

JOB POSTING

Job Title:	Steward At Large (SAL)
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 hiring for 17 Stewards At Large positions, one from each BCNU region as follows:

Coastal Mountain	1.0 FTE
Richmond Vancouver	1.0 FTE
Central Vancouver	1.0 FTE
Vancouver Metro	1.0 FTE
Shaughnessy Heights	1.0 FTE
Simon Fraser	1.0 FTE
South Fraser Valley	1.0 FTE
Fraser Valley	1.0 FTE
South Islands	1.0 FTE
Pacific Rim	1.0 FTE
North West	1.0 FTE
North East	1.0 FTE
Okanagan Similkameen	1.0 FTE
Thompson North Okanagan	1.0 FTE
West Kootenay	1.0 FTE
East Kootenay	1.0 FTE
NBA Constituent Unions	1.0 FTE
TOTAL	17.0 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 effective your start date in the Steward At Large position.

Position Overview

Under the direction as designated by BCNU, and in cooperation with the Regional Executive, the incumbent is responsible for performing Article 6 work as outlined in the Provincial Collective Agreement.

Key Responsibilities

1. Investigating complaints of an urgent matter, and
2. Investigating grievances, and
3. Assisting employees in preparing and presenting a grievance in accordance with the grievance procedure, and
4. Supervising ballot boxes and other related functions during ratification votes, and
5. Attending meetings called by management, and
6. Accompanying an employee, at his or her request, at a meeting called by the Employer, where disciplinary action is anticipated, and
7. Meeting with new employees as a group during the orientation program, and
8. Acting as appointees to the Union/Management Committee, and
9. Accompanying an employee, at his or her request, at a respectful workplace meeting, and
10. Other duties as directed by the Regional Chair, and
11. Works closely with the BCNU Labour Relations Officers or BCNU Coordinators.

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/appointed Steward at a worksite and:

1. Possess a thorough understanding of the Provincial Collective Agreement.
2. Demonstrate experience dealing with contentious issues with management.
3. Possess excellent written and verbal communication skills, including conflict resolution skills.
4. Demonstrate an ability to lead a team and motivate others while working collaboratively in a team environment.
5. Have proven ability to work independently.
6. Demonstrate time management and organizational skills.
7. Have the skills and abilities to work with a diverse workforce.
8. Demonstrate the ability to set boundaries and delegate.

Compensation

Compensation and benefits as per the NBA PCA (see Appendix W).

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/sal_application_form

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

Email: hr@bcnu.org