



Representing Faculty, Librarians,
Veterinarians & College Faculty

News & Views

March 2018

WELLNESS @ WORK and what it says about UGFA Unit 2 Members at Ridgetown Campus

Did you know?

Your UGFA Unit 2 benefits offer an Employee Assistance Program (EAP) which provides confidential, professional counselling for personal, family, relationship and wellness issues. These services are available 24/7 from our local community. To find out more information, please visit <https://www.uoguelph.ca/hr/node/505/>

Your UGFA Unit 2 collective agreement contains no discrimination and no harassment protections. See Article 26 for more information. If you need a copy of your collective agreement, please email lcunning@uoguelph.ca

As you know on April 18, 2018, the University released the results from their “Wellness@Work Survey”. This survey was conducted by Vancouver Psych Health + Safety Consulting Inc. and 50% of the College Professors/College Research Professors /College Lecturers from Ridgetown Campus responded.

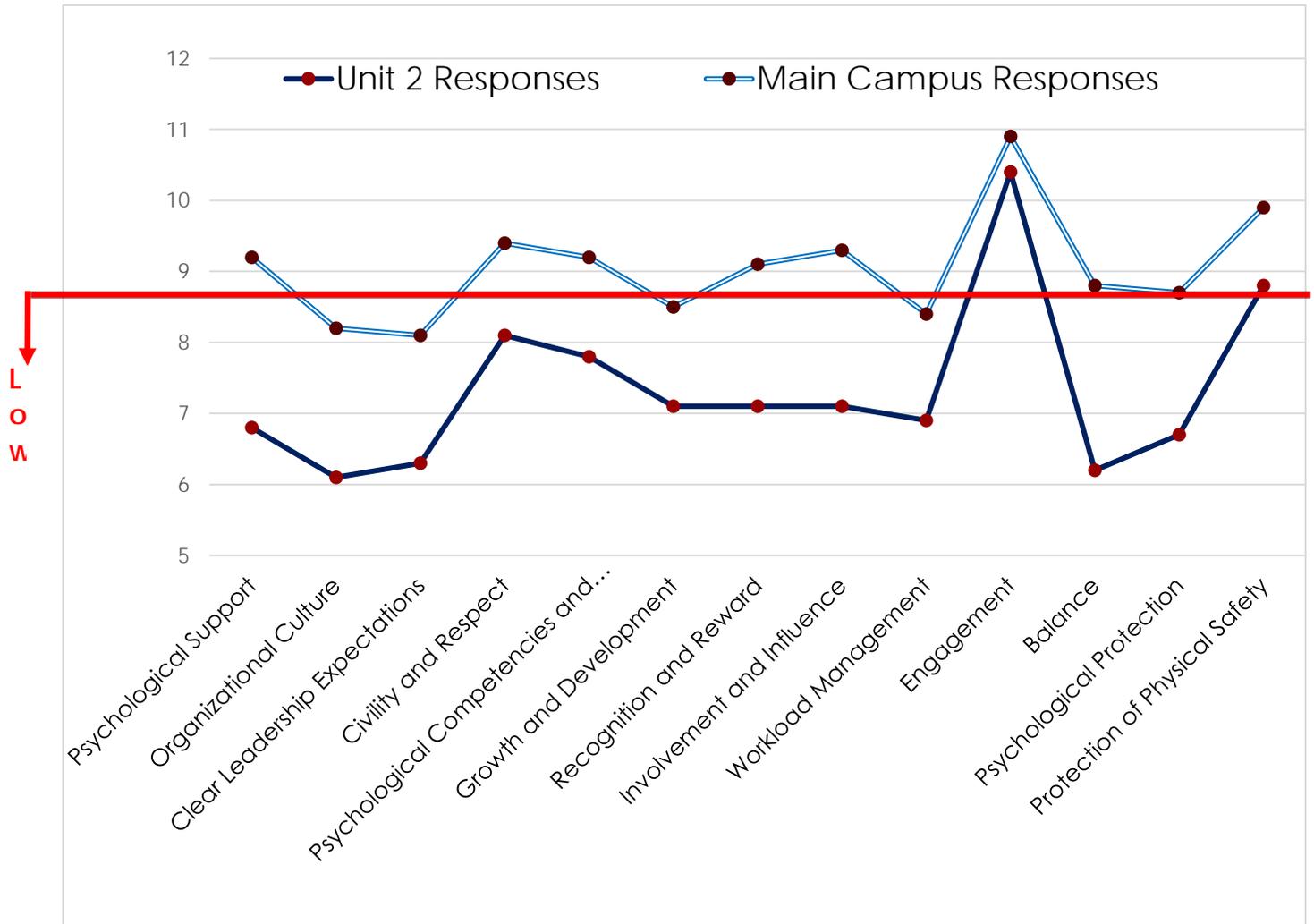
The survey questions focused on a number of factors including workload management, organizational culture and psychological support to name a few. A **low** score, below 7.9, indicates a greater risk to employee psychological health and organizational psychological safety. Of the 14 psychosocial factors assessed, the Unit 2 members scored **low** in **all** but 3 areas.

We would like to highlight some of the key findings of the report. Unfortunately, but not surprisingly, the Ridgetown Campus results indicate a significant number of areas that fall below both the national average and below the Guelph campus average. In particular, organizational culture, which is defined as ‘a work environment characterized by trust, honesty and fairness’, shows a weak level of performance in comparison to Guelph campus and the sample data. Members also show significant concern that the University has not created a work environment where members have balance between the demands of work, family and personal life. This is further demonstrated by the fact that 37.7% of Members, strongly disagree/disagree that the University is supportive of their general health. On the Guelph campus, that result is 15.2%. Clearly, there are issues which management must address on Ridgetown Campus.

If you look at the data in comparison to Campus Guelph, it is even more striking.

Psychosocial Factor Comparison

The full report can be accessed at: <https://www.uoguelph.ca/wellnessatwork/about/healthy->



[workplace-policy](#)

This makes clear that we must do more to ensure the well-being of our Members. Towards that, we have begun discussions with management on issues of work environment within the Vet Tech program. We are looking at the issue of working hours and how the administration determines such. Finally, we have also begun considering ways to improve the collective agreement during the next round of negotiations so as to be able to better address the working environment issues.

Our collective agreement is expiring in April 30, 2019

It's time to start thinking about the future. Over the coming months, we will be investigating issues with the current agreement and we will be seeking input and asking for Members to sit on the various negotiating team committees. The two co-chairs are Lezlie Cunningham and Sue Hubers.

If you have any concerns, or issues, or would like to participate in the upcoming negotiation, please contact Lezlie (lcunning@uoguelph.ca) or Sue (shubers@uoguelph.ca).

Wishing you all a great summer.