

EMPLOYMENT OPPORTUNITY

Labour Relations Officer – Classifications (Temporary / 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 an experienced individual to fill the temporary, full-time position of Labour Relations Officer (LRO) in the Classifications Department at its office in New Westminster, British Columbia with the term ending on December 31, 2025.

Under the general direction of the Membership Services Coordinator – Classifications, the Labour Relations Officer (LRO) is responsible for supporting HSA stewards in the administration of the classification provisions of HSA's collective agreements including analyzing job descriptions, negotiating directly with employers and grievance handling. This position is also an internal resource to other staff on classification matters.

DUTIES AND RESPONSIBILITIES

- Serve as a resource to staff and members on classification issues
- Interpret and administer the classification provisions of the collective agreements
- Process classification grievances at the appropriate stage of the grievance process
- Organize classification project work
- Scrutinize job descriptions and negotiate appropriate classifications with employers' bargaining agents
- Apply professional criteria in evaluating the appropriate bargaining unit for a position

- Use effective negotiating and communication skills, including public speaking, report and letter writing
- Attention to detail and have strong organizational and strategic planning abilities
- Other duties, as assigned

QUALIFICATIONS & REQUIREMENTS

Labour Relations Officer positions require hard work, self-reliance, ability to deal with stress and flexibility in personal arrangements.

Specifically, the successful candidate will have:

- Extensive union experience in HSA or another union, including responsibility for representing members at higher stages of the grievance procedure. Minimum two years' experience as a Labour Relations Officer is preferred
- Post-secondary education in a health or social services field, or in an Industrial Relations program or equivalent
- A thorough knowledge of HSA collective agreements
- Knowledge of classifications systems applicable to HSA members
- Knowledge of labour and human rights legislation
- Commitment to trade union principles
- Demonstrated advocacy and problem-solving skills
- Outstanding written and oral communications skills
- High attention to detail

This position also requires, at times, an ability to travel within the province. Possession of a valid BC Driver's License and vehicle is required.

Salary Range: \$58.00 to \$66.80 per hour, 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 **CLA-LRO-T0325** and position title in the subject line.

Closing Date: April 7, 2025

No phone calls please.

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