

## Long Term Disability Advocate

**Permanent Full-time:** 1 position

**Location:** Regina SK

**Internal/External Posting:** #2025-28

**Posting Date:** December 10, 2025

**Closing Date:** January 2, 2026

**Pay Band:** level 11 \$39.94 to \$47.02 per hour

**Are you passionate about disability coverage and supports?**

**Are you dedicated to creating impact?**

**Join SGEU Today!**

### OUR WORKPLACE

SGEU fosters a collaborative work environment rooted in excellence, providing a range of labour relations services to over 20, 000 members across Saskatchewan. Guided by a culture of professionalism, teamwork and accountability, we operate on the traditional territories of Treaty 4 (Regina) and Treaty 6 (Saskatoon and Prince Albert) and the homeland of the Métis nation. We are grateful for the opportunity to live and work on these lands and remain committed to advancing truth and reconciliation and remain committed to advancing truth and reconciliation.

### OUR COMMITMENT TO DIVERSITY

SGEU is committed to the full participation of diversity groups. These groups include all equity groups recognized by the Saskatchewan Human Rights Commission: Indigenous Peoples, Members of Visible Minority Groups, Racialized Groups, Persons with Disabilities and Women in Under-Represented Roles, as well as LGBTQ2s+ persons and Newcomers to Saskatchewan.

### WHAT YOU'LL DO

In this role, you'll support SGEU's Long Term Disability (LTD) Plan by advocating on LTD claims from the pre-appeal stage through to arbitration. You'll conduct in-depth research into disabilities and medical conditions, and prepare clear, thorough presentations in support of the LTD Appeal process including appeals in a committee of SGEU members and arbitration hearings. You'll help ensure members receive fair representation by analyzing complex information and making persuasive, evidence-based arguments on their behalf and answer complex questions for plan members and employers associated with the SGEU LTD Plan.

### WHO YOU ARE

*Candidates will have the following qualifications:*

- Completed or have an equivalent combination of post-secondary education in social services, nursing or certification in a health related or legal related field such as paramedical, paratechnical, LPN, Licensed Psychiatric Nurse, or certifications in insurance and risk management as an Insurance Professional (CIP), combined experience working directly in advocacy or senior disability insurance case management related roles.
- Technical experience interpreting LTD Policy language and Collective Bargaining Agreement language relevant to return to work, leaves of absences and disability management processes;
- Understanding of a union's legal framework and environment, including statutes such as *The Saskatchewan Employment Act* and *The Saskatchewan Human Rights Code*;

- Experience working in an automated office environment using most features of Microsoft Office 365 such as: Word, Excel, Power point, Outlook and TEAMS;
- Experience problem solving and leading dispute resolution processes such as mediation;
- Proven track record establishing and maintaining functional relationships with internal and external stakeholders; and
- Excellent written and oral communication skills typically demonstrated writing and presenting briefs/presentations and oral arguments.

*Candidates will have the following primary duties and the knowledge, skills and abilities to complete them:*

- Demonstrated experience analyzing policies, legislation and collective agreements for best practices in safe medically sound return to work arrangements;
- Comprehensive understanding and experience working with disability management services appeals and arbitration processes;
- Ability to work as an advisor to assist and support developing Collective Agreement language specific to LTD issues, accommodation, return-to-work-practices, and EFAP (Employee Family Assistance Program).
- Demonstrated record and knowledge of the following: Employment Insurance appeals, Saskatchewan Government Insurance appeals, Workers Compensation appeals, Disability Benefits appeals, and Canada Pension Disability appeals.
- Proven experience researching and problem-solving complex disability-related issues to support member needs from the pre-appeal to arbitration stages and return to work practices;
- Experience advocating while exercising sound judgment, decision making and maintaining high levels of confidentiality;
- Ability to work independently and as part of a team to plan and organize multiple responsibilities and projects to meet deadlines; and
- Ability to advise and facilitate training and/or policy events sponsored by the Union and the labour movement about disability management, OHS, and return-to-work best practices.

## OUR BENEFITS

- Competitive salaries
- Earned days off
- Dental care benefits
- Vision care benefits
- Extended health care benefits
- \$500/year, Health Spending Account
- Pension plan (10% employer funded, 8% employee funded)
- Long-Term Disability coverage
- Continued education and professional development

## HOURS OF WORK

This permanent full-time position will be headquartered in Regina, SK. SGEU's LTD Advocates are designated as field staff and work 144 hours in a four-week averaging period during SGEU's hours of operation 8:00 am-5:00 pm. LTD Advocates may be required to travel throughout Saskatchewan, including some overnight stays.

## HOW TO APPLY

If this role and SGEU sound like an exciting fit for you, we invite you to apply! Candidates must be eligible to work in Canada. Required work permits or other authorizations which may be required are the sole responsibility of the candidates applying. **Candidates are asked to provide a cover letter and résumé detailing specific experience as it relates to this competition to [recruitment@sgeu.org](mailto:recruitment@sgeu.org)**

***Only candidates selected for an Interview will be contacted.  
USW Local 9841 qualified candidates will be given first consideration.***