

JOB POSTING

Job Title:	Steward at Large (1-year temporary coverage for TNO region)
Bargaining Unit:	British Columbia Nurses' Union
Start Date:	As soon as possible
Posting Period:	September 13 to 22, 2023

The B.C. Nurses' Union is presently seeking a temporary Steward at Large within the Thompson North Okanagan region for a one-year term. Interested applicants are asked to submit their application directly to hr@bcnu.org.

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

These positions are intended to be full time and to operate on a regular schedule from Monday to Friday, 7.5 hours per day.

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.
9. Be the successful applicant in a competition for the position.

Remuneration:

1. Compensation and benefits are according to their existing classification under the NBA Collective agreement. In addition, they will be compensated for premiums that would have attached to their regular schedule when not filling a position. They are permitted to work overtime shifts as per the PCA.
2. The equivalent of 37.5 hours per week on a regular schedule Monday to Friday unless the parties (Regional Chair and local Employer) at a particular location mutually decide otherwise. Daily hours of work shall depend on individual workloads which may vary. Stewards-at-large should undertake to schedule their work so as not to incur overtime.
3. BCNU asserts (through negotiations and potentially grievances) the right to all premiums associated with the nurses' regular position, including shift differentials, car allowance, on call premiums, and qualification differentials.
4. BCNU does not assert the right to overtime that would have been worked in the nurses' regular position including overtime for stat holidays.

How to Apply

If you are interested in this opportunity, please submit your resume and a letter of interest indicating your health authority and current Union activities.

Please submit your application **by September 22, 2023** to hr@bcnu.org.