



BC FERRY & MARINE WORKERS' UNION

1511 Stewart Avenue
Nanaimo, BC V9S 4E3
250.716.3454 or 1.800.663.7009
250.716.3455 Facsimile

LABOUR RELATIONS OFFICER

BC Ferry & Marine Workers' Union (BCFMWU) is seeking a Labour Relations Officer based out of our Nanaimo Headquarters or who is able to travel weekly and as required to Nanaimo. The role of a Labour Relations Officer is to fairly and fully represent our members and to promote and uphold workers' rights to dignity, safety and equality.

BCFMWU is the largest Maritime Union in Canada, representing over 3600 members, from across 35 vessels, 47 ports of call, and numerous job sites. BCFMWU membership includes a diverse group of Trades, Ships' Officers, Commercial Services Drivers, and Unlicensed Workers, both ship and shore.

Core Accountabilities:

- Managing member grievances up to and including settlement or arbitration (with support of legal counsel where required).
- Representing members at disciplinary meetings and investigations and providing advice and support related to the Collective Agreement, employment benefits, workplace safety and human rights.
- Participation in the collective bargaining process.
- Communicating respectfully, clearly and accurately with members and responding to member concerns in a timely fashion.
- Briefing and advising the Provincial President, Provincial SOC President and the Provincial Executive on labour relations issues and assisting the Local Presidents in the representation of their members.

Qualifications:

- Expert knowledge and progressively responsible experience in labour relations law, principles and practice and the fair representation of workers.
- Strong knowledge of the Labour Relations Code, Employment Standards Act, Workers' Compensation Act, Occupational Health & Safety Act, Personal Information Protection Act, Human Rights Code, Employment Insurance Act.
- Experience in the trade union movement.
- Highly developed communication, problem solving, conflict resolution and interpersonal skills.
- Familiarity of organizations with multiple Collective Agreements.
- A good knowledge of the grievance and assessment review procedures.
- Ability to express Union values, principles and policy in both written and verbal forms.
- A working level of computer skills related to Microsoft Windows and Office.

Travel is required for this position and therefore applicants must hold a valid Class 5 BC Driver's Licence.

mailroom@bcfmwu.com

Facebook and Twitter @bcfmwu.com

www.BCFMWU.com

AFFILIATED WITH:

BC Federation of Labour

BC Government & Service Employees' Union

Canadian Labour Congress

National Union of Public & General Employees

International Transport Workers' Federation

Preference may be given to candidates possessing a diploma or advanced degree in labour relations, Human Resources or law.

Position is covered by the Move UP/BCFMWU Collective Agreement, which includes full benefits and inclusion in the Public Service Pension Plan.

Salary range is: 103,728.00 – 115,086.12

Please submit your resume and cover letter to HR@bcfmwu.com no later than **5 pm, January 15, 2022**.

We thank all applicants for their interest; however only those candidates selected for interviews will be contacted.