

Employment opportunity: Workers' Compensation & LTD Representative III



Are you an experienced advocate interested in working for a progressive health care union with a large and diverse membership, and a broad social justice mandate?

The Hospital Employees' Union is looking for a skilled individual to fill the temporary full-time (12-month term with a possibility of extension) position of **WCB & LTD Representative III** at its provincial office in Burnaby, British Columbia. The Representatives specialize in providing advocacy services for injured HEU members and those living with long-term disabilities.

Reporting to the Director, Workers' Compensation & LTD, the WCB & LTD Representative acts as an advocate and advisor for injured HEU members according to the policies and procedures of the Union.

Duties performed by a WCB and LTD Representative are specific in scope. However, staff at the Rep III level are expected to be qualified to provide a wide range of labour relations services and to participate in promoting and implementing all policies and programs of the Union.

Duties and Responsibilities

The general duties and responsibilities of the WCB & LTD Representative are as indicated but not limited to the following:

- Advise and represent injured workers regarding the interpretation, application, and administration of the *Workers Compensation Act* (the *Act*) including any hearings or tribunals.
- Advise and assist members suffering from long-term disability regarding the application and administration of long-term disability claims, policies, and procedures.
- Review and determine what evidence and information are required to proceed to appeal.
- Research and prepare submissions as required and represent the injured workers at hearings or tribunals.
- Prepare documentation as required for members suffering from long-term disability for review by the Claims Review Committee.

- Maintain up-to-date knowledge of the *Act* and collective agreements, including all policies, regulations, procedures, and practices, and apply the relevant law and policies to the issue(s) under appeal.
- Determine the need for an independent medical opinion and prepare specific questions to be answered by the health care professional for worker compensation appeals.
- Work to ensure that rehabilitation issues are addressed, and programs are implemented appropriately.
- Keep up-to-date information and knowledge of benefits, health and safety issues, and injuries common to health care workers.
- Facilitate educational programs for HEU staff and members as appropriate.
- Work to implement policies and programs of the Union as approved by the HEU Secretary-Business Manager and HEU Provincial Executive.
- Participate and encourage local union involvement at all affiliated labour bodies and at all political levels to further the interests of organized labour.
- Participate and encourage member involvement in all HEU campaigns and campaigns of the national union, CUPE. Work with coalitions and community organizations to further HEU policies and programs.

Qualifications and Experience

- Specific and detailed knowledge of the *Act*, long-term disability procedures, and other labour legislation and policies that affect workers' benefits, health, and safety.
- Experience in representing workers at hearings and tribunals.
- Effective and respectful communication skills (written, oral, and listening). Communicate effectively with members who may be under severe stress, pain, and/or suffering from psychological issues.
- Knowledge of labour and other legislation that affects HEU members.
- Ability to solve problems, take leadership, and show sound judgement.
- Demonstrated ability to use Microsoft Word and Outlook.
- Strong commitment to labour principles and the goals of HEU.
- Active involvement in the labour movement, knowledge of HEU and CUPE's structure, and HEU constitution and by-laws.

- Ability to work independently and as a member of a team.
- Ability to work to deadlines in a high-volume work environment, and able to manage competing priorities and demands.
- An undergraduate degree in related discipline and seven years' recent experience in WCB/LTD advocacy; or
- A law degree with a minimum of five years' recent experience in advocacy; or an equivalent combination of education, training, and experience.

Working Conditions

WCB and LTD Representatives may be required to work evenings and weekends and must have the ability to travel for extended periods. A valid driver's license and access to a vehicle for work are required.

This is a unionized position. Compensation is based on a collective agreement and includes a 72-hour fortnight and generous vacation time and benefits, including a defined benefit pension plan. The current annual salary for this position is \$135,570.24.

About HEU

Since 1944, the Hospital Employees' Union has advocated for better working and caring conditions, defended public health care, and stood against privatization. We have a long history as a strong, democratic, progressive, socially conscious union committed to social justice and advancing labour and human rights on a local and global level. We identify and challenge historical and systemic inequities and hear, respect, serve, empower, and advocate for each and every member. Together we fight for fairness, solidarity, equity, inclusion, and understanding, knowing that our members' economic security depends on our success.

HEU is an equal-opportunity employer. We are committed to being a workplace that is free of discrimination, values diversity, and is representative of the communities we serve. We encourage applications from qualified people of all equity-seeking groups, including Indigenous persons, Black persons, racialized persons, persons with disabilities, all gender expressions and identities, and sexual orientations.

Interested in working with us? Here's how to apply.

Please send your resume and cover letter by 4 PM on May 1, 2026, to:
Jobapplication@heu.org (subject line: WCB & LTD Representative III, Your
Name).

Please note that due to the anticipated volume of applications, we will only be
responding to applicants selected for an interview.