

March 4, 2025

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

The United Steelworkers Canadian National Office is seeking to hire a full-time staff person to work in our Toronto, Ontario office as part of the union's Research, Public Policy & Bargaining Support Department.

Reporting to the USW Canadian National Director, the successful candidate will provide collective bargaining and strategic campaigns support, as well as job evaluation and pay equity support.

The Union is seeking a person with the following qualifications:

- Knowledge and/or experience working in the labour movement.
- 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.
- Collective bargaining and labour relations experience is an asset, as is the ability to communicate in English and French.
- University degree in labour relations, economics or related field an asset.
- Demonstrated experience with pay equity legislation and issues also an asset.

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

- Collective Bargaining Support
 - Provide bargaining support for negotiations, including evaluation of economic impact of improvements, evaluation of specific contract clauses 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.
 - Ability to work as part of a team in the context of collective bargaining.
 - Significant experience in providing bargaining support research in the private sector (both provincially and federally regulated), in post-secondary institutions and health care.
- Corporate and Sectorial Analysis
 - Produce reports on the finances, performance, and strategy of companies.
 - Produce reports analyzing performance and prospects in various economic sectors.

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

800-234 av. Eglinton Ave. E., Toronto ON Canada M4P 1K7 • 416-487-1571 • 416-482-5548 (Fax/Télééc.)

- 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.

- 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.

- Pay Equity and Job Evaluation

- Knowledge of the basic concepts of job evaluation and pay equity.
- Familiarity with provincial and federal pay equity legislation.

USW is committed to employment equity and encourages applications from members of equality seeking groups, including women, people of colour, Indigenous people, people with disabilities, as well as members of the 2SLGBTQIA+ community.

This is a bargaining unit position covered by the Staff Representatives' Union, with a starting rate of \$102,971.53 to a top rate of \$132,866.47, plus lease vehicle, per diem and a generous benefit & pension package.

This position is an in-office position based in Toronto, Ontario. Frequent travel across Canada and occasional travel to United States and abroad may be required.

Candidates should submit their cover letter and resumé by March 24, 2025, to careers@usw.ca.

Interviews are expected to take place in mid-April.

Contact: Meg Gingrich, Assistant to the National Director, United Steelworkers, mailing address 800-234 Eglinton Avenue East, Toronto, Ontario M4P 1K7, confidential fax # (416) 487-6235. Please include your name and the text "application for USW Research Position March 2025" in your subject line. All applications will be kept confidential. Only applicants to be interviewed will be contacted.

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