



HEALTHY WORK SURVEY for Unions

What do we do with the HWS Results?

Long work hours - bullying - harassment/ discrimination - threats of violence - understaffing - job insecurity - Lack of supervisor or coworker support - work-family conflict - job demands - lack of job control - job strain - “effort-reward imbalance”.

1. **LEARN** and help educate members, leadership and others about the effects of work stressors on health and well-being: [Principles of Healthy Work](#) [Statistics and Infographics](#)
2. **SHARE** the HWS Report results in executive board meetings, membership meetings, as part of a labor-management health & safety committee meeting.
3. **PARTICIPATE** - engage members to join work groups/committees to set priorities & feasible approaches to addressing specific workplace stressors.
4. **STRATEGIZE:** Learn from strategies other unions/worker advocates have used to reduce sources of stress in the workplace, and promote healthy work (click below to see case examples)
 - a. [Labor-management contracts](#)
 - b. [Laws and regulations](#)
 - c. [Workplace research studies and programs](#)

<https://healthywork.org/unions-worker-advocates/healthy-work-tools-unions/>

Healthy Work Strategies

Case Examples in Specific Industries:

HEALTH CARE

New York State Nurses Association (NYSNA) improves safe staffing levels.

Reducing work stress and improving the mental health of hospital workers.

MANUFACTURING

Manufacturing workers' new contract achieves better work-life balance.

EDUCATION

Teachers new contract designed to reduce workload and increase job control.

University educators new contract to improve job security, address discrimination, harassment.

TRANSIT

Programs and policies to reduce work stress among bus drivers.

Airport workers first contract improves pay, control over workload, hours, schedules.

<https://healthywork.org/resources/healthy-work-strategies/>



Healthy Work Strategies

Case Ex. to reduce/improve work stressors



IMPROVE WORK-FAMILY BALANCE

Work-life balance and trade unions

Family Supportive Supervisor training to reduce work-family conflict

REDUCING BULLYING

A Respectful Workplace Policy and contract to reduce workplace bullying

REDUCE HIGH JOB DEMANDS

Laws to improve nurse staffing levels in hospitals in the U.S.
Laws prohibiting mandatory overtime for nurses

IMPROVE JOB CONTROL

Increasing job control among call center workers

ADDRESS SEXUAL HARASSMENT AND VIOLENCE

Panic Buttons: preventing psychological trauma and physical assault among hotel housekeepers

COVID-19 WORK-RELATED WORK STRESSORS

Collective bargaining to reduce COVID-19 work-related stress

