

Apprentice Millwright (Temporary, Full-Time) - 1732

Close Date:

August 29, 2025

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 and challenging opportunity exists for a temporary, full-time Apprentice Millwright with the City of Kamloops! The successful candidate performs highly skilled mechanical maintenance work. Work involves the installation, maintenance and repair of City water and wastewater pumps and drives, water chlorinators, reservoir pumps, control valves, water and sewer plant equipment and building mechanical.

Your contribution to our mission is recognized through an excellent compensation package that includes a best-in-class pension plan along with incredible perks that directly impact your wallet. Stay healthy with our free gyms, subsidized recreation programs, and employee wellbeing benefits.

The successful candidate must have the following qualifications:

1. Completion of senior secondary school or its equivalent.
2. Completion of minimum four years of schooling toward Interprovincial Red Seal in Industrial Mechanic (Millwright).
3. Previous welding experience.
4. Valid BC Driver's Licence - Class 5.
5. Minimum 3300 hours working on equipment installation and maintenance as an Apprentice Millwright.

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. A comprehensive benefits package is included with this position. This is a CUPE local 900 position.

For further information on the Millwright position, please see the attached job description for the fully qualified position and review the attached Letter of Understanding for the Apprenticeship conditions. The successful applicant will receive 95% of Pay Grade 14TQ (outside), \$45.342 per hour to start. After successful completion of their Apprenticeship and receipt of their Red Seal Certification the incumbent will move to Pay Grade 14TQ (outside) \$47.729 per hour.

Our preference is to hire a fully qualified Millwright. However, if there are no candidates deemed fully qualified, candidates for the Apprentice Millwright (Temporary, Full-Time) 1732 posting will be considered.

This is a temporary position for approximately one year or return of incumbent.

Career Opportunity

**Hourly Rate**

\$45.342

Hours & Days of Work

Monday – Friday 7:00 am – 3:00 pm

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.

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.

B. 23 Apprenticeships

LETTER OF UNDERSTANDING

BETWEEN: CITY OF KAMLOOPS (The Employer)

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

RE: APPRENTICESHIP AGREEMENT

SCOPE

The Employer and the Union recognize the importance of creating an apprenticeship program for skilled trades. An apprenticeship is a training opportunity. If the employee successfully completes the training opportunity, the employee may apply for any current vacant position in the trade for which they have apprenticed. If the apprentice is not the successful candidate, or if there is no vacant position at the end of the apprenticeship program, the employee will be placed on the on-call Labourer list for available relief work, and may post on any position for which they are qualified.

The Employer may hire an apprentice at any level, based on the needs of the organization. The Employer may hire an apprentice for a temporary term.

An Employee is only allowed one apprenticeship training opportunity in their career with the City of Kamloops.

PAY SCHEDULES

The following pay schedules are meant to align with the Industry Training Authority (ITA) levels.

No pre-apprenticeship program achieved:

<u>Timeline</u>	<u>% of Journeyperson Rate</u>
Starting Wage	50%
After completion of 1st year	60%
After completion of 2nd year	70%
After completion of 3rd year	80%
After completion of 4th year*	100%
*and formal receipt of Trade Qualification	

Pre-apprenticeship program achieved:

<u>Timeline</u>	<u>% of Journeyperson Rate</u>
Starting Wage	55%
After completion of 1st year	65%
After completion of 2nd year	75%
After completion of 3rd year	85%
After completion of 4th year*	100%
*and formal receipt of Trade Qualification	

The above schedules are contingent upon the apprentice successfully completing each schooling level of the apprenticeship and meeting the required working hours for each level.

EVALUATION OF APPRENTICE

If an Employee is not successful in passing any level of schooling, they will be permitted to remain in the apprenticeship, provided they re-write the failed exam for that level at the next available opportunity as approved by the Employer. The apprentice will only be permitted one (1) re-write per level of schooling. If the apprentice does not pass the exam, the training opportunity will end.

APPRENTICE COMMITMENT

For the duration of the apprenticeship, the employee is not permitted to apply for any other City of Kamloops job postings unless agreed to by the Employer.

ARTICLE 9.b – Layoffs and Rehiring

The apprentice will be laid off before junior, fully-qualified journeypersons.

The apprentice will be recalled last, after junior, fully qualified permanent journeypersons.

ARTICLE 10.c – Trial Period

Newly hired and existing employees shall be placed on a six-month probation period. The Union agrees to consider an extension of the probationary period if requested by the City.

The Employer recognizes that there is a joint responsibility for the development and success of the apprentice. It is the Employer's obligation to regularly monitor and assess the apprentice's work to ensure that they are completing the required apprenticeship training, as outlined by the Industry Training Authority (ITA). It is the Employee's obligation to attend the schooling required at regular intervals and to participate in applicable duties at the workplace.

If an apprentice with seniority is unsuccessful during the six-month probationary period, s/he will be returned to his/her former position without loss of seniority or previous salary, and any other employee promoted or transferred because of the rearrangement of positions shall also be returned to his/her former position without loss of seniority and previous salary.

If an apprentice without seniority is unsuccessful during the six-month probationary period, his/her employment with the City will be terminated.

If an apprentice with seniority passes their probation period but is unsuccessful in passing any of the required educational courses during the apprenticeship term, s/he will be removed from the apprenticeship training opportunity, will retain their seniority for a period of one year from the date of removal from the apprenticeship and can apply for any vacancies throughout the City using their qualifications and seniority.

ARTICLE 10.e – Job Training Program

The Employer will reimburse tuition and course material fees on proof of successful completion of each level of schooling completed during the apprenticeship.

ARTICLE 18.e - General Leave

An unpaid Leave of Absence will be granted to attend courses related to the apprenticeship. Details relating to any Leave of Absence will be considered under the corporate Leave of Absence policy as it may be amended from time to time.

ARTICLE 19 – Payment of Wages and Allowances

The apprentice will be entitled to any earned benefits during the term of the apprenticeship including during educational leaves of absence.

The collective agreement provisions shall apply except as modified by this Letter of Understanding.