



EMPLOYMENT OPPORTUNITY

Labour Relations Officer – Servicing (Permanent/ 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 experienced individuals to fill two permanent, full-time positions of Labour Relations Officer (LRO) in the Servicing Department at its office in New Westminster, British Columbia.

Under the general direction of the Membership Services Coordinator - Servicing, the LRO is responsible for supporting HSA stewards in the administration of HSA collective agreements. The LRO is a resource to members 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.

DUTIES AND RESPONSIBILITIES

- Informs members about their collective agreement rights and obligations
- Provides contract interpretation and labour relations advice
- Assists stewards with the grievance process
- Serves as the primary spokesperson for the union at grievance meetings
- Communicates with employer representatives for the purposes of establishing a working relationship, resolving grievances, and solving problems

- Liaises with LROs and other staff on a confidential basis to support members where return-to-work and duty to accommodate agreements are being negotiated
- 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 LROs where necessary
- 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 AND 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.

The position may be assigned to any area within the labour relations and legal services department.

Specifically, the successful candidate will have:

- In depth understanding and skills in being responsible for representing employees at higher stages of the grievance process
- Post-secondary education in a health or social services field, or in an Industrial Relations program or equivalent
- Demonstrated commitment to equity, diversity, decolonization and inclusion
- Knowledge of labour and human rights legislation
- Commitment to trade union principles
- Demonstrated advocacy and problem-solving skills
- Outstanding written and oral intercultural communications skills
- High attention to detail

This position also requires an ability to travel anywhere in the province on short notice. Possession of a valid BC driver's licence and access to a vehicle is required.

Salary Range: \$111,079.28 to \$127,932.69 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-R0325** and position title in the subject line.

Closing Date: March 19, 2025

No phone calls please.

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