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HEALTH AND SAFETY REPRESENTATIVE

GENERAL FUNCTION

The Health and Safety Representative will provide technical health and safety assistance to CUPE staff representatives, CUPE local unions, district councils and the provincial division. Furthermore, this role will also require that a diversity lens be applied, with a focus on ensuring that workplace health and safety practices and recommendations are inclusive and equitable for members, regardless of their background, identity, or characteristics.

SUMMARY OF DUTIES

Under the direction of the Regional Director, in liaison with the National Research, Job Evaluation and Health and Safety Director, the successful applicant will be required to perform some or all of the following functions:

- Assist local unions, CUPE councils and the CUPE provincial division in identifying health and safety problems.
- Provide advice and documentation on health and safety hazards to local unions and staff and provide assistance with investigations and inspections.
- Prepare and present briefs and submissions to government, employers, appropriate boards of inquiry and government hearings and commissions on occupational health and safety-related matters.
- Assist locals and the provincial division at health and safety-related hearings, appeals, inquests and boards of inquiries.
- Provide advice on employer and government health and safety reports, proposed legislative changes, toxic substances and other hazards.
- In collaboration with education representatives, identify, prepare and conduct health and safety courses.
- Develop and deliver training programs that address the unique health and safety concerns of various demographic groups within the organization.
- Incorporate diverse examples and case studies into training materials to make content relatable to everyone.
- Consult with member resource groups, affinity groups, and/or diversity and inclusion committees to gather input on health and safety initiatives.
- Prepare articles and information bulletins for CUPE publications.
- Work with labour and all other organizations that share a common cause in prevention and the promotion of a safe working environment.
- Contribute to the development of health and safety policies that explicitly address the needs of a diverse workforce.

- Coordinate and carry out the health and safety policies developed by CUPE in conjunction with local unions, provincial division, CUPE councils and other groups of organized labour.
- Plead occupational health and safety cases before administrative tribunals.

QUALIFICATIONS

- Extensive knowledge and experience in occupational health and safety issues with particular reference to the public sector.
- Ability to conduct independent health and safety research and to communicate findings both verbally and in writing.
- University graduate with some specialization in occupational health and safety or equivalent experience.
- Ability to initiate and carry out health and safety representation pertaining to grievances, arbitrations, appeals, inquests and boards of enquiries for local unions, the National Union, National Officers and the provincial division.
- Ability to plead matters related to occupational health and safety.
- Ability to write clearly, communicate findings and express complex technical issues in a simple and understandable way.
- Ability to work independently with CUPE staff and local union and division committees, and to provide assistance with health and safety campaigns.
- Knowledge and understanding of the intersectional challenges impacting equity deserving groups/members as it relates to health and safety working conditions and concerns.
- Strong commitment to CUPE's equity, diversity and inclusion values and principles.
- Experience in and commitment to the trade union movement.
- Applicants should be free to travel and be able to work weekends as required.

CUPE is committed to providing an inclusive, respectful, accessible, and healthy workplace environment that is equitable and fair at all levels of its organization. We are committed to establishing a qualified workforce that is reflective of the diverse population and communities in which we live and serve. CUPE encourages applications from qualified members of the five (5) designated equity groups: Women, Indigenous people, Black and Racialized people, Persons with Disabilities, and 2SLGBTQI+ people. Upon request and at any stage of the recruitment and/or selection process, we will provide reasonable accommodations for those who have a temporary or a permanent disability. Please contact the Human Resources Department to request an accommodation if needed at hr@cupe.ca.