

THE ARIZONA GOVERNMENT IS TARGETING WOMEN!

PENSIONS : Fewer rights, less money

- Stricter conditions for obtaining the minimum or early pension.
 - Equivalent periods (sickness, time credit, maternity) devalued.
 - End of survivor's pension announced: 140,000 women at risk of falling into social assistance.
- ➔ Result: women, who tend to have less continuous careers, will lose years of pension.

FAMILY LEAVE: nothing new

- Arizona replaces everything with a “family credit”...
 - No progress on parental leave, maternity or paternity leave.
 - No consideration of the realities of working women!
- ➔ Union demands are being ignored.

FLEXIBILITY = PRECARIETY

- Elimination of minimum working hours: 2 hours per week? It's possible!
 - “Voluntary” overtime without extra pay for up to 360 hours per year.
 - Sunday work across the board.
 - Annualization of part-time work: full-time work, paid half-time!
- ➔ Women, who make up the majority of workers in the retail sector, will bear the brunt of this.

LONG-TERM SICKNESS: a crushing blow

- Compulsory return to work.
 - Penalties for absence or “bad faith.”
 - Reduction in sick pay, pressure on doctors, penalties on mutual insurance companies.
- ➔ 60% of disabled people are women, 69% for burnout/depression: they will be the first to be affected.

