

Fair Wage Information for City of Port Alberni

Contractors

Fair Wages are minimum wage rates for specific occupations. They must be paid by contractors doing work for governments with fair wage policies. These policies generally apply to construction, trades and sometimes cleaning and security workers, and are often tied to union wage rates. They're intended to ensure contractors pay decent wages on government contracts instead of slashing wages and benefits.

The City of Port Alberni Collective Agreement, 2019-2023, includes an article regarding fair wages for contractors as well as a listing of all current union positions and their wages.

If you are working on a City project, you may be entitled to higher wages. Review Article 31 - Job Security and the Wage Schedules below.

Examples of minimum payroll rates as of 2023:

<i>General Labour or Traffic Control Person</i>	<i>\$29.20/hr</i>
<i>Tandem Truck Driver (Class 3)</i>	<i>\$32.79/hr</i>
<i>Tandem Truck Driver with Trailer (Class 1)</i>	<i>\$33.99/hr</i>
<i>Backhoe Operator</i>	<i>\$35.80/hr</i>
<i>Excavator Operator</i>	<i>\$36.42/hr</i>
<i>Foreman/Chargehand</i>	<i>\$38.79/hr</i>

City of Port Alberni Collective Agreement, 2019-2023

Article 31 Excerpt:

31. JOB SECURITY

31.01 Contracting Out

The Employer shall not contract out where it would result in a loss to bargaining unit employees.

31.02 Wages and Benefits of Contractors' Employees

- (a) The employees of contractors or subcontractors performing work for the Employer shall receive wages and conditions of employment at least equal to the terms of this Agreement.
- (b) The provisions of paragraph (a) above shall have no application at or in respect of the McLean Mill National Historic Site, except that work currently performed at the site by the bargaining unit will remain bargaining unit work.

City of Port Alberni Collective Agreement, 2019-2023

Wage Schedules A-D:

CUPE Local 118 – City of Port Alberni

January 1, 2019 – December 31, 2023

SCHEDULE "A" - REGULAR FULL TIME POSITION RATES								
BAND	JOB TITLE	Job Code	Group	2019 2.00%	2020 2.00%	2021 2.00%	2022 2.00%	2023 2.25%
11	Maintenance Worker (Echo)	MTCE	VIII	26.36	26.89	27.43	27.98	28.61
	Maintenance Worker (City Hall, Works Yard, Parks)	MTCC	VII	26.36	26.89	27.43	27.98	28.61
12	N/A	N/A		26.91	27.45	28.00	28.56	29.20
13	Labourer 1	LAB1	II	27.45	28.00	28.56	29.13	29.79
14	Clerical Worker (General)	CLGEN	I/II	28.00	28.56	29.13	29.71	30.38
	Solid Waste Collector 1 (Commercial)	SWC1C	II	28.00	28.56	29.13	29.71	30.38
15	Maintenance Worker (Pool)	MTCP	V	28.56	29.13	29.71	30.30	30.98
16	Labourer 2 (Works Yard)	LAB2W	II	29.13	29.71	30.30	30.91	31.61
	Cashier	CASH	I	29.13	29.71	30.30	30.91	31.61
	Truck Driver 1	TD1	II	29.13	29.71	30.30	30.91	31.61
17	Custodial Guard (RCMP)	GRD	III	29.66	30.25	30.86	31.48	32.19
	Labourer 2 (Parks Yard)	LAB2P	II	29.66	30.25	30.86	31.48	32.19
18	Administration Support Clerk (RCMP)	CLCOP	I	30.22	30.82	31.44	32.07	32.79
	Economic Development Assistant	EDA	I	30.22	30.82	31.44	32.07	32.79
	Equipment Operator 1 (Parks Yard)	EO1	II	30.22	30.82	31.44	32.07	32.79
	Instructor/Lifeguard (F/T)	INSGD	IV	30.22	30.82	31.44	32.07	32.79
	Receptionist (City Hall)	RECC	I	30.22	30.82	31.44	32.07	32.79
	Receptionist (Echo)	RECE	IV	30.22	30.82	31.44	32.07	32.79
	Receptionist (Pool)	RECP	IV	30.22	30.82	31.44	32.07	32.79
	Solid Waste Collector 1 (Residential)	SWC1R	II	30.22	30.82	31.44	32.07	32.79
	Streets Service 1	STS1	II	30.22	30.82	31.44	32.07	32.79
	Truck Driver 2	TD2	II	30.22	30.82	31.44	32.07	32.79
19	C.P.I.C. Operator (RCMP)	CPIC	IV	30.78	31.40	32.03	32.67	33.41
	Development Services Clerk	CLDSC	I	30.78	31.40	32.03	32.67	33.41
	Maintenance Worker (Arena)	MTCA	V	30.78	31.40	32.03	32.67	33.41
	Program Secretary	SECP	I	30.78	31.40	32.03	32.67	33.41
	Receptionist / Front Counter (RCMP)	RECR	IV	30.78	31.40	32.03	32.67	33.41
	Solid Waste Collector 2 (Residential)	SWC2R	II	30.78	31.40	32.03	32.67	33.41
	Sweeper Operator	OPSWP	II	30.78	31.40	32.03	32.67	33.41
20	Accounting Clerk	CLACT	I	31.32	31.95	32.59	33.24	33.99
	Accounting Clerk (Payables)	CLAPC	I	31.32	31.95	32.59	33.24	33.99
	Accounting Clerk (Utilities)	CLUT	I	31.32	31.95	32.59	33.24	33.99
	Curator Assistant (Museum)	CURAS	IV	31.32	31.95	32.59	33.24	33.99
	Exhibits Custodian (RCMP)	CLGUN	I	31.32	31.95	32.59	33.24	33.99
	Loader Operator	OPLDR	II	31.32	31.95	32.59	33.24	33.99
	Meter / Cross Connection Control Attendant	METER	II	31.32	31.95	32.59	33.24	33.99
	Solid Waste Collector 2 (Commercial)	SWC2C	II	31.32	31.95	32.59	33.24	33.99
	Truck Driver 3	TD3	II	31.32	31.95	32.59	33.24	33.99

SCHEDULE "A" - REGULAR FULL TIME POSITION RATES (continued)								
BAND	JOB TITLE	Job Code	Group	2019 2.00%	2020 2.00%	2021 2.00%	2022 2.00%	2023 2.25%
21	Accounting Clerk (Taxes)	CLTX	I	31.89	32.53	33.18	33.84	34.60
	Court Liaison Officer (RCMP)	XCST	IV	31.89	32.53	33.18	33.84	34.60
	Engineering Technician	ENTCN	II	31.89	32.53	33.18	33.84	34.60
	Equipment Operator 2 (Parks Yard)	EO2	II	31.89	32.53	33.18	33.84	34.60
	Disclosure & Records Clerk (RCMP)	CLRCD	IV	31.89	32.53	33.18	33.84	34.60
	Traffic Service	TRFC	II	31.89	32.53	33.18	33.84	34.60
	Operations Clerk - Works Yard	OPSC	II	31.89	32.53	33.18	33.84	34.60
22	Payroll Clerk	CLPAY	I	32.43	33.08	33.74	34.41	35.18
	Storeskeeper	STORE	II	32.43	33.08	33.74	34.41	35.18
	Streets Service 2	STS2	II	32.43	33.08	33.74	34.41	35.18
	Tractor Operator (Flail)	OPMOW	II	32.43	33.08	33.74	34.41	35.18
	Watch Clerk (RCMP)	WATCH	--	32.43	33.08	33.74	34.41	35.18
23	Backhoe Operator	OPBHO	II	32.99	33.65	34.32	35.01	35.80
	Formsetter / Cement Finisher	FRMS	II	32.99	33.65	34.32	35.01	35.80
	Grader Operator	OPGR	II	32.99	33.65	34.32	35.01	35.80
	PC Support / LAN Technician (IT)	PCLPT	I	32.99	33.65	34.32	35.01	35.80
24	Aquatic Programmer	AQUPRO	IV	33.57	34.24	34.92	35.62	36.42
	Excavator Operator	OPEX	II	33.57	34.24	34.92	35.62	36.42
	GIS Technician	GISTECH	II	33.57	34.24	34.92	35.62	36.42
	Maintenance Coordinator – Ice Operations	MTCAZ	II	33.57	34.24	34.92	35.62	36.42
	Occupational Health & Safety / RTW Coord	OHSEP	I	33.57	34.24	34.92	35.62	36.42
	Program Leader - Pool	PRGP	IV	33.57	34.24	34.92	35.62	36.42
	PC Technician / LAN Administrator	PCLAN	I	33.57	34.24	34.92	35.62	36.42
	Purchasing Clerk	CLPUR	I	33.57	34.24	34.92	35.62	36.42
25	Education Curator	CURED	IV	34.10	34.78	35.48	36.19	37.00
	Programmer (Recreation)	PRGR	IV	34.10	34.78	35.48	36.19	37.00
	Programmer (Seniors)	PRGS	IV	34.10	34.78	35.48	36.19	37.00
26	Bylaw Enforcement Officer	BEO	I	34.63	35.32	36.03	36.75	37.58
	Collections Curator	CURTR	IV	34.63	35.32	36.03	36.75	37.58
	Maintenance Coordinator - Aquatics	MTCES	II	34.63	35.32	36.03	36.75	37.58
	Planning Technician	PTECH	I	34.63	35.32	36.03	36.75	37.58
	Records Mngt Coord Chargehand (RCMP)	CHGRM	I	34.63	35.32	36.03	36.75	37.58
27	Carpenter	CRP	II	35.19	35.89	36.61	37.34	38.18
	Engineering Technologist	ENTEC	II	35.19	35.89	36.61	37.34	38.18
	Gardener	GRDR	II	35.19	35.89	36.61	37.34	38.18
	Mechanic (Parks)	MECHP	II	35.19	35.89	36.61	37.34	38.18
	Mechanic (Works Yard)	MECHW	II	35.19	35.89	36.61	37.34	38.18
	Waste Water System Operator	OPWWS	II	35.19	35.89	36.61	37.34	38.18

SCHEDULE "A" - REGULAR FULL TIME POSITION RATES (continued)								
BAND	JOB TITLE	Job Code	Group	2019 2.00%	2020 2.00%	2021 2.00%	2022 2.00%	2023 2.25%
27	Water System Operator	OPWS	II	35.19	35.89	36.61	37.34	38.18
	Water System Technician	WSTEC	II	35.19	35.89	36.61	37.34	38.18
28	Accountant / Assistant Collector	ACTAC	I	35.75	36.47	37.20	37.94	38.79
	Chargehand (Construction)	CHGC	II	35.75	36.47	37.20	37.94	38.79
	Chargehand (Parks)	CHGPK	II	35.75	36.47	37.20	37.94	38.79
	Water System Operator III	OPWS3	II	35.75	36.47	37.20	37.94	38.79
29	Building/Plumbing Inspector	PLUMB	II	36.32	37.05	37.79	38.55	39.42
	Chargehand (Streets)	CHGST	II	36.32	37.05	37.79	38.55	39.42
	Network and Systems Administrator	OPSYS	I	36.32	37.05	37.79	38.55	39.42
30	Chargehand (Sewer)	CHGSR	II	36.84	37.58	38.33	39.10	39.98
31	Chargehand (Trades)	CHGMC	II	37.39	38.14	38.90	39.68	40.57
	Chargehand (Water)	CHGW	II	37.39	38.14	38.90	39.68	40.57
	Senior Engineering Technologist	ENGT2	II	37.39	38.14	38.90	39.68	40.57
TRH1	Trades Helper 1st Year (83%)	TRH1	II	29.21	29.79	30.39	31.00	31.70
TRH2	Trades Helper 2nd Year (87%)	TRH2	II	30.61	31.22	31.84	32.48	33.21
TRH3	Trades Helper 3rd Year (91%)	TRH3	II	32.02	32.66	33.31	33.98	34.74
TRH4	Trades Helper 4th Year (95%)	TRH4	II	33.43	34.10	34.78	35.48	36.28

SCHEDULE "B" - RED CIRCLED / FROZEN RATES								
INCUMBENT	JOB TITLE	JOB CODE	GROUP	2019 2.00%	2020 2.00%	2021 2.00%	2022 2.00%	2023 2.25%
VOYSEY	Maintenance Assistant (AHQ Weekdays)	MAP07	PT	26.36	26.89	27.43	27.98	28.61
WILLKOM	Cashier (Payband 17)	CASHR	I	29.66	30.25	30.86	31.48	32.19
REED	Instructor / Guard (F/T) (Payband 20)	INSGDR	IV	31.32	31.95	32.59	33.24	33.99
	Solid Waste Collector 2 Residential (Payband 21) - Francoeur / Jungenkruger red circled as posted backups	SWCRC	II	31.89	32.53	33.18	33.84	34.60
DECLERCQ	Assistant Accountant (Payband 24)	ASACTR	PT	33.57	34.24	34.92	35.62	36.42
GAGNON	Administration Support Clerk (Payband 26)	CLCOP	I	34.63	35.32	36.03	36.75	37.58
	Storeskeeper/O.H. & S. Officer (Payband 26) – Janzen red circled as backup in OHSO position	OHSO	II	34.63	35.32	36.03	36.75	37.58

SCHEDULE "C" - PART-TIME EVALUATED POSITIONS								
Band	Job Title	Job Code		2019 2.00%	2020 2.00%	2021 2.00%	2022 2.00%	2023 2.25%
4	---			22.50	22.95	23.41	23.88	24.42
5	---			23.04	23.50	23.97	24.45	25.00
6	---			23.59	24.06	24.54	25.03	25.59
7	---			24.12	24.60	25.09	25.59	26.17
8	Maintenance Assistant (P/T)	MT CER / MTCEC / MTCECM		25.07	25.57	26.08	26.60	27.20
9	Engineering Assistant	ENGAS		25.27	25.78	26.30	26.83	27.43
10	---			25.80	26.32	26.85	27.39	28.01
11	---			26.36	26.89	27.43	27.98	28.61
12	---			26.91	27.45	28.00	28.56	29.20
13	Early Childhood Educator	ECE		27.45	28.00	28.56	29.13	29.79
14	Receptionist Assistant (P/T)	RECAE		27.99	28.55	29.12	29.70	30.37
15	Instructor/Guard (P/T)	INS2		28.56	29.13	29.71	30.30	30.98
	Program Coordinator	PROCO		28.56	29.13	29.71	30.30	30.98
16	---			29.13	29.71	30.30	30.91	31.61
17	Receptionist - Multiplex	RECAP		29.66	30.25	30.86	31.48	32.19
	Human Resources Assistant	HRA		29.66	30.25	30.86	31.48	32.19
18	Concessions Coordinator	CONCE		30.22	30.82	31.44	32.07	32.79
	Transcription / General Support (RCMP)	TCGS		30.22	30.82	31.44	32.07	32.79
23	Assistant Accountant	ASACT		32.99	33.65	34.32	35.01	35.80

SCHEDULE "D" – PART-TIME POSITIONS (JE EXCLUSIONS)								
	Job Title	Job Code		2019 2.00%	2020 2.00%	2021 2.00%	2022 2.00%	2023 2.25%
	Sidewalk Watch	SWALK		17.12	17.46	17.81	18.17	18.58
	Program Assistant	PRGA / PRGAE		17.40	17.75	18.11	18.47	18.89
	Museum Assistant	PRGAM		17.67	18.02	18.38	18.75	19.17
	Program Instructor	PRGI / PRIE		18.05	18.41	18.78	19.16	19.59
	Summer Program Assistant	SUMAS		18.50	18.87	19.25	19.64	20.08
	Aerobics Instructor	PRGIA		18.87	19.25	19.64	20.03	20.48
	Museum Coordinator	MUSCO		20.18	20.58	20.99	21.41	21.89
	Summer Coordinator	SUMCO		20.18	20.58	20.99	21.41	21.89
	Van Driver	VAN		21.61	22.04	22.48	22.93	23.45
	Leadership Instructor	INSL		23.60	24.07	24.55	25.04	25.60