



# 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

