



*A progressive city of 187,800 people located just a short 30-minute drive from Toronto, the **City of Oshawa** is one of Canada's fastest growing communities that is exceptionally positioned to live, work, learn and invest. Its strategic pursuit of sustainable growth, excellent community service delivery and cooperative partnerships have enhanced its quality of life advantage, while maintaining a strong commitment to financial stewardship.*

Vacancy: Regular Full-Time Skilled Labourer/Winter Patrol Technician (2 positions)

Posting Number: V-205-25

Department: Community & Operations Services

Branch: Parks & Roads Operations Services

Location: Consolidated Operations Depot

Posting Start Date: 2025/10/17

Posting End Date: 2025/10/27 by 4:30pm

Employment Group: CUPE 250

Salary Grade: 05-\$34.39- \$36.20

Standard Weekly Hours of Work: 40

Shift Work Required: Yes

Job Description:

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Reporting to the Manager, Roads, Operations Safety & Training and under the direction of the Supervisor, Roads Maintenance, Lead Hand or designate, the Skilled Labourer performs semi-skilled trade and general labouring duties. The Winter Patrol Technician provides winter road patrol activities during the Road Operations winter maintenance period as well as carrying out a wide array of activities to maintain the safety of the City of Oshawa road and sidewalk network.

This position is expected to make decisive decisions in order to complete or take actions that deal with the City's winter road maintenance responsibilities while undertaking inspections of road and sidewalk sections to determine necessary snow and ice control procedures. Of particular importance is to monitor weather, routinely patrol all street classifications, undertake spot salting and plowing operations when necessary; respond and or communicate to Service Oshawa, Security, complaints from the public, requests from the police and directions from the road supervisor or senior management. The incumbent shall be required to work extensively alone and work afternoon, night and weekend shifts.

Responsibilities:

- Perform skilled labouring duties of various semi-skilled trade activities, some of which includes asphalt raking, concrete finishing, pipe laying, form work, rough carpentry, bridge and gabion repairs, brick and block laying and sewer work

- Perform other various general labouring activities
- Perform road patrol duties during the road operations winter maintenance period which typically runs from the second Friday in November until March 31
- Inspect, conduct ratings and report on municipal infrastructure and assets within the road allowance for deficiencies and snow accumulation as defined in the Minimum Maintenance Standards
- Prepare work orders for repairs to city infrastructure through the use of computer software
- Monitor and record road and weather conditions, ambient temperatures, computer radar imagery and be ready to respond when a winter storm event is forecasted and approaching
- Perform winter road patrol duties, for hazards such as, accumulation as per M.M.S, plowing snow on roads and sidewalks, delivering notices of by-law violations regarding sidewalk snow clearing and depositing snow on roads, monitoring identified areas for flooding and ice build-up, directing City snow clearing operations or equipment to problem areas and monitoring the City's contractors for performance
- Observe and record all activities in a daily diary and ensure all observations are recorded on relevant winter maintenance patrol shift records
- Inspections shall include but are not limited to: snow and ice, road signs, road and sidewalk surface conditions, drainage issues, guiderail systems, mailboxes, electrical installations, railway crossings, intersections, catch basins, manholes, detour signs, debris on the travelled portion of the road and streetlighting
- The winter patrol technician shall be considered part of the supervisory staff thereby accepting responsibility for the safety, quality and productivity of the winter control operations
- Ensure spreader trucks are set to the appropriate application rates determined by the Road Supervisor based on quality standards and monitor the results of the application. Patrol, monitor and inspect road and sidewalk conditions, conduct ratings on salting and plowing effectiveness and record results
- Monitor the productivity, logistics and organization of staff and contractors on assigned routes
- Produce and submit neat and accurate records
- Accurately identify, measure, and record; snow accumulation, temperature, weather, precipitation and road and sidewalk conditions which could be used as evidence in court
- Remind operators of any plowing hazards on their assigned routes
- Note and update the dispatch board for plowing hazards on roads and sidewalks
- Inspect and identify deficiencies on roads, sidewalks, curbs, boulevards, manholes, catch basins, culverts, bridges, signage and roadside safety devices
- In addition to the various winter road conditions described in the Standards, the existence and inspection of other road inventory shall also be noted during the scheduled patrol
- Respond to emergency situations such as flooding, icy conditions, oil spills and property damaged due to plowing or maintenance operations
- Lightly enforce City By-laws specific to Winter Control Operations for example, delivering notices of violations, regarding sidewalk snow clearing and depositing snow on roads
- Investigate complaints and inquiries from residents, elected officials and City staff

- Work in accordance with City of Oshawa Safe Work Standards and the Ontario Occupational Health and Safety Act
- Perform various duties related to the Winter Control/Call Board activities and other duties as assigned
- Support and demonstrate the City of Oshawa core values of Authenticity, Courage, and Trust

Requirements:

- Knowledge and skill normally associated with the successful completion of a recognized snow and ice school and municipal winter maintenance training program. Plus five (5) years of experience in a municipal road maintenance environment or the equivalent combination of formal education and relevant experience
- Demonstrated ability in concrete finishing and asphalt raking
- Skills and experience using Microsoft Office and related software applications (e.g. RWIS or electronic road weather monitoring and forecasting systems, internet, hours of service software, road temperature gauges, electronic spreader controls and anti-icing equipment)
- Capable and willing to train for internal licensing on Grade 2 equipment or higher, at the City's convenience and in accordance with seniority, based on operational requirements
- Operate maintenance vehicles, equipment and tools such as tractors, excavation equipment, combination plow spreader, trucks of various sizes and sidewalk plow machines
- Able to perform strenuous work such as climbing, lifting and moving heavy items (80 lbs./approx. 36 kgs.), involving considerable effort, and capable of performing the work assigned in a safe manner
- Working knowledge and understanding of and ability to apply relevant safety policies, standards and legislation (Ontario Occupational Health and Safety Act, WHMIS, First-Aid and CPR)
- Sound knowledge of the City's Quality Standards, Procedures, Minimum Maintenance Standards and City by-laws
- Good communication skills and ability to understand and follow oral and written instructions
- Able to complete forms and records relevant to the job and prepare clear, concise reports.
- Able to work alone with minimal supervision and possess personal qualities of reliability, co-operation, self-motivation and sound judgment
- Good interpersonal skills; common sense, tact and courtesy to deal with the general public, external agencies and to discuss routine information with colleagues
- Understand and able to plan ahead and be aware of changing weather conditions
- Try to anticipate problems to improve the operation
- Able to maintain confidential information
- The position requires you to work scheduled evening and night shifts in accordance with Article 11.05(c) of the CUPE Local 250 Collective Agreement
- The position requires you to work scheduled week-end shifts in accordance with Appendix E and the Letter of Understanding re: Weekend Patrol for the Winter Maintenance Period of the CUPE 250 Collective Agreement

- Possession and maintenance of a valid Ontario Driver's Licence, in good standing (minimum Class "DZ"), a driver's abstract showing no demerit points, and the ability to pass the Corporation's tests for motor vehicle operation
- Capable of obtaining a minimum Operator 2 internal licence
- Must serve on the Summer and Winter Call Board

What the City Offers:

- Competitive salary
- Comprehensive benefits package
- Pension (OMERS)
- Professional development opportunities and/or education reimbursement
- Free on-site parking
- Employee perks and wellness programming

As a condition of employment, the City of Oshawa will require successful candidates to undergo a Criminal Records and Judicial Matters check and an employment medical.

Please be advised that position location as noted is at the time of posting and is subject to change, as required due to operational needs.

We would like to thank all applicants however, please note that only those selected to attend an interview will be contacted and all other applicants will be kept on file. Applicants are advised that written, oral and practical testing may form part of the selection process.

Apply online at: <https://www.oshawa.ca/city-hall/careers/>

Applicants who are currently employed by the City of Oshawa are asked to clearly indicate their status as an internal applicant in their application. Please ensure that you check your email regularly to receive any correspondence.

The City of Oshawa is situated on lands and waters within the Williams Treaties Territory, home to seven First Nation communities of the Michi Saagiig and Chippewa Anishinaabeg, who have cared for and maintained these lands from time immemorial and continue to do so to present day. [Learn more](#)

We are an Equal Opportunity Employer in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code (OHRC). The City of Oshawa promotes the principles of diversity, equity and inclusion and adheres to the tenets of the Canadian Human Rights Act and the Ontario Human Rights Code. The City of Oshawa encourages applications from women, Indigenous Peoples and persons of all cultures, ethnic origins, religions, abilities, ages, sexual orientations, and gender identities and expressions.

The City of Oshawa will provide accommodations throughout the recruitment and selection and/or assessment process to applicants with disabilities and/or needs related to the OHRC. If you require an accommodation during the recruitment process or assistance with the application process please contact Human Resource Services. Personal information provided is collected under the authority of The Municipal Freedom of Information and Protection of Privacy Act.

