

Labourer I - LOU (Permanent, On-Call) # 798

Closing Date: August 29, 2022

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 team players. In this role, you would have the opportunity to conduct general maintenance work throughout the City and parks. If you are able to lift up to 50 pounds and are interested in helping make Kamloops shine submit your application today.

The successful candidate must have the following qualifications:

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

Preferred Qualifications:

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

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

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

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

\$23.20-\$28.89 (as per LOU)

Hours & Days of Work

Various days and hours of work

Hours per Week

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 105 Seymour 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.

Employee Definitions

LETTER OF UNDERSTANDING

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

AND: CITY OF KAMLOOPS (The Employer)

Re: Employee Definitions

An employee owns a position at the City when they successfully bids on a posting for a regular full-time or part-time, seasonal, temporary, or on call position.

1. Regular full-time employees have:

- a. The normal work week as stated in Article 13 or as modified by mutual agreement for their position.
- b. No fixed term of employment.
- c. Rights to all terms of the Collective Agreement.

2. Regular part-time employees have:

- a. Hours of work as established for their position, which are less than the normal work week stated in Article 13.
- b. No fixed term of employment.
- c. Rights to all terms of the Collective Agreement except where modified to apply to part-time employees (for example - Articles 14[f], 19[g], and 19[h]).

3. Seasonal employees have:

- a. The normal work week as stated in Article 13 or as modified by mutual agreement for their position.
- b. A term of employment which is less than full annual hours and based on seasonal work demands.
- c. All conditions of the Collective Agreement except as modified by language or practice, for example:
 - i. Article 9(b)(ii)(2) - full-time employees bidding on seasonal positions may not bump into a full-time position when laid off.
 - ii. Article 9 - bumping is limited to outside employees in positions previously held by the laid off seasonal employee.

- iii. Letter of Understanding – "Seasonal Employees" - use of vacation time to extend layoff date.
- iv. Seasonal employees may not own a seasonal and a permanent on call position.

4. Temporary full-time employees have:

- a. The normal work week as stated in Article 13 or as modified by mutual agreement for their position.
- b. A fixed term of employment, with an approximate end date which is stated on the job posting.
- c. Rights to all terms of the Collective Agreement except Article 9 - Layoffs and Rehiring.
- d. Benefits from start date for all posted temporary full-time assignments of longer than eight (8) months.

5. Temporary part-time employees have:

- a. Hours of work as established for their position, which are less than the normal work week stated in Article 13.
- b. A fixed term of employment, with an approximate end date which is stated on the job posting.
- c. Rights to all terms of the Collective Agreement except Article 9 - Layoffs and Rehiring.

6. On Call employees have:

- a. No guarantee of daily or weekly hours.
- b. No fixed term of employment.
- c. Rights to all terms of the Collective Agreement except Article 9 Layoffs and Rehiring.
- d. The right to hold more than one permanent on call position, but may not work more than thirty-five (35)/forty (40) hours in a normal work week without supervisory approval.
- e. Benefit entitlement calculated as per Article 19(g) - Benefit Eligibility for Part-time and Temporary Employees.

On Call employees may be used to relieve permanent and seasonal employees during vacation, health leave, or other paid or unpaid leaves of absence, or to provide extra workers to meet operational demands.

Relief work that is known to exceed sixty (60) working days at the beginning of the assignment will be posted as a temporary position.

The application of on call assignment noted below will not apply to work groups with a Letter of Understanding or mutually-agreed written guidelines that addresses on call work.

Note: As of November, 2010, guidelines are being written for CRRs, On Call Clerical, and RCMP Relief Staff. When completed, these guidelines will govern on call staff assignments in those areas.

7. Application of on call assignment

On call work will be assigned from an established on call list for a maximum of thirty (30) working days. If the requirement for relief work continues past that point, the assigned employee will have the right to continue in that position for a maximum of thirty (30) additional working days if they are the senior qualified worker and no other more senior qualified worker on the same list is without a work assignment.

8. On call work - summer season in Parks

On Call employees may be used for the full term of the summer season to complement the use of Parks seasonal positions in the following areas: horticulture, parks maintenance, turf maintenance, natural resources, park amenities, irrigation (including water parks), arboriculture, and cemetery sections.

New Letter of Understanding for the 2011-2013 Collective Agreement term
Renewed for the 2019-2023 Collective Agreement term

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.

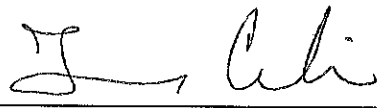
12. The Employer agrees to not exercise its rights under Article 1(c) in regards to Labourer work for the duration of the term of the Collective Agreement to commence in January 2019. The Employer reserves the right to contract out as per Article 1(c) at any time after the expiry of that Collective Agreement. 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

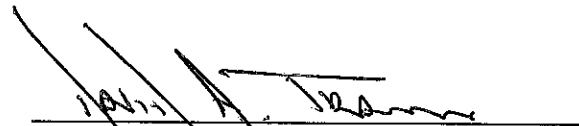


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FOR CITY OF KAMLOOPS



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