JOB POSTING

Job Title:	Full-Time Steward
Bargaining Unit:	British Columbia Nurses' Union
Start Date:	January 4, 2027
End Date:	August 31, 2028
Posting Period:	October 27 to November 5, 2026

The B.C. Nurses' Union is presently seeking stewards who are interested in becoming a full-time paid steward for:

Fraser Health:

Surrey Memorial Hospital 1.0 FTE

Please note: This is a full-time position and members in this position will not participate as members of their Regional Executive. If you are currently a member of your Regional Executive, you will be asked to step down from this role.

Position Overview

Under the direction as designated by BCNU, and in cooperation with the Regional Executive, the incumbent is responsible for increasing stewards' visibility within a worksite, and the BCNU's visibility to the membership; acts as a steward coordinator in the worksites and provides leadership to the worksite steward team; and works collaboratively with, and keeps Regional Council Member(s) up to date on significant and major issues within the worksite or area of responsibility.

Key Responsibilities

Ensures effective member relations and communications.

- Communicates regularly with Regional Council Member(s) regarding the trends, issues, and overall vision of labour relations at the worksite.
- Works to build a sense of relationship between the members and the union through dialogue and communication and creates meaningful opportunities for members to participate, connect and contribute.
- Works collaboratively with members and other stewards to promote a culture of health, safety and respect at the workplace and support the principles of diversity, equity, and inclusivity.
- Educates members on the rights and processes contained in their collective agreement and on other relevant topics.
- Encourages and supports members to bring patient care concerns forward through the Professional Responsibility process.

- Coordinates and/or encourages member leadership and participation in BCNU campaigns at the worksite level.

Contributes to and supports effective performance at the worksite.

- Provides leadership and mentorship to the steward team; including the recruitment, training, and mentorship of new stewards, reviewing and planning worksite strategy, addressing educational needs and assisting in the development of the steward team, and to ensure that all members of the team are involved in worksite labour relations.
- Develops a respectful working relationship with the employer as a foundation for effective labour relations.
- Advocates and proposes solutions on issues of concern to members at Union-Management meetings.

Ensures member interests are served in accordance with the organization's mission and vision.

- Maintains a professional face for the union at the worksite or area of responsibility.
- Investigates, prepares for, and conducts grievance meetings, documenting the process and working with the BCNU Labour Relations Officer to move grievances forward.
- Works alongside members to advocate for health care workers' ability to deliver quality patient care.
- Works with local membership and with representatives from other unions and community groups to identify, publicize and resolve BCNU members' issues.
- Organizes campaigns or assists campaign stewards to organize campaigns around members' concerns in the worksite and/or the region, and keep BCNU Campaigns Officers, including the PRF Office, informed of the progress of campaigns.
- Coordinates the steward team by establishing a process to enable a response to all urgent matters.
- Performs Article 6 work when necessary.

Priority Duties

1. Assist with activities that will increase BCNU visibility to the membership. For example, ward rep recruitment drives, bag lunch union meetings on specific topics, nursing week promotion events, etc. This includes assisting the organizing department and staff in organizing and supporting new members. Attend all Regional Meetings and Regional Education Sessions. Return all phone calls within forty-eight (48) hours.
2. Provide leadership and mentorship to the steward team, including recruiting new stewards, reviewing and planning strategies to address education needs, and assisting in developing a plan to ensure that all members of the team are involved in committee work.
3. Develop and increase relationships with management – including attendance at union/management meetings, establishing a steward schedule to enable a response to all urgent matters, and performing Article 6 work when management efforts to find stewards have not been successful or the matter is of the most serious nature.

4. Maintain a consistent method of tracking worksite issues that will ensure that the confidentiality and privacy rights of members are maintained. Develop and maintain an activity log for phone calls, contract interpretation, grievances, and DTAs, that will record issues, name of steward assigned to the file, date file is started, the date it is closed and the outcome. The files must include all communication and documentation on the issue and be kept in a locked filing cabinet and maintained for 2 years.

Hours of Work

This position is intended to be full-time and to operate on a regular schedule from Monday to Friday, 7.5 hours per day. However, hours can vary depending on the requirements of the job.

The successful applicant will be required to work on site and in person, with minimal remote work ability.

Qualifications

The successful applicant must be an elected steward at a worksite and:

1. Demonstrate an ability to lead a team and motivate others while working collaboratively in a team environment.
2. Demonstrate time management and organizational skills.
3. Have proven ability to work independently.
4. Possess strong written and verbal communication skills.
5. Possess excellent interpersonal and conflict resolution skills.
6. Demonstrate the ability to set boundaries and delegate.
7. Demonstrate experience dealing with contentious issues with management.
8. Demonstrate a personal commitment to the principles of cultural safety, diversity, equity, and inclusivity.
9. Possess a thorough understanding of the Provincial Collective Agreement.

Compensation

Compensation and benefits as per the NBA PCA and as per policy 5.6.7 Full-Time Stewards.

Note: Policy 5.6.7 & Policy 5.6.8 apply to these positions.

How to Apply

If you are interested in this opportunity, please submit your resume and a letter of interest including your region and current union activities.

Please submit your application **by November 5, 2026, via this link:**
https://bcnursesunion.formstack.com/forms/fts_application_form

Address: Human Resources
BC Nurses' Union
4060 Regent Street
Burnaby, BC V5C 6P5

Email: talentacquisition@bcnu.org