Safety Footwear Subsidy Program

The University offers a safety footwear subsidy program for qualifying employees who work in designated areas at University workplaces where there is recognized potential for foot injury.

To claim the Safety Footwear Subsidy, the procedures for reimbursement and authorization form are found at the following links:

- ?Procedure to Obtain Safety Footwear Reimbursement [1]
- Financial Website Expense Claim Form [2]
- Safety Shoe Subsidy Form [3]

The following table reports the amount each employee group/ bargaining unit has agreed upon for the coverage period. This table does not display the eligibility / frequency of subsidy provided to each employee, for this information please check: Employee Groups & Agreements [4].

For expired coverage periods, please reach out to your EG/BU Representatives [5] for information on eligibility.

For any specific questions regarding the subsidy please visit the EHS FAQs site [6] or reach out to ehs@uoguelph.ca [7].

Please note: Graduate students, co-op students and hired undergraduate students are **not** covered under the safety shoe subsidy program. These students should speak to their supervisor regarding the possibility of departmental or research grant funding support.

Safety Shoe Subsidy Amount

Coverage Period	Subsidy $ Amount	Bargaining Group	Notes
Current	190.00	NON UNION	NON-UNION RFT, TFT and RPT employees are eligible for the subsidy annually after completion of the 6-month probation period.
July 1, 2022 - June 30, 2024	190.00	UGFA (Unit 1)	Please check agreement [8] for eligibility. Administered through FASR.
May 1, 2022 - April 30, 2023	190.00	UGFA (Unit 2)	Please check agreement [8] for eligibility. Administered through FASR.
May 1, 2024 - April 30, 2027	190.00	UNIFOR Local 2003	Please check agreement (MOU A) [9] for eligibility.
Nov. 1, 2025 - April 30, 2028	190.00	USW Local 4120	Please check agreement (Article 30) [10] for eligibility.
May 1, 2024 - April 30, 2027	190.00	UGFSEA (Unit 1)	Please check agreement (MOU G) [11] for eligibility.
Aug. 1, 2024 - July 31, 2027	190.00	UGFSEA (Unit 2)	Please check agreement

Coverage Period	Subsidy $ Amount	Bargaining Group	Notes
			(MOU A) [12] for eligibility.
Sept. 1, 2019 - Aug. 31, 2023	190.00	CUPE 3913 (Unit 1)	Please check agreement [8]for eligibility. Administered through FASR.
Sept. 1, 2019 - Aug. 31, 2023	190.00	CUPE 3913 (Unit 2)	Please check agreement [8] for eligibility. Administered through FASR.
May 1, 2023 - April 30, 2026	190.00	PSA	Please check agreement (Article LOA #7) [13] for eligibility.
May 1, 2021 - April 30, 2024	190.00	OSSTF/ TARA	Please check agreement (Article 26.05 & MOA #4) [14] for eligibility.
May 1, 2022 - April 30, 2025	190.00	CUPE 1334	Please check agreement (Article 28.07) [15] for eligibility.

Source URL:https://www.uoguelph.ca/hr/about-hr/environmental-health-safety-ehs/safety-footwear-subsidy-program

Links
[1] https://www.uoguelph.ca/hr/procedure-obtain-safety-shoe-reimbursement [2] http://www.uoguelph.ca/finance/departments-services/treasury-operations/travel-expense-claims [3] https://www.uoguelph.ca/hr/system/files/2022%20Shoe%20Subsidy%20Authorization%20Form%20-%20AODA%20Jan%202022_0.pdf [4] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements [5] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-group-contact-information [6] https://www.uoguelph.ca/hr/about-hr/environmental-health-safety-ehs/environmental-health-safety-faqs [7] mailto:ehs@uoguelph.ca [8] https://www.uoguelph.ca/facultyrelations/collective-agreements [9] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#unifor [10] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#steelworkers [11] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#food%20unit%201 [12] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#food%20unit%202 [13] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#psa [14] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#teachers [15] https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#1334