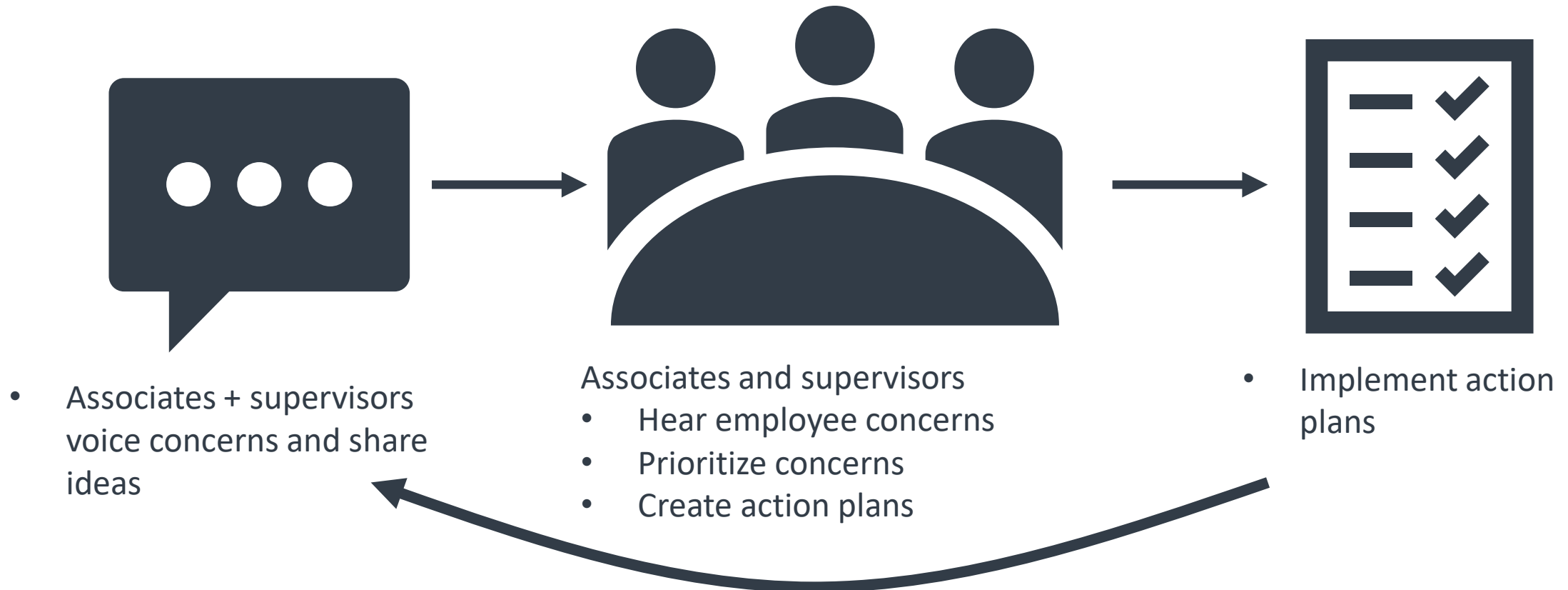





OVERVIEW OF THE HEALTH AND WELL-BEING COMMITTEE PROGRAM

Health and Well-being Committee (HaWC)



A new channel for associate empowerment & shared leadership

The HaWC Scope

Scope of Health and Well-being Committee		
Category		Definition
	Psychosocial Environment	How people feel about coming to work (e.g., treated well, respected, acknowledgement of personal life)
	Work Organization	How the work gets done & could be improved (e.g., opportunities to learn, workflow, have enough say about how the work gets done, scheduling)
	Physical Environment	Safety hazards & other concerns about the physical environment
Gray Zone Topics: Hours, wages, changes in corporate policies – can advise management of concerns and suggest possible solutions		
Note: It is also important to adapt the scope based on whether the workplace is a unionized setting and involve union representatives in topics that fall under the collective bargaining agreement.		

Out of scope: Specific personnel issues

GET INVOLVED!

JOIN THE "HaWC" HEALTH AND WELL-BEING COMMITTEE!

Hear associates' concerns
about **health, safety,
and well-being** at work.



Take action on what
you care about most!

Prioritize concerns and
brainstorm **solutions**.

CONTACT
ADD POINT
PERSON
HERE TO
LEARN
MORE



HOW TO VOICE YOUR CONCERN?

- INCLUDE HOW TO SUBMIT A CONCERN TO THE HAWC
- ▀ VOICE YOUR CONCERN DIRECTLY TO A HAWC MEMBER.