

Labourer I - LOU (Permanent, Full-Time) - 2050

Close Date

October 23, 2026

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 multiple **Permanent, On-Call Labourer** positions with the beautiful City of Kamloops! We are seeking hardworking and reliable Labourers to join our Parks team and truly make Kamloops Shine. In this role, you will assist with the maintenance and care of public parks and recreational areas.

Responsibilities include mowing, trimming, landscaping, waste collection, snow removal, and general upkeep to ensure safe, clean, and attractive spaces for the community. The successful candidates will be responsible for operating and maintaining a variety of tools and equipment such as lawnmowers, brush cutters, hedge trimmers, and other power tools. Previous experience working with and operating equipment in a parks, public works, grounds maintenance, or similar environment would be valuable in this role.

If you love working outside, performing manual labour in all weather conditions, are a team player, and have a strong safety mindset, this could be the perfect position for you. We encourage you to apply today!

As a City of Kamloops employee, you'll have access to a variety of programs and resources that support your overall well-being, including mental health supports, onsite fitness facilities, and a Wellness Works program, which promotes physical and mental well-being in the workplace and supports our Health Conscious corporate building block.

The successful candidate must have the following qualifications:

- Valid BC Driver's Licence - Class 5 or equivalent.

Preferred Training, Knowledge, Memberships, Ect.

- Previous experience caring for parks or public works grounds and equipment.

***Please be sure to upload an "N" Print Driver's Abstract (Commercial Driver's Abstract) with your application.*

***All applicants who are shortlisted will be contacted by email.*

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.

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.

Please see the attached Letters of Understanding for more information on this position.

Hourly Rate

\$27.426

Hours & Days of Work

Various, On-Call

Hours per Week

Various, On-Call

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. 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:

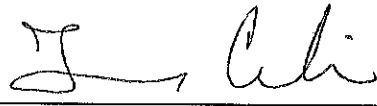
1. All current Labourers (classified as "Labourer II") will be grand-parented and will receive all rights and privileges of the current Collective Agreement as amended from time to time, including all negotiated wage increases, and as modified by terms and conditions set out in this Letter of Understanding.
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.

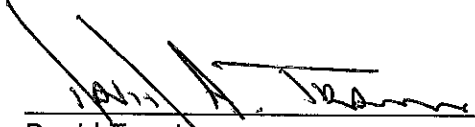
Signed this 22 day of January, 2019.

FOR CUPE LOCAL 900


1st Vice President


Unit Chair

FOR CITY OF KAMLOOPS


David Krawin
Chief Administrative Officer


Jen Fretz
Civic Operations Director