

Fighting for reproductive health supports

Workers continue to experience pain, discomfort, or other symptoms related to reproductive health without adequate support. It's time to destigmatize reproductive health supports in the federal public service.

Why this matters to you

- **Reproductive health affects workers every day:** Menstruation, menopause, reproductive health conditions, IVF treatments, pregnancy loss, and other reproductive health needs can affect workers at different stages of life.
- **Workers shouldn't have to choose between their health and work:** Workers managing reproductive health conditions often to work through their symptoms.
- **Support shouldn't depend on your manager:** Decisions about workplace flexibility are often left to individual managers, leading to inconsistent support and fear of stigma.

What the numbers tell us

64% of PSAC members identify as women, and one-third of members are between the ages of 45 and 54, when menopause typically occurs.

10% of workers leave jobs due to symptoms, including 22% of disabled workers and 19% of workers with severe symptoms.

What PSAC is proposing

PSAC proposal would support workers managing reproductive health symptoms and ensure a physically and psychologically safe and healthy workplace.

- **A comprehensive, inclusive definition:** The proposal covers menstruation, perimenopause, menopause, endometriosis, In Vitro Fertilization, pregnancy loss, gender-affirming reproductive care, and other related procedures and treatments.

- **Clear guidelines for accommodation approvals:** Employers must approve reasonable requests for remote work, flexible hours, or additional breaks to manage symptoms.
- **90 hours of paid reproductive health leave:** Members can access up to 90 hours of paid leave per calendar year to manage symptoms or attend appointments.
- **Dedicated leave for end of pregnancy:** Recognizing the physical and emotional impact when pregnancies do not result in a live birth.

“Securing dedicated paid reproductive health leave and workplace accommodations ensures our members can manage their health with dignity and privacy, and without fear of stigma or financial penalty.”

– Sharon DeSousa,
PSAC National President

Start the conversation at work

Solidarity in the workplace starts with a conversation. Talk to your coworkers about why reproductive health supports matter in this round of bargaining:

1. How would having access to dedicated reproductive health leave or flexible hours impact you or someone on your team?
2. Have you ever felt uncomfortable or unsupported when needing time off for reproductive health reasons?
3. What would it mean to work in an environment where reproductive health is openly supported and destigmatized?



Stay connected and get involved

Scan the QR code to visit [your bargaining page](#) for our full bargaining proposals, frequently asked questions, and additional resources to help you stay engaged in this round of bargaining.



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