

UFAWU-Unifor: Work together with us to build an industry to support working fish harvesters, tendermen, and shoreworkers and their fishing communities

Job Opportunity /Career Opportunity

Position: ***Business Agent***

Contract One year contract with potential for contract renewal

Hours: Full time salary full time (37.5 hr/week)

Location: expect to travel- coastal BC

Office location: During COVID-19 virtual – Post COVID Vancouver Island.

Start Date: March 15th, 2021

Salary: \$55,000 - \$60,000 / year depending on experience

Benefits: Medical, dental, optical, pension and 3 weeks vacation based on UFAWU-Unifor staff benefits package

NOC: 1222 Executive assistants – special assistant

APPLICATION DEADLINE: February 24, 2021

About UFAWU-Unifor: The United Fishermen and Allied Workers' Union is a local of Unifor. We represent organized fishermen, tendermen and shoreworkers in B.C.

The UFAWU-Unifor has always been more than 'just a Union'. Besides engaging in collective bargaining and contract enforcement we are massively involved in fisheries policy and other measures. The UFAWU engages with issues that concern the fishing industry. We work with other fishing organizations, coastal communities and First Nations that depend on the fishery for their economic, cultural and social well-being.

The Union membership is ethnically diverse and includes many indigenous workers and fish harvesters from different First Nations as well as immigrants from many countries - all who work on boats or in shore plants in BC's coastal communities.

There are many challenges facing our members. Some fisheries are economically and biologically doing well but the benefits are being captured by investors and corporate interests. Other fisheries face severe economic decline due to a confluence of many problems. Rationalization has reduced the packer fleet to a tiny group; shoreworkers are facing the wholesale movement of their processing jobs to other countries. The crisis is deep but the UFAWU works hard for change.

Overview of Position:

This is a challenging, varied and exciting position. As the UFAWU-Unifor Business Agent, you will be handling diverse files, building partnerships and forwarding the interests of some of the hardest working people doing some of the most dangerous jobs in B.C.

As the lead staff position for the Union, the Business Agent assists the elected President and the General Executive Board, who work full time in the industry, to accomplish the goals of the UFAWU. The BA reports directly to the President. The Union's leadership is collaborative and will welcome your suggestions and opinions and strategic direction recommendations.

This is a complex job which requires multi-tasking. The Business Agent leads the union's staff: presently, the Union's Communication Organizer, the General Organizer and the Office worker/Bookkeeper. The BA works alongside the Pension and Benefit Fund Directors and integrates their work with the work of the Union.

While looking after the administrative affairs of UFAWU-Unifor, the Business Agent also performs policy work as required. The BA is expected to act in place of the President or Executive as asked and will be required to attend to duties as diverse as collective agreement arbitrations, high level fisheries meetings, and collaborations with First Nations' and community leaders. Other tasks are research and report writing on labour, fisheries, social and environmental issues concerning the Union's membership.

The position is one where travel is expected up and down the BC coast and occasionally to Ottawa.

The Union staff is small and the BA also works closely with the membership and does outreach with industry participants who are not members of the Union.

There will be a steep learning curve for someone from outside of the Industry but training can be provided on specific issues.

Now is a very exciting and intense time. Whatever happens – or does not happen – in 2021 will design the fisheries of the next decade or two.

Responsibilities: Duties:

As Directed by the President:

- Responsible for the day to day workings of the UFAWU, including administrative functions like budgeting, Society reports, meeting minutes, audits, insurance coverage and the like.
- Supporting other Unifor locals and engaging the UFAWU with Unifor activities
- Directing and working collaboratively with UFAWU staff; creating a supportive and encouraging environment while holding staff to a high standard of work.
- Assisting the General Organizer with grievances at the final level /arbitration stage and preparing for and engaging in future collective bargaining for fish harvesters, shoreworkers and tendermen, with support from Unifor staff.
- Working with the Communications Organizer on important events and issues. Participating in news events, making presentations, and engaging in public speaking events
- Attending diverse fishery policy meetings and reporting out, verbally or written as requested
- As experience grows, making recommendations to the President and General Executive Board about government policies, internal union matters and other issues
- Talking one to one with industry people
- Working collaboratively with staff, union members, non-members , First Nations, communities, other fishing organizations
- Working in conjunction with Unifor on new plant and fishermen organizing drives.

Skills / Attributes

- excellent leadership skills - ability to lead, mentor and motivate - to encourage and support staff and the membership in performing tasks
- self-starter and work well both independently and in a collaborative situation
- comfortable meeting with people
- comfortable being out of the office on the docks or in the plants with the membership
- willingness to listen to and learn from fishermen, shoreworkers and tendermen

- good verbal communication skills; able to speak in front of a crowd
- able to relate to people of colour, immigrants and indigenous people
- able to discuss opposing views in a non-confrontational manner
- able to lead collaborative problem solving with groups of people
- able to forcefully represent the membership's interests

Qualifications - Knowledge, Skills, & Experience

- strong administration, management and supervisory skills and experience
- excellent researcher
- writes well in a variety of styles (formal submissions to government, reports to the President and GEB, succinct summaries and recommendations)
- proficient in Word, Excel, and Powerpoint
- can perform intermediate math – with a working knowledge of basic algebra.
- has a good knowledge of indigenous issues such as residential schooling, reconciliation, UNDRIP, Rights and Title, treaties and major court decisions impacting indigenous workers/fishermen and First Nations
- understands class struggle and the conflict between different classes in a community resulting from different social or economic positions and reflecting opposed interests.
- conflict resolution skills
- interest in social conditions and social change

Qualifications - academic / work experience

- 2 years minimum college in relevant studies
- studied and/or worked in community economic development or administration
- studied and/or worked in marine biology
- able to prepare a budget and read financial statements
- knowledge of basic fisheries management is an asset

Accountability:

- duties are accomplished as requested and on time
- advice or help is asked for immediately when unsure
- work well with and co-operates with members, co-workers and leadership
- responsible to the President

APPLICATION DEADLINE: February 24th , 2021

Please apply electronically to: president@ufawu.org

Thank you for your interest in working with us at the UFAWU-Unifor..

