

## 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 reach out to EHS Associate, [ehs@uoguelph.ca](mailto:ehs@uoguelph.ca) [6]

### 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 <a href="#">agreement</a> [7] for eligibility. Administered through FASR.
May 1, 2022 - April 30, 2023	190.00	UGFA (Unit 2)	Please check <a href="#">agreement</a> [7] for eligibility. Administered through FASR.
May 1, 2024 - April 30, 2027	190.00	UNIFOR Local 2003	Please check <a href="#">agreement (MOU A)</a> [8] for eligibility.
Nov. 1, 2021 - April 30, 2025	190.00	USW Local 4120	Please check <a href="#">agreement (Article 30)</a> [9] for eligibility.
May 1, 2024 - April 30, 2027	190.00	UGFSEA (Unit 1)	Please check <a href="#">agreement (MOU G)</a> [10] for eligibility.
Aug. 1, 2024 - July 31, 2027	190.00	UGFSEA (Unit 2)	Please check <a href="#">agreement (MOU A)</a> [11] for eligibility.
Sept. 1, 2019 - Aug. 31, 2023	190.00	CUPE 3913 (Unit 1)	Please check <a href="#">agreement</a> [7] for eligibility. Administered through FASR.

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Published on Human Resources (<https://www.uoguelph.ca/hr>)

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

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### 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](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] <mailto:ehs@uoguelph.ca> [7] <https://www.uoguelph.ca/facultyrelations/collective-agreements> [8] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#unifor> [9] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#steelworkers> [10] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#food%20unit%201> [11] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#food%20unit%202> [12] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#psa> [13] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#teachers> [14] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements#1334>