

Assistant Labourer (Student Hire LOU) - Temporary, Full-Time - 1306

Close Date

April 16, 2024

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

Let's make Kamloops shine! Join our team today.

Position Overview

An exciting opportunity exists for multiple Assistant Labourer positions with the beautiful City of Kamloops! We are seeking students that are hardworking, team players to join our Parks division and conduct general maintenance work to truly help make Kamloops shine. If you are interested and share our values of trusting, health conscious, cooperative, inclusive, purposeful and resilient, please submit your application today!

This position will work alongside Labourer Is and IIs, assisting with various labour work including general maintenance of City streets, City buildings, grounds, recreational equipment, and wading pool facilities, including pool cleaning and liquid chlorination; collecting garbage; janitorial servicing of washrooms; assisting with the care of flowers, trees, and grass; and assisting with the set-up and cleanup of special events. This position involves inside and outside work in all weather conditions, some exposure to dust, occasional handling of toxic chemicals, the possibility of incurring more serious injury, and moderately heavy exertion. This position is required to exercise courtesy and tact in contact with co-workers and the public. Previous labourer experience is preferred.

This position will receive 14% in lieu of all benefits, vacation, stat holidays, and health time. More than 1 may be hired.

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check.

Please refer to the Student Hire LOU attached.

Hourly Rate

21.92 (including 14% in lieu of benefits)

Hours & Days of Work

Non-Regular Hours: May include irregular days and hours of work.

Hours per Week

40

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email hr@kamloops.ca or in person at 6-510 Lorne Street so we can better support you.

Career Opportunity



Canada's Tournament Capital

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at kamloops.ca/careers.

Student Hires

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 900 (The Union)

AND: CITY OF KAMLOOPS (The Employer)

RE: STUDENT HIRES

The parties agree that there is a benefit to supporting student education and agree that, with Union approval, students may be employed at the City of Kamloops.

Prior to hiring a student, the City agrees to determine whether a laid off worker with the required skills could accomplish the project work.

Conditions for student employment:

1. Student hires will be required to become members of CUPE 900 and dues will apply.
2. Work offered will be project work only and therefore will not include vacation, health leave or leave of absence relief, except by mutual agreement.
3. The City will define each project and advise the Union. If the Union does not respond within fourteen (14) calendar days of the detailed written request being received by the Union, or within fourteen (14) calendar days of a meeting to discuss the request, the City may proceed with the student hire.
4. Student workers will not displace CUPE employees.
5. A term of employment shall be less than four (4) calendar months. Students may work more than one (1) term of employment, but terms will not be consecutive. Students will not acquire seniority.
6. Preference will be given to post-secondary students who live in Kamloops, or whose family maintains a residence in Kamloops.
7. Rate of pay will include 14% in lieu of benefits and any future negotiated wage increases.
8. Rate of pay for the term of the 2019-2023 Collective Agreement will be as follows (plus 14% in lieu of benefits)

Date	% Increase	Pay Rate
January 1, 2019	2.50%	\$17.71
January 1, 2020	2.25%	\$18.11
January 1, 2021	2.00%	\$18.48
January 1, 2022	2.00%	\$18.85
January 1, 2023	2.00%	\$19.23

Original signed June 9, 2004

Updated and Signed January 27, 2014

Renewed for the 2019-2023 Collective Agreement Term