



REPRODUCTIVE HEALTH LEAVE

What is it and why do we need it?

Reproductive Health issues can affect anybody, at any stage of their working life. The Union is bargaining for the new public sector EBA, and we are advocating for a minimum of 12 days paid leave and increased flexibility for reproductive health issues, covering severe menstrual pain, endometriosis, vasectomies, menopause, IVF treatments and more.

We know that normal leave entitlements are inadequate, and workers end up having to take unpaid leave and jeopardise their jobs. We want flexible work arrangements and reasonable adjustments for all workers experiencing reproductive health issues.

We want employers to listen to their workers, understand individual circumstances and make reasonable adjustments, trusting that the worker knows how to best manage the impacts of their health on their work.



Myth Busting

The total cost of lost productivity due to reproductive health conditions in Australia is estimated at \$21.3b annually, mostly due to presenteeism. The estimated annual net cost of introducing 12 days of RHL would be \$1.7 b, which is only \$140 per year per worker.

What will this cost?

Isn't this unfair? Won't people misuse it?

Studies show that workers experiencing reproductive health issues manage their work responsibilities in different ways. Workers who do access leave are using their sick leave (60%), or annual leave (11%) to make sure they don't lose pay. 44% of workers took leave without pay. 33% of respondents felt their symptoms were not severe enough to take leave.



Reproductive Health leave entitlements allows workers to access flexible arrangements that empowers them to manage their health and work. RHL allows for preventative healthcare and discretion for impacted workers.

Why not use your Sick leave? Shouldn't we just ask for more Personal leave?

This doesn't affect me - why should I care?

Reproductive health issues can affect any body at any point in their lives.

This entitlement allows all workers to access paid leave and reasonable adjustments. It will address the stigma related to reproductive health, increase gender equity, increase the participation of women in the workplace, and close the gender pay gap.

WHAT CAN YOU DO?



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**.



Help us **win** this entitlement and **join** the Union **NOW**



Complete the Union Survey. The survey is completely confidential and should take no more than 10-15 minutes to complete. Scan the QR code below to complete the survey now!



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