

JOB POSTING

Job Title:	Full-Time Steward – DEI (4 positions) (Truth And Reconciliation, Cultural Safety, Diversity, Equity, and Inclusion)
Bargaining Unit:	British Columbia Nurses' Union
Start Date:	September 1, 2025
End Date:	August 31, 2028
Posting Period:	May 30 to June 12, 2025

The B.C. Nurses' Union is presently seeking stewards who are interested in becoming full-time paid provincial stewards who will promote truth and reconciliation, cultural safety, diversity, equity, and inclusion in the workplace.

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, the incumbent is responsible for promoting and strengthening diversity, equity, and inclusion (DEI) in the workplace – founded on a commitment to truth and reconciliation and cultural safety.

Please note: A valid driver's license and the ability to travel are essential requirements.

Key Responsibilities

Ensures effective member relations and communications.

- Communicates regularly with appropriate full-time steward or steward at large (FTS/SAL), regional council member, senior BCNU leadership, and labour relations officers regarding the trends, issues, and grievances they are handling within the worksites of their responsibility.
- Collaborates with BCNU's human rights and equity caucus chairpersons and regional caucus representatives on worksite issues related to truth and reconciliation, cultural safety, diversity, equity, and inclusion.
- 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.
- Coordinates and/or encourages member leadership and participation in BCNU campaigns at the worksite level where applicable.

Contributes to and supports the effective performance at the worksite.

- Acts as a resource and provides education to members, FTS/SAL, and worksite stewards on issues relating to truth and reconciliation, cultural safety, diversity, equity, and inclusion.
- Promotes a culture of health, safety, and respect at the workplace, working collaboratively with members and other stewards.
- Cultivates a respectful working relationship with the employer as a foundation for effective labour relations.

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

- Maintains a professional face for the union at worksites or areas of responsibility.
- 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.
- Performs Article 6 work when necessary.

Priority Duties

1. Cultivates a respectful, equity-focused relationship with employers.
2. Assists with activities that will increase BCNU visibility to the membership. Assists the organizing department and staff in organizing and supporting new members. Attends regional meetings and regional education sessions. Returns all phone calls within forty-eight (48) hours.
3. Collaborates with BCNU's human rights and equity caucus chairpersons and regional caucus representatives on worksite issues related to truth and reconciliation, cultural safety, diversity, equity, and inclusion.
4. Provides a semi-annual written report to BCNU's equity-seeking caucuses on key workplace issues related to truth and reconciliation, cultural safety, diversity, equity, and inclusion.
5. Investigates, prepares for, and conducts grievance meetings relating to truth and reconciliation, cultural safety, diversity, equity, and inclusion. This includes documenting the process and working with BCNU labour relations officers to move grievances forward.
6. Provides education to members, FTS/SAL, and worksite stewards on the rights and processes contained in collective agreement language on issues related to truth and reconciliation, cultural safety, diversity, equity, and inclusion.
7. Maintains a consistent method of tracking worksite issues that will ensure that the confidentiality and privacy rights of members are maintained. Develops and maintains an activity log for phone calls, contract interpretation and grievances 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 two years.

Hours of Work

These positions are 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:

1. Have recent experience as an active steward at a worksite processing grievances and presenting grievances to employer representatives (e.g., managers/human resources).
2. Demonstrate an ability to educate others and be a competent public speaker.
3. Have an understanding of and a demonstrated commitment to upholding the principles of truth and reconciliation, cultural safety, diversity, equity and inclusion.
4. Demonstrate an ability to work collaboratively with members, stewards, worksite teams, BCNU staff and elected union officials.
5. Demonstrate leadership ability and motivate others while working collaboratively in a team environment.
6. Commit to ongoing education on issues related to truth and reconciliation, cultural safety, diversity, equity, and inclusion.
7. Have a proven track record of promoting a culture of psychological health and safety and respect in the workplace.
8. Demonstrate time management and organizational skills.
9. Be able to work independently.
10. Possess excellent written and verbal communication skills, including conflict resolution skills.
11. Demonstrate the ability to set boundaries and delegate.
12. Demonstrate experience dealing with contentious issues with management.
13. Have the skills and abilities to work with a diverse workforce.
14. Possess a thorough understanding of the Provincial Collective Agreement (PCA).

Compensation

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

Other

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. You may also submit two references to support your application.

Please submit your application **by June 12, 2025 via this link:**

https://bcnursesunion.formstack.com/forms/fts_dei_application_form

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

Email: hr@bcnu.org