

## Director, Labour Relations and Negotiations (SM2)

Reporting to the Executive Director, Labour Relations Policy and Programs (LRPP), the Director, Labour Relations and Negotiations is accountable for leading the Labour Relations and Negotiations team which includes oversight of negotiations and bargaining strategy. They will facilitate / review labour relations (LR) policies, directives, programs and initiatives in unionized and non-unionized work environments across the Alberta Public Service (APS) and throughout other Canadian jurisdictions to ensure the GoA is positioned to engage in meaningful discussions impacting the bargaining unit. This will support strategic direction and oversight in the preparation and negotiations of the Collective Agreement and Essential Services Agreement, the establishment of a Business Continuity program and ensuring employer interests are well represented throughout the bargaining process.

The Director, Labour Relations and Negotiations provides direction, guidance and mentorship to a team of subject matter experts (SMEs) involved in the development of proposals of Labour and Employment Policy and programs, including the stakeholder consultation and the application and interpretation of directives and guidelines across the Government of Alberta (GoA).

### ACCOUNTABILITIES

- Supports the Assistant Deputy Minister and Executive Director (LRPP) in management of the LRPP.
- Leads the consultation, preparation and negotiations process for collective bargaining and negotiations, overseeing the development of negotiations strategies, mandates and proposals in alignment with employer interests.
- Participates in collective bargaining, negotiations and settlement proceedings along with the Lead Negotiator for Public Service Commission, ensuring the GoA's interests are well represented throughout the process.
- Collaborates and informs other interested parties associated with the negotiations process including the Provincial Bargaining and Compensation Office.
- Develops collaborative partnerships with Alberta Union of Provincial Employees (AUPE) representatives to enable productive Labour Relations partnership.
- Leads the strategy and implementation of contingency planning in the event of legal or illegal strike action.
- Provides expert advice to Executive and Senior Management regarding the interpretation and application of Collective Agreement and Essential Services Agreement articles.
- Remains attune to legislative and policy changes impacting the Labour and Employee Relations environment, ensuring GoA directives, policies and guidelines are in alignment with industry best practices.
- Conducts environmental scanning and review of labour and employment policy directives, guidelines and policies to ensure alignment with legislative changes and industry best practices.
- Provides strategic direction and mentorship to a team, ensuring staff are provided adequate training and development supports to enable career growth and development.

### OUTCOMES

- The development and execution of an effective collective bargaining and negotiations strategy to ensure employer interests are well supported and defended.
- Engagement in expanding the presence of negotiations services with the GoA and other quasi-government organizations.
- The provision of consistent and effective advisory services to Executive Leadership and CSD regarding Collective Agreement / Essential Service trends.
- Ensures comprehensive preparation of contingency plans are developed and implemented in the event of a work stoppage due to legal or illegal strike action.
- The development of strategic and collaborative partnerships with AUPE representatives.