



Reduce harmful work stressors.
Improve job quality and health.

Healthy Work **Strategies**

Contract Language to Reduce Job Stress in Education & Healthcare (Summary)

Education

Los Angeles: [2019-2022 contract for Los Angeles primary and secondary teachers includes important features designed to reduce teachers' job stress](#) (HWC case study)

Rutgers (NJ): [2018-2022 contract designed to improve working conditions and reduce stressors for Rutgers University faculty, graduate and teaching assistants](#) (case study)

Seattle teachers' new contract addresses job stressors (Sept. 2022):

- <https://labornotes.org/2022/09/seattle-teachers-end-week-long-strike>
- <https://www.seattlewea.org/contracts-and-bargaining/2022-bargaining-updates/>
- <https://www.commondreams.org/news/2022/09/13/seattle-teachers-secure-tentative-deal-end-strike-after-enormous-community-support>
- <https://www.seattletimes.com/education-lab/seattle-school-board-approves-3-year-contract-with-educators-union/>

“More pay, manageable caseloads and smaller student-to-teacher ratios in the special education and multilingual programs were among the top issues that led to a strike authorization.”

Chicago Teachers Union members' determination and parents' support during the 2012 strike forced the Board of Education to agree to:

- o Hire over 600 additional teachers in Art, Music, Phys Ed and other subjects
- o Maintain limits on class size, increase funding for smaller classes
- o Add a parent voice on class size committees
- o Make textbooks available on the first day of school
- o Lessen the focus on standardized testing
- o Increase funding for Special Ed teachers, psychologists, social workers, classroom assistants & counselors in high caseload schools

Workplace Policies and Programs to Reduce Job Stress Among K-12 Education Staff:
healthywork.org (case study - Landsbergis and colleagues, 2018)

The authors reviewed 27 research studies and review articles on organizational programs and policies in K-12 education from 1990 to 2015 and found some evidence that mentoring, induction, and Peer Assistance and Review programs can increase support, skill development, decision-making authority, and perhaps job security, for teachers—and thus have the potential to reduce job stressors.

Second, they described efforts to reduce workplace violence in Oregon, especially in special education, including legislation, collective bargaining, research, and public awareness. They concluded that to reduce workplace violence, adequate resources are needed for staffing, training, equipment, injury/assault reporting, and investigation. Third, they discussed collective bargaining initiatives that led to mentoring and Peer Assistance and Review. See a summary of the article [here](#).

Healthcare

Newly ratified contract raises the bar for nurses at OSU (AFT):

<https://www.aft.org/news/newly-ratified-contract-raises-bar-nurses-osu>

NY Nurses strike and win for fair contracts (NYSNA):

<https://www.nysna.org/blog/2023/01/24/nyc-nurses-strike-and-win-fair-contracts#.Y-Jx bq3MLHo>

COVID-19 Work Stress

Contract language to reduce COVID-19-related work stressors – in Education and Healthcare: healthywork.org (case study)

Public Employees

Reducing workplace bullying through a union-sponsored Respectful Workplace Policy and collective bargaining: healthywork.org (HWC case study)

Achieved through solidarity and activism:



California nurses demonstrate for safe staffing, end to mandatory overtime reduction



San Francisco hotel workers demanding decent wages, pensions, health care & workload