



## Employment opportunity: **NEGOTIATOR**

Are you a skilled negotiator or bargaining representative 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 two experienced full-time Negotiators to lead collective bargaining at its provincial office in Burnaby, British Columbia.

HEU operates in a complex health care environment with many challenges. Working as part of a collaborative team and reporting to the Director of Private Sector Bargaining, you will have responsibility for preparing and leading a team of local bargaining committees and HEU staff through the collective bargaining process.

You will act as the chief spokesperson for HEU during collective bargaining, while working with the team to strategize on how to achieve the best possible result for members.

HEU Bargaining staff must demonstrate empathy, confidence, and leadership and have a strong commitment to equity and progressive social change.

You must be prepared to identify areas of risk and opportunity related to collective bargaining, lead membership-based bargaining campaigns, communicate in clear language, and provide advice and guidance in difficult situations.

### Requirements

- Minimum of three years' experience working as the lead negotiator in the collective bargaining process.
- Experience with mediation and familiarity with first contract negotiations.
- Experience with collective bargaining with single or multiple site bargaining units and committees and with sectoral coordinated bargaining.
- Experience with preparing and presenting bargaining bulletins and conducting strike and ratification votes.
- Demonstrated ability to develop and support contract campaigns.
- Working knowledge of the current labour relations issues, preferably in the health care sector.

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- Demonstrated excellence in oral and written communication skills, including the ability to listen, communicate effectively with people new to the labour movement, persuade others, and resolve complex problems using a high degree of independent judgment.
- Effective computer skills – using Microsoft Word, Excel, Outlook, Zoom and PowerPoint.
- Demonstrated ability to take initiative and to work independently.
- Demonstrated commitment to diversity, equity and inclusion and the ability to apply an equity and class analysis to the bargaining context.

Union negotiators may be required to work evenings and weekends and must have the ability to travel. A valid driver's license and access to a vehicle is required.

HEU is an equal opportunity employer. We are committed to being a workplace that is free of discrimination and we are committed to Diversity, Equity and Inclusion. We also support the advancement of younger workers.

All terms and conditions of employment including Salary and benefits for this position are set out in the staff collective agreement.

### [About HEU](#)

We're the oldest and largest health care union in British Columbia, representing more than 50,000 members employed by public, non-profit and private sector employers.

Our members work in all areas of health care – acute care hospitals, residential care facilities, community group homes, outpatient clinics and medical labs, community social services, and First Nations health agencies – and provide both direct care and support services.

HEU has a long history of advocacy for universal public health care. We are a democratic union with a commitment to social justice.

### [Interested in working with us? Here's how to apply.](#)

Please send your resume and covering letter by 4 PM on Friday, June 11, 2021 to: [Jobapplication@heu.org](mailto:Jobapplication@heu.org) (Subject line: Negotiator, Your Name).

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