do we want?



12 days of paid leave per year for reproductive health matters
for all employees

Include reproductive health and wellbeing as a reason for
accessing flexible work arrangements

Clarify that if reproductive health leave is exhausted, **personal leave can be used for reproductive health reasons**



ANGER

The Issue

- using sick leave, or annual leave to make sure they don't lose pay.
- workers taking leave without pay.
- Increased stress/Anxiety about job security
- Retaliation or discrimination
- Missing out on promotions or career advancement
- Loss of income

HOPE

Our Claim

- 12 days paid leave for all workers
- flexibility for workers with chronic conditions.
- 89% believed it would improve their productivity
- 94% said it would benefit their mental health
- 90% indicated that RHL would enhance their sense of loyalty and belonging at work

ACTION

What you can do

- sign the petition
- complete the survey
- Hold a workplace meeting or morning tea to **talk about reproductive health leave.**
- **join the Union!**



What do we do now?

Talk about RHL with your co-workers

It starts with a conversation!
Listen to and **support** impacted workers. **Trust** that they know how to best manage their health and work and **make reasonable adjustments**.

Complete the Survey

This is your opportunity to directly contribute to a major workplace win. Completing the Survey will give us the information we need to:

- **Win** with real-life examples.
- **Show the impact** on our workforce.
- Negotiate with **strength** at the bargaining table.

Organise your workplace

Hold a workplace meeting or morning tea to talk about reproductive health leave. Get your coworkers to sign the petition and **join the Union!**



**Get involved
now!**

**WHEN ALL VOICES
ARE HEARD, REAL
CHANGE BECOMES
POSSIBLE.**

HAVING UNION CONVERSATIONS

Complete



Survey



Reproductive Health Leave
LEAVE FOR HEALTH
for ALL
*The right to rest * The power to thrive.*

Sign



Petition