



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Link's Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

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Job Board Posting



Careers.Indigenous.Link

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Labour Relations Manager

Job ID	3E-AD-36-8D-78-4E	
Web Address	https://careers.indigenous.link/viewjob?jobname=3E-AD-36-8D-78-4E	
Company	CN	
Location	Surrey, British Columbia	
Date Posted	From: 2021-09-10	To: 2021-11-09
Job	Type: Full-time	Category: Office
Languages	English	

Description

The Labour Relations Manager is responsible for collaborating with leaders to identify and prepare arguments to defend the company's position on Labour Relations (LR) issues. The role establishes, maintains, and fosters a solid working relationship with union representatives, colleagues and clients to promote a cooperative and effective LR climate.

Act as a partner to leaders by providing knowledge of how to properly handle LR issues, and provide advice on resolution

Interpret clauses in the collective agreement and apply them tactfully to ensure effective and informed decision-making

Collaborate with the business to identify and prepare arguments to defend the company's position on LR issues

Offer an assistance to line management in grievance handling and administration of collective agreements and all other corporate policies applicable to unionized employees with a particular focus on outreach and education with CN first line supervisors

Hold meetings with union representatives to resolve grievances before proceeding to arbitration

Prepare and present grievances at arbitration

Prepare and conduct training on assorted LR matters such as collective agreement interpretation and application, Canada Labour Code, attendance, discipline and effective conflict resolution

Manage people to drive and influence change efforts and create opportunities to involve others in the management of change

Develop synergies between teams in order to improve performance and embrace team over self-mindset

Develop and align organization on an inspiring functional vision, deliver messages with impact and engage people so they provide their best work, while ensuring understanding of complex information by different audiences

Provide resources that are aligned with employee's career interests through projects and development opportunities

Experience

Minimum 5 years of labour relations experience

Experience interpreting and applying collective agreements and relevant federal employment legislation

Experience in the federal sector and Transportation sector*

Experience managing a grievance process, including preparation of material for arbitration

Experience preparing and presenting LR positions and arguments during union and management meetings, at arbitration, and at the bargaining table

Experience assessing and analyzing operational issues and making impactful recommendations

*Any experience for these above would be considered as an asset

Education Requirements

Bachelor's Degree Labour Relations or equivalent

Master's Degree in Labour Relations*

Essential Skills

Knowledge of LR principles

Ability to analyze complex information and asks probing questions to formulate substantive recommendations or make decisions that consider a longer-term view

Bilingual (English/French) an asset

Additional Skills

Collaborates with key internal stakeholders to enable higher productivity

Deals with pressure and change by staying calm to quickly adapt to changes

Inspires others with impactful communications and adapts to the audience

Shares timely information within and across functions to get things done effectively

Applies analytical thinking to make recommendations that pursue sustainable performance

Makes informed and timely decisions to get things done

Initiates and drives organizational changes to enable business transformation

Influences by translating expertise into practical business outcomes

Leverages feedback and coaching to improve performance

Other

The role has standard working conditions in an office environment with a regular workweek from Monday to Friday. Due to the nature of the role, the incumbent must be able to meet tight deadlines, handle pressure and manage stress. The role may require regular monthly travel (25% to 50%) if the incumbent's work location is outside of Surrey, BC.

How to Apply

Click "Apply Now"