

BCNU WORKSITE STEWARD

Stewards play a crucial leadership role and act as the face of the BCNU at the worksite level. They work actively and proactively with members and management to build safe, healthy, and respectful workplaces. They work alongside members to advocate for health care workers' ability to deliver quality patient care. They understand and interpret collective agreements and help members to understand their rights under their contract. They guide and represent members through the grievance process when their rights are not being respected. They support members in dealing with challenges related to health and safety, displacement, return to work, etc.

In their role Worksite Stewards are trained and supported to:

- > Work actively to build a sense of relationship between members and their union through dialogue and communication, hosting of member events, and creating meaningful opportunities for members to participate, connect, and contribute
- > Promote a culture of health, safety, and respect at the workplace; working collaboratively with members and stewards undertaking specific OH&S roles
- > Develop a respectful working relationship with the employer as a foundation for effective labour relations; advocate and propose solutions on issues of concern to members at Union-Management meetings
- > Educate members on the rights and processes contained in their collective agreement, their rights related to health and safety, and many other topics
- > Investigate, prepare for, and conduct grievance meetings; documenting the process and working with the BCNU Labour Relations Officer (LRO) to move grievances forward
- > Encourage and support members to bring patient care concerns forward through the PRF (Professional Responsibility) process
- > Coordinate and encourage member leadership and participation in BCNU campaigns (local, regional and provincial) at the worksite level
- > Participate at regional and provincial levels of BCNU, connecting with and learning from other local leaders, and building a two-way flow of communication between the broader Union and members at the worksite

Once experienced in the role of worksite steward, some individuals choose to further specialize in the following roles:

OH&S (OCCUPATIONAL HEALTH & SAFETY) STEWARD

Some stewards have a particular passion for issues of health and safety, and opt to develop additional skill and practice in this crucial area. These OH&S stewards play a leadership role in promoting and advocating for a culture of health and safety at the worksite. They support members in a broad range of health and safety areas, in consultation with staff and elected representatives. This involves educating members on their rights, guiding them around processes and timelines, and advocating for their fair treatment in relation to illness and disability.

In their role OH&S Stewards are trained and supported to:

- > Understand the Workers Compensation Act and OH&S Regulations and advise members about their rights and responsibilities with respect to health and safety
- > Represent the interests of BCNU members on their worksite Joint Occupational Health and Safety Committee
- > Investigate workplace hazards and safety concerns and advocate for preventative action in areas of concern
- > Participate in the risk assessment process and conduct workplace inspections and employee incident investigations
- > Encourage member participation and leadership in efforts to promote health and safety at the worksite, engaging them through education, dialogue and health and safety related events
- > File grievances when the provisions of the collective agreement, the Workers Compensation Act, OH&S Regulations, or other labour legislation are contravened
- > Support members with return to work and duty to accommodate issues (in some workplaces only)

PRF (PROFESSIONAL RESPONSIBILITY) STEWARD

Some stewards are drawn, as advocates and professionals, to promote and support members' use of the Professional Responsibility process provided for in their collective agreement. The PRF process allows for issues related to workload, patient safety and nurses' ability to practice to standard to be brought forward and heard. PRF stewards play a crucial role in educating members on their PRF-related rights and supporting them to utilize this unique tool to advocate for their patients and their practice.

In their role PRF Stewards are trained and supported to:

- > Understand the PRF process language in the collective agreement and advise members on their rights and responsibilities in initiating the PRF process
- > Model and advocate for the PRF process Guiding Principles
- > Educate and assist members to complete PRF forms and support members through the PRF process
- > Track the initiation, progress, and outcomes of PRFs, encouraging good documentation and adherence to process timelines
- > Attend PRF committee meetings as a member advocate and coach members in articulating their concerns and resolutions
- > Help in the establishment of PRF committees, ensuring members are familiar with the committee structure and roles
- > Work collaboratively with management to ensure that the PRF process is understood and implemented
- > Participate in PRF campaigns as necessary