



EMPLOYMENT OPPORTUNITY

Cultural Safety Labour Relations Officer – Servicing (Regular / Full-time)

HSA is committed to recruiting and retaining diverse staff and encourages people who experience marginalization (including but not limited to Indigenous Peoples, racialized/people of the global majority, women, people with disabilities, 2SLGBTQIA+, gender diverse, newcomers, and diverse faiths) to apply for career opportunities within our organization.

HSA recognizes the efforts of our employees and is committed to excellent compensation, superior benefits, and ongoing recognition to maintain work/life balance.

WHO WE ARE

The Health Sciences Association of BC (HSA) is a dynamic union delivering modern health care to British Columbians. HSA represents more than 20,000 health science and community service professionals at over 265 hospitals and agencies in acute care, long-term care and community health across the province. In addition to negotiating collective agreements for its members, HSA works to preserve and promote public health care in Canada through campaigns and affiliations. For more information about HSA, please visit our website at hsabc.org.

WHAT WE ARE LOOKING FOR

HSA is looking for a Cultural Safety Labour Relations Officer (LRO) to support the union's efforts in access, belonging, and community initiatives related to union steward and activist support. The Cultural Safety LRO will assist with the development and support of best practices in areas of intersection between labour relations and cultural safety.

This position works under the general direction of the Membership Services Coordinator – Servicing and is responsible for supporting HSA stewards in the administration of HSA collective agreements. The LRO is a resource to members and stewards on employment related matters such as collective agreement interpretation, grievance handling, workplace conflict, discipline, classifications, occupational health and safety, workplace restructuring, and bargaining. The LRO establishes working relationships with employer representatives to effectively advocate on behalf of HSA members.

The LRO will support access, belonging, and community inclusive strategies through working alongside other Labour Relations staff, so that all services to members can be more readily delivered in an inclusive and accessible manner. Additionally, this role will collaborate with other Labour Relations staff when members have complaints of discrimination in the workplace.

DUTIES AND RESPONSIBILITIES

- Provides contract interpretation and labour relations advice to members and stewards, and informs members about their collective agreement rights and obligations.
- Assists stewards with labour relations processes and serves as the primary spokesperson for the union at grievance meetings.
- Builds strong relationships with members, staff, and employer representatives to generate and maintain a collective effort towards cultural safety and inclusion initiatives, resolving grievances, and solving problems.
- Liaises with Labour Relations Officers and other staff on a confidential basis to support members where return-to-work and duty to accommodate agreements are being negotiated, and to resolve member-based grievances of equity issues and help navigate the range of resolution options available.
- Negotiates agreements including labour adjustment plans, workplace restructuring, and essential services.
- Guides members through processes related to occupational health and safety (OH&S) and liaises with OH&S Labour Relations Officers where necessary.
- Provides administrative and research related supports to HSA's Equity Caucuses and Committees.
- Works to enhance best practices in servicing members who experience marginalization at HSA sites.
- Provides assistance, as requested, to the Legal Department on matters pertaining to arbitration hearings or Labour Relations Board proceedings.
- Other related duties and special projects as assigned.

QUALIFICATIONS & REQUIREMENTS

LRO positions have a large workload and may require a high level of flexibility and adaptability due to the ever changing and sometimes urgent nature of labour relations work.

This position may be assigned work in any area within the Servicing and Negotiations Department.

- An in-depth understanding of collective agreement language and labour relations laws, skilled at representing members at higher stages of the grievance process.
- Experience addressing discrimination and understand the potentially traumatic impacts of discrimination on employee mental health and well-being in the workplace.
- An understanding of WorkSafeBC's bullying and harassment policies and processes, Human Rights Code and related legislation, regulations, etc. to analyze issues and identify options and recommendations to members navigating these difficult processes.

- Identify potentially contentious or sensitive issues, analyze the impact of issues, and provide risk management options and recommendations through a trauma-informed lens.
- Exceptional interpersonal and relationship management skills to support the development and implementation of key partnerships within marginalized communities.
- Demonstration of creating culturally safe relationships and environments, particularly with Indigenous populations.
- Excellent written and verbal intercultural communication skills.
- Self-motivated with proven organizational and project management skills, and a proven ability to work independently with minimal supervision.
- Candidates with lived experience of marginalization based on race/ethnicity, gender, sexuality, ability, and/or class are preferred.
- Ability to travel is required.

Salary Range: \$111,079.28 to \$127,932.69 annually, based on a 36.83-hour average work week as per the HSASU/HSA Collective Agreement. In addition to a competitive salary, HSA offers a generous total compensation package that includes extended health and dental benefits, life insurance, income protection, pension plan, wellness and Employee Assistance programs, commuting support, and educational opportunities. Please note that eligibility is based on employment status.

HOW TO APPLY

If you are interested in applying for this opportunity, please email your cover letter and resume outlining how your qualifications meet the position requirements to hr@hsabc.org, referencing posting number **LR-LRO-R0225** and position title in the subject line.

Closing Date: February 26, 2025

No phone calls please.

We thank all applicants for their interest and advise that only those shortlisted will be contacted.