**Supporting Working Parents: Pregnancy and Return to Work National Review**

Submissions from women and men who have experienced discrimination at work while pregnant, or while on or on return to work after taking parental leave

**Submission Number: 56**

**Part C Submission Response**

While I was pregnant there were no issues. The manager at the time helped me fill out all my leave application forms and work out how long I wanted to take off. Everything was approved and as I was getting ready to go to work on June 2012, my waters broke and I ended up having a baby instead. Work sent me flower and congrats card and I checked with my manager about taking my leave a few days early, which was fine.

In December 2012 I was contacted by who was the Deputy CEO to ask when I was returning to work. I assumed as the previous manager and I had said 6 months, but hadn't set a date that work would like a firm date. I asked if it was still ok for me to return to work part time for 6 months and increase to full time and that I would see what days daycare was available and respond. After working out with daycare we decided I would return to work Tues Wed from Jan 2013.

Upon returning to work I discovered another girl had been employed in my position only a week earlier - my first question was what is happening to my fulltime hours as I was supposed to be going back to my pre maternity leave arrangement from the July 2013. After asking the question several times, I was finally responded to with you agreed to return to permanent reduced hours, which I had not. I had agreed to reduced hours - as per the return to work discussions with my previous manager - for 6 months. I immediately contacted my union, who went through all my documentation with me.

This, however had extreme stress factors on me. We had set our mortgage to only paying half payments until July, when I returned full time - so I was concerned about my position that I was forced into financially, the stress caused a massive breakdown in my relationship as well and started having health effects on me. Even when the previous manager sent in a letter stating that it was as agreed, my employer disputed it. As I had signed a contract upon returning to work for the remainder of the 2012-2013 financial year, they were using this basis to say I had permanently agreed to it - beyond this time frame.

Luckily I had sent an email questioning the contract and saying that it wasn't what I had expect to receive - that I had expected to receive something that said I had returned from Maternity leave and would be at part time employment for 6 months and as of July 2013 I would return to my normal full time hours. The union used this and, on September, after me being held in a financially disadvantaged position for 2 months, I returned to my 4 days a week, only to have them try and change my position title and discredit my qualifications that I am working towards, despite when starting with the company the agreeance to support me to complete it. This is a continuing fight.

I would say to all women, to document everything, join you union as mine have come into bat for me without hesitation several times now - for basic rights!