

January 28, 2014

**STAFF REPRESENTATIVE
RESEARCH, PUBLIC POLICY & BARGAINING SUPPORT DEPARTMENT**

The United Steelworkers Canadian National Office is hiring a full-time staff person for the Union's Research, Public Policy & Bargaining Support Department.

The position will be based in Toronto and will also include responsibilities in support of the Union's Strategic Corporate Campaigns.

The Union is seeking a person with the following qualifications:

- University degree in economics (or related field), preferably a graduate degree and /or collective bargaining experience, particularly in the area of pensions and benefits
- Commitment to improving lives of working people
- Excellent writing, communication and problem solving skills
- Experience working as part of a team in a fluid, fast-paced environment, with minimal supervision
- Ability to work in both official languages a very strong asset

The responsibilities of the Research Staff Position will include, but are not limited to:

- Public Policy
 - Support the Union in the analysis of public policy, particularly in areas of public finance, labour market programs and international trade
 - Draft speeches for Union leadership
 - Draft submissions, policy papers, and briefing notes

The ideal candidate would have:

- Understanding of current public policy debates and experience in the development of alternative policy prescriptions from the perspective of the Canadian labour movement
- Familiarity with basic concepts of economic policy, and ability to communicate these in simple, understandable terms to union members

- Collective Bargaining Support
 - Provide bargaining support for negotiations, including evaluation of economic impact of improvements, evaluation of specific contract clauses (for example, job evaluation / classification, training) and preparation and presentation of submissions for interest arbitrations

The ideal candidate would have:

- Expertise in calculating cost of improvements in collective agreements in the context of collective bargaining
- Experience in preparing and presenting union positions in interest arbitrations

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Syndicat international des travailleurs unis de la métallurgie, du papier et de la foresterie, du caoutchouc,
de la fabrication, de l'énergie, des services et industries connexes

- Ability to work as part of a team in the context of collective bargaining
- Pension Funding and Design
 - Provide bargaining support for the negotiation of pensions, including analysis of pension plans and plan financing, and estimate cost of plan improvements

The ideal candidate would have:

- Understanding of basic concepts of pension and benefit plan financing and pension and benefit design
 - Ability to use simple computer software to calculate estimated costs of pension plan improvements
 - Ability to communicate basic pension and benefit funding concepts to staff and members of bargaining committees.
- Corporate and Sectorial Analysis
 - Produce reports on the finances, performance, and strategy of companies
 - Produce reports analyzing performance and prospects in various economic sectors
 - Produce research and sectorial research in support of the Union's strategic corporate campaigns.

The ideal candidate would have:

- Understanding of basic accounting concepts, corporate finance, and economics
- Ability to research corporate structure, evaluate corporate financial statements, and analyze business plans

As an equal opportunity employer, we encourage applications from members of equality seeking groups, including women, people of colour, Aboriginal people, people with disabilities, and lesbians, gay men, bisexual and transgender people.

This is a bargaining unit position covered by the Staff Representatives' Union, with a starting rate of \$80,850.82 to a top rate of \$104,323.63, plus lease vehicle, per diem and a generous benefit & pension package.

This position will be located in Toronto, with frequent travel across Canada and occasionally into the United States.

Candidates should submit their application and resumé by February 28, 2014 to lkoziel@usw.ca.

Contact: Leslie Koziel, Administrative Assistant to the National Director, United Steelworkers, mailing address 800-234 Eglinton Avenue East, Toronto, Ontario M4P 1K7, confidential fax # (416) 487-6235. All applications will be kept confidential. Only applicants to be interviewed will be contacted.