

Labourer - Changeover (Temporary, On-Call) - 1985

Revised Close Date

Open Until Filled

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

Do you ever wonder what it looks like "behind the scenes" at concerts, hockey games and all the other fun and exciting events the City of Kamloops hosts? If so, then the Temporary, On-Call Labourer Changeover position might be a great fit for you! The City is looking to hire a changeover crew made up of Temporary, On-Call Labourers to install and remove dry floor, install and remove glass, exits and stage in preparation for, and after, events this busy season. If you are someone who takes pride in your work and is interested in working in a high paced environment, then this position may be a great fit for you.

This opportunity is in the amazing city of Kamloops which offers the perfect balance of career growth and quality of life. We are known as Canada's Tournament Capital and are one of Canada's fastest growing cities! Nestled in the heart of British Columbia's stunning interior, Kamloops is known for its warm climate, outdoor adventure, and vibrant community. Whether you enjoy hiking, biking, skiing, golfing, and many more activities – Kamloops has something for every outdoor enthusiast—right at your doorstep. With short commutes, friendly neighborhoods, and a lower cost of living compared to major urban centres, Kamloops makes it easy to find your work-life balance.

Please note, if you are already on an On-Call list, depending on your availability, as a City employee, you can be on more than one On-Call list. If you have any questions on how this may look, please contact hr@kamloops.ca!

This position's primary role is to convert the arena for various events such as

- Trade Shows
- Concerts
- Blazer Hockey Game

The successful candidate must have the following qualifications:

1. Valid BC Driver's Licence - Class 5.
2. Ability to lift up to 50 pounds.

This is a unionized position with CUPE Local 900; check out our Collective Agreement (2024 - 2025) for full details (ratified 2026 Collective Agreement coming soon). As this is a unionized position, all qualifications must be met in order to be shortlisted for the position. More than one 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. This position will receive 14% in lieu of all benefits, vacation, stat holidays, and health time.

This position will remain open until filled. This posting may close anytime after August 16, 2026 if a qualified candidate is found.

This is a temporary position until approximately June 30, 2027.

Hourly Rate

\$27.426

Hours & Days of Work

On-call various hours/days of work

Hours per Week

Various

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.

Labourer On Call Guidelines

On-call Employee Availability

1. Permanent On call means you are available all week when works arises unless you are on other on call lists with the City of Kamloops.
2. Shifts will be assigned based on seniority, qualifications and availability.
3. It is the employee's responsibility to provide current contact information to the Civic Operations Clerk. (home/cell phone numbers, etc.)
4. There is no guarantee of hours
5. Call out procedures
 - Commence at top of list and call out by seniority
 - Shifts are assigned based on operational needs.
 - If employees do not answer, a voicemail will be left to report to the shift being offered and to call back as soon as possible.
 - If a senior employee misses the call or misses the shift or is sick the day of the call, the Civic Operations Clerk needs to be notified. Documentation may be needed.

Points to Note:

- On call shifts are scheduled based on operations and not seniority and could be changed periodically.
- Employees MUST keep the Civic Operations Clerk apprised of their availability, and this includes:
 - Calling if they are sick and then calling back to advise when they are fit to work again (Employees may be asked to provide a doctor's note). Failure to do so may result in the loss of work.
 - Employees must be available unless they are on other on call lists within the City of Kamloops.
 - Employees holding employment outside the City of Kamloops or attending school may have to resign.
- On Call lists with scheduled shifts such as Changeover and Sweeper (Blazer games) take priority over non-scheduled shifts from 'call out list' (general Labourer/snow removal).
- Onus is on employees to ensure they are NOT putting themselves in an overtime position by accepting a shift(s), and they must tell the Supervisor if it will put them in an overtime situation.
- IF employee has already accepted a shift somewhere else, they CANNOT cherry-pick to accept a more desirable shift(s) – once accepted, they are committed to the original shift.

- Parks is to document all employees who:
 - fail to keep the Supervisor apprised of their availability
 - continually decline shifts
 - have restrictions (ie: back issues – no heavy lifting etc.). HR may ask that a Dr's physical assessment form be completed
 - put themselves in an OT situation or cherry-pick shifts
- Employees who do not maintain an acceptable level of availability may be subject to coaching and/or discipline up to and including removal from the Labourer on call list.

B. Labourer I – Introductory Period Pay Rate

LETTER OF UNDERSTANDING

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

AND: CITY OF KAMLOOPS (The Employer)

RE: Labourer I – Introductory Period Pay Rate

The City of Kamloops has the right to contract out work pursuant to Article 1(c) of the Collective Agreement. In exchange for the City of Kamloops not contracting out Labourers at this time, the Union agrees, on a without prejudice, without precedent basis, to the following:

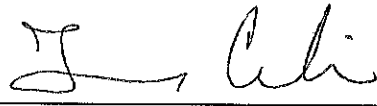
1. All current Labourers (classified as "Labourer II") will be grand-parented and will receive all rights and privileges of the current Collective Agreement as amended from time to time, including all negotiated wage increases, and as modified by terms and conditions set out in this Letter of Understanding.
2. The wage rate will remain at Pay Grade 5 (Outside) for current Labourer IIs, unless otherwise negotiated. Article 20 will not apply.
3. All current and new employees hired as a Labourer after the date of the signing of this Letter of Understanding will be classified as a "Labourer I" and will be governed by the Collective Agreement as amended from time to time, and as modified by terms and conditions set out in this Letter of Understanding.
4. Labourer Is and Labourer IIs will be treated as one classification for the purposes of on-call work and will be called in order of seniority.
5. Labourer Is will be paid at Pay Grade 1 (Outside) for the first 3,120 hours worked ("Introductory Period"). This rate is subject to all negotiated wage increases for that pay grade. Article 20 will not apply.
6. The accumulation of hours worked will not be affected by breaks in employment with the City or with any Division worked in as a Labourer I.
7. Labourer Is will not be eligible for shift differential. Article 19(e) will not apply.
8. A Labourer I will be reclassified as a Labourer II after successfully completing the Introductory Period and will then be paid at Pay Grade 5 (Outside) or the current rate specified in Schedule A for a Labourer II. Probation and seniority as set out in the Collective Agreement shall not be impacted by the Introductory Period.
9. Current City employees who have previously worked as a Labourer II but who no longer hold that classification will not be given credit for any previous hours worked as a Labourer II if they choose to bid into a Labourer I vacancy.
10. External applicants who have previously worked as a Labourer II with the City of Kamloops will be given credit for any hours worked as a Labourer II after January 1, 2017.
11. This Letter of Understanding does not apply to any City employee being placed as a Labourer as a result of a seasonal or permanent layoff.

12. The Employer agrees to not exercise its rights under Article 1(c) in regards to Labourer work for the duration of the term of the Collective Agreement to commence in January 2019. The Employer reserves the right to contract out as per Article 1(c) at any time after the expiry of that Collective Agreement. The Union will retain all of its rights under Article 1(c) if the Employer chooses to exercise its rights at that time.
13. The parties agree that this Letter of Understanding shall not set a precedent, including, but not limited to, in any other City of Kamloops operations.

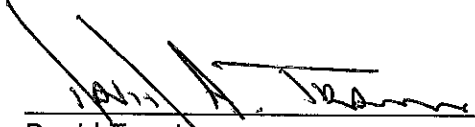
Signed this 22 day of January, 2019.

FOR CUPE LOCAL 900


1st Vice President


Unit Chair

FOR CITY OF KAMLOOPS


David Krawin
Chief Administrative Officer


Jen Fretz
Civic Operations Director