



Labour Relations Officer - WSIB Appeals Specialist (12 Month Contract)

Location: Toronto or Kingston, ON Canada

Type: Contract (12 Months)

Group/Grade: Bargaining Unit/Officer

Rate: \$115,232.38 (start)

Date: February 23, 2026

The Ontario Nurses' Association (ONA) is Canada's largest nurses' union. We are powered by our members — 68,000 nurses and health-care professionals, and 18,000 nursing student affiliates — who provide care in hospitals, long-term care, public health, the community, clinics and industry.

Our mission is to defend the rights of and advocate for nurses and health-care professionals who care for the health of Ontarians. We empower members and fight against unfair and unsafe treatment, negotiate and enforce our contracts, offer benefits and insurance, provide tailored education and development opportunities and much more. We confront governments, administrations and other policymakers head on to fight for high-quality public health care.

ONA is seeking to hire a **Contract Labour Relations Officer (WSIB Appeals Specialist)**. This posting is for an existing vacancy. This position reports to the Senior Manager, LEAP and WSIB Appeals Team and will be responsible to meet the service delivery needs of membership by assessing WSIB files for merit and conducting appeals on behalf of ONA members.

This is what else you can expect from this dynamic role:

- Conduct WSIB appeals from the intent to object, through the investigation of the issues, writing submissions, and performing oral hearings, up to and including Workplace Safety and Insurance Appeals Tribunal (WSIAT).
- Effective case management which includes performing quality merit assessments, the identification of issues in dispute, early intervention strategies and opportunities, address competing priorities among files, maintain timelines, and advance files in a timely manner.
- Provide strategic advice to members regarding their appeal.
- Identify and communicate trends observed in workplace injuries among ONA members – as well as the appeals process – in the areas of health and safety, return to work and labour relations to the appropriate teams to ensure members' rights are protected.
- Keep abreast of WSIB/WSIAT and *Ontario Human Rights Code* legislative and policy changes that impact ONA members' appeals.
- Achieve ONA's position and maintain the collective and individual rights of members throughout the course of the appeals work.

- Assists in membership education and communications with respect to WSIB
- Identify risks and opportunities related to ONA achieving its goals/mandate.

What we are looking for:

The successful candidate will possess -

- Degree or diploma in Labour/Industrial Relations (or related field).
- A minimum of three (3) years of experience performing WSIB case work, along with a minimum of three (3) years of experience in adjudication or case/claims management based on interpretation of relevant statutes and principles in the WSIB environment.
- Paralegal license (Ontario) is a strong asset.
- A Registered Nurse designation, or other regulated health professional designation, is an asset.
- Demonstrated knowledge and experience in written and oral appeal representation at WSIB (Operations/Appeals Services) and WSIAT.
- Demonstrated knowledge and experience in interpreting and applying relevant legislation (*Labour Relations Act, Occupational Health & Safety Act, Ontario Human Rights Code and Workplace Safety and Insurance Act*).
- Professional development related to WSIB and other impacting legislation.
- Bilingual English/French is an asset.
- Project Management (PMP) certificate is an asset.
- Alternative Dispute Resolution (ADR)/Mediation certificate/training is an asset.

The successful candidate must be able to travel.

All interested candidates may apply via [ONA Jobs](#) by 4:30 p.m. on March 9, 2026.

The Ontario Nurses' Association is committed to employment equity within its staff. Applications are encouraged from equity-deserving groups including individuals of Indigenous descent, Racialized individuals, individuals living with disabilities, and 2SLGBTQI persons. We also provide accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources at HumanResources@ona.org.

Thank you for your interest in joining us. Only those selected for an interview will be contacted.