



Labour Relations Advisor

Provides advice and guidance to Managers and Regional Directors across BC in all relevant areas of labour relations, including the interpretation and application of the collective agreements and related Letters of Understanding and relevant areas of legislation on such topics as discipline, performance management, medical/ rehabilitation placements, human rights, privacy and other labour relations related issues such as staffing, classification and organisational change management.

Represents management in conflict resolution processes, including grievances, arbitrations and mediations before third parties.

Assists in the early identification and resolution of issues and fosters a positive union-management environment for assigned facets of the organisation.

Duties and Responsibilities

- Advising TCS Management on the interpretation of Collective Agreement provisions, human resources policies, compensation, and benefit programs.
- Interpreting labour laws, jurisprudence, and ensuring compliance with legislation (BC Human Rights Code, BC Labour Relations Code, BC Employment Standards Act).
- Mediating labour disputes and grievances.
- Negotiating agreements on behalf of employers.
- Researching relevant case law and industry practices.
- Developing, recommending, and implementing contract interpretations, policies, and procedures.
- Providing guidance on employment policies.

Qualifications

The qualifications required include a mix of formal education and practical skills. Here are the essential elements being sought:

- Formal post-secondary education in human resources, labour relations, industrial relations, conflict resolution, social sciences, or business administration, preferably at a bachelor's level or diploma.
- 3-5 years of experience in a unionised environment.
- An equivalent combination of education and experience may be considered.
- Ability to obtain and maintain British Columbia Criminal Record Review Program Clearance.
- Solid knowledge of the relevant British Columbia employment, labour, and human rights legislation and jurisprudence.
- Advanced communication skills, using diplomacy, influence, nuance and assertiveness to achieve objectives depending on the situation.



- Advanced relationship management skills with the ability to build productive, collaborative partnerships between management, employees, unions, and other internal/external stakeholders.
- Advanced communication skills with excellent listening, interpersonal and conflict-resolution skills.
- Solid ability to work with considerable independence, initiative and discretion.
- Advanced analytical skills and ability to apply sound judgment in problem-solving, evaluating courses of action, and creative solutions while making decisions on employment and labour matters.
- Proficiency with standard office systems and applications, i.e. Outlook, Word, Excel, Internet, file management.
- Ability to travel throughout BC.
- A reliable vehicle equipped to travel throughout BC.

What we offer:

- The opportunity to contribute by supporting persons with disabilities in your community.
- Competitive pay
- Competitive, extended health and dental benefits.
- Defined Benefit Pension Plan with employer contributions. (BC Municipal Pension Plan)
- Employee and Family Assistance Program.
- Autonomy.
- Ability to work from home or in one of our regional offices, e.g. Kamloops, Kelowna, Surrey.

Position Category: Excluded

TCS is committed to the principles of equity, diversity, and inclusion and to promoting hiring opportunities for systemically oppressed groups. This includes Indigenous Peoples, women, racialized persons, persons with disabilities, and those who identify as 2S/LGBTQIA+. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Salary Range: \$80,000 to \$95,000 per annum

In determining final salary TCS will consider the candidates, skill set and experience. The final base salary offer will be at TCS's sole discretion and presented as part of a total compensation package.

Anticipated Start Date: February 1, 2025

Open until filled