CUPE·SCFP | Canadian Union of Public Employees
Syndicat canadien de la fonction publique

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March 26, 2024

BILINGUAL RESEARCH REPRESENTATIVE
MARITIMES REGIONAL OFFICE
CANADIAN UNION OF PUBLIC EMPLOYEES

Qualified individuals are invited to apply for the bilingual position of Research Representative to work at the Maritimes Regional Office of the Canadian Union of Public Employees, located in Fredericton, New Brunswick.

The Canadian Union of Public Employees is Canada's largest union, with 715,000 members and 68 offices across Canada. CUPE offers a significant benefits package including a superior Defined Benefits Pension Plan and an excellent Extended Health and Dental Care Plan, Prescription Drugs, Vision Care, Life Insurance, Long Term Disability coverage and the use of a fleet vehicle.

GENERAL FUNCTION

The Research Representative will provide technical research assistance to the Maritimes Regional servicing staff and CUPE local unions, councils, sector committees and the Division as directed by the Maritimes Regional Director in consultation with the Research, Job Evaluation and Health and Safety Branch Director.

SUMMARY OF DUTIES

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

- Conduct research and provide analysis, advice and material concerning the political, social, economic and collective bargaining program for CUPE in the region assigned.
- Practice inclusive research and ensure equity and representation throughout the work.
- Prepare regional surveys of wages, working conditions and fringe benefits.
- Develop a regional data bank of collective bargaining information to be used by local and regional bargaining units and staff in substantiating collective bargaining goals.
- In cooperation with the national departments and field representatives, conduct collective bargaining policy conferences for provincial and regional occupational groupings within CUPE.

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MARK HANCOCK
National President/Président national
CANDACE RENNICK
National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, JUDY HENLEY, SHERRY HILLIER, KAREN RANALLETTA
General Vice-Presidents/Vice-présidences générales

- Prepare and present briefs for submission to boards of conciliation, arbitration, and other boards of enquiry.
- Advise staff and local unions on specialized aspects of collective bargaining, e.g. employee benefit plans.
- Train CUPE field representatives and membership in research methods and techniques.
- Act as regional liaison with the MRMS Collective Agreements.
- Prepare material for policy statements, articles, speeches for officers and staff of the region.
- Conduct economic and financial analysis of the region generally and of public employers specifically.
- Work with CUPE staff and members at all levels to develop and implement effective campaigns.

QUALIFICATIONS

- University graduate, with some specialization in statistical and analytical research, or equivalent experience.
- Thorough knowledge of the collective bargaining process, with particular reference to the public sector.
- Demonstrated ability in research skills, including the ability to develop information data banks.
- Ability to use computers, word processing, database and statistical software, Microsoft Excel, and to create online surveys.
- Demonstrated communication skills, both written and oral. An ability to write clear, orderly, well-documented statements and briefs.
- Demonstrated ability to work independently with union committees and help coordinate public campaigns.
- Ability to work effectively and collaboratively with diverse CUPE staff and membership.
- Ability to maintain timely communications, responding to email and voicemail messages promptly.
- Experience in and commitment to the trade union movement.
- Knowledge and understanding of equity issues, human rights, and the intersectional challenges impacting equity deserving groups.
- Above average oral and written communication skills in English and in French.
- Free to travel and work weekends and holidays as required.

CONDITIONS OF EMPLOYMENT as set out in the collective agreement between CUPE and the Canadian Staff Union.

WEEKLY SALARY RANGE: $2,558.57 to $2,639.59 (plus 7% bilingual bonus)

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Persons interested should send their application and résumé to the Human Resources Department at careers@cupe.ca, no later than **April 3, 2024**.

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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 candidates who have a temporary or a permanent disability. Please contact the Human Resources Department to request an accommodation if needed at hr@cupe.ca.