

Labourer - Changeover (Temporary, On-Call) # 746

Closing Date: June 29, 2022.

Position Overview

A Temporary, On-Call Labour position with the changeover crew is available with the City of Kamloops! Our team is responsible for install and removal of the dry floor, install and removal of glass, exits and stage. 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. Let us know that you are interested in joining our team and apply today.

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:

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

More than one may be hired. This is a temporary position until approximately June 30, 2023.

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.

Refer to Articles 19(g) and (h) in the City of Kamloops/CUPE 900 Collective Agreement regarding Benefit Allowance and Eligibility.

Hourly Rate

Range per LOU – PG 1 \$23.20 – PG 5 \$28.89

Hours & Days of Work

On-Call various hours/days of work

Hours per Week

Varied

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by email hr@kamloops.ca or in person at 105 Seymour Street so we can better support you.

We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements for each job you apply. 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

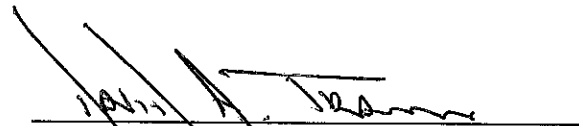


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FOR CITY OF KAMLOOPS



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