

EMPLOYMENT OPPORTUNITY

Advocate (WCB and LTD) (Permanent/Part-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 23,000 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 a regular, part-time position of Advocate (WCB and LTD) in the Disability Management Department at its office in New Westminster, British Columbia. Under the general direction of the Membership Services Coordinator - Disability Management (WCB/LTD/OH&S), the Advocate will:

- (a) represent HSA members in matters arising from worker's compensation claims and serve as an internal resource to senior staff on issues related to worker's compensation; and
- (b) represent HSA members and assist stewards with respect to issues arising from Long Term Disability claims and appeals.

DUTIES AND RESPONSIBILITIES

- Manage member cases involving Workers' Compensation claims, prepare and present member appeals to the WCB
- Act as a resource to union staff colleagues on matters regarding WCB regulations and claims
- Liaise with counterparts in other unions, health care organizations and the WCB to keep informed of developments in the WCB field
- Represent members as necessary in Long Term Disability appeals, including requisitioning and interpreting medical reports, identifying and tendering relevant evidence, and preparing lengthy and comprehensive written submissions
- Act as a resource to union staff colleagues on matters regarding multiple LTD plans
- Perform other related duties as assigned

QUALIFICATIONS AND REQUIREMENTS

- Candidates must have significant experience in WCB advocacy. Specifically, candidates must possess one of the following:
 - An undergraduate degree in a related discipline and a minimum of seven years' recent experience in WCB advocacy; or
 - A law degree and a minimum of five years' recent experience in WCB advocacy.
- Demonstrated experience in:
 - Collective agreement administration
 - Conducting disability claims management and appeals
 - Liaising effectively with various stakeholders
- 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
- Outstanding written, verbal and presentation skills
- Excellent 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
- Proven analytical and problem-solving skills
- Excellent time management, prioritization and follow-up skills
- Commitment to trade union principles
- Possession of a valid BC Driver's Licence and vehicle is required
- Ability to travel throughout province as required

Salary Range: \$73.77 hourly 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 **ADV-DM-R0525** and position title in the subject line.

Closing Date: June 15, 2025

No phone calls please.

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