

EXTERNAL JOB POSTING

Date:	June 7th, 2022
Position:	Labour Relations Officer,
Department:	Disability Management
Status:	Regular / Full-Time
Salary:	per HSA/HSASU collective agreement
Start:	upon selection of successful candidate
Responsible to:	Membership Services Coordinator – Disability Management

Who we are

The Health Sciences Association of BC (HSA) is a dynamic union representing more than 20,000 health care and social services professionals in hospitals, community health settings, child development centres, transition houses, and other community agencies across British Columbia. The HSA office is located in New Westminster, BC.

HSA is working towards equity and encourages people who experience marginalization (including but not limited to Indigenous Peoples, people of the global majority, women, people with disabilities, LGBTQ2SIA+ 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.

What we are looking for

This is an exceptional opportunity to work in a fast-paced, collaborative environment as a member of HSA's growing and highly-specialized disability management team. Labour Relations requires hard work, self-reliance and flexibility. This position may also involve some travel within BC. In exchange, HSA offers a superior wage and benefit package and highly supportive work environment.

Under the general direction of the Membership Services Coordinator - Disability Management, the LRO will represent HSA members, and assist our stewards as well as Enhanced Disability Management Program representatives, with respect to issues arising from Duty to Accommodate and Return to Work situations.

Duties and Responsibilities

- Investigating accommodation issues and structuring DTA agreements consistent with the Human Rights Code, other relevant legislation and applicable collective agreement language
- Negotiating RTW agreements for members seeking to return to the workplace following a medical leave due to illness or injury
- Performing other related duties as assigned

Qualifications and Requirements

- Disability Management Professional accreditation or designation (CDMP, CRTWC, RRP, etc.)
- Commitment to Equity, Diversity and Inclusion
- Minimum of three years' recent directly related experience
- Demonstrated experience in:
 - Collective agreement administration
 - Negotiating Duty to Accommodate and Return to Work Agreements
 - Liaising effectively with various stakeholders as well as proven analytical and problem-solving skills
 - Understanding best practices with respect to disability management, including familiarity with substance use disorders
- Extensive knowledge and understanding of:
 - Human rights legislation
 - Privacy legislation
 - Relevant arbitral jurisprudence
 - Integrated disability management programs, and disability benefit programs
 - Government, community and other resources available to disabled employees

Or an equivalent combination of education, skills and experience

- Excellent written, verbal and presentation skills
- Outstanding listening skills and capacity for empathy
- Solid communication, organizational and conflict resolution skills in order to effectively drive positive case management outcomes
- Ability to handle high pressure workload, problem solve difficult cases, and negotiate potentially contentious situations
- Excellent time management, follow-up and prioritization skills
- Commitment to trade union principles
- Possession of a valid BC Driver's License and vehicle is required
- Ability to travel throughout Province as required, sometimes on short notice

Closing Date: Sunday June 19th, 2022

**Please forward applications
which includes a cover letter & resume by e-mail:**

**To: Josef Rieder
Director of Human Resources
Health Sciences Association
via e-mail at: jrieder@hsabc.org**