

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, 2024-2026, 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 2026:

General Labour or Traffic Control Person \$33.75/hr

Tandem Truck Driver (Class 3) \$37.15/hr

Tandem Truck Driver with Trailer (Class 1) \$38.51/hr

Backhoe Operator \$40.56/hr

Excavator Operator \$41.26/hr

Foreman/Chargehand \$43.95/hr

City of Port Alberni Collective Agreement, 2024-2026 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, 2024-2026 Wage Schedules A-E:

SCHEDULE "A" - REGULAR FULL TIME POSITION RATES							
BAND	JOB TITLE	Job Code	Group	2024	2025	2026	
				5.00%	4.00%	3.75%	
11	Maintenance Worker (Echo)	MTCE	VIII	30.04	31.24	32.41	
	Maintenance Worker (City Hall, Works Yard, Parks)	MTCC	VII	30.04	31.24	32.41	
12	N/A	N/A		30.66	31.89	33.09	
13	General Labourer	GENLAB	II	31.28	32.53	33.75	
	Labourer 1	LAB1	II	31.28	32.53	33.75	
	Water Meter Reader	WMREAD	II	31.28	32.53	33.75	
14	Clerical Worker (General)	CLGEN	III	31.90	33.18	34.42	
	Solid Waste Collector 1 (Commercial)	SWC1C	II	31.90	33.18	34.42	
15	Maintenance Worker (Pool)	MTCP	V	32.53	33.83	35.10	
16	Cashier	CASH	I	33.19	34.52	35.81	
	Labourer 2 (Works Yard)	LAB2W	II	33.19	34.52	35.81	
	Truck Driver 1	TD1	II	33.19	34.52	35.81	
17	Custodial Guard (RCMP)	GRD	III	33.80	35.15	36.47	
	Labourer 2 (Parks Yard)	LAB2P	II	33.80	35.15	36.47	
18	Administration Support Clerk (RCMP)	CLCOP	I	34.43	35.81	37.15	
	Aquatic Team Leader	INSGD	IV	34.43	35.81	37.15	
	Community Safety Clerk	CLSAF	IV	34.43	35.81	37.15	
	Corporate Services Clerk	RECC	I	34.43	35.81	37.15	
	Development Services Clerk	CLDSC	I	34.43	35.81	37.15	
	Economic Development Assistant	EDA	I	34.43	35.81	37.15	
	Equipment Operator 1 (Parks Yard)	EO1	II	34.43	35.81	37.15	
	Infrastructure Services Clerk	CLENG	I	34.43	35.81	37.15	
	Receptionist (Parks, Recreation & Culture)	RECE / RECP	IV	34.43	35.81	37.15	
	Solid Waste Collector 1 (Residential)	SWC1R	II	34.43	35.81	37.15	
	Streets Service 1	STS1	II	34.43	35.81	37.15	
	Truck Driver 2	TD2	II	34.43	35.81	37.15	
	19	C.P.I.C. Operator (RCMP)	CPIC	IV	35.08	36.48	37.85
		Maintenance Worker (Arena)	MTCA	V	35.08	36.48	37.85
		Program Secretary	SECP	I	35.08	36.48	37.85
Receptionist / Front Counter (RCMP)		RECR	IV	35.08	36.48	37.85	
Solid Waste Collector 2 (Residential)		SWC2R	II	35.08	36.48	37.85	
Sweeper Operator		OPSWP	II	35.08	36.48	37.85	
20		Accounting Clerk	CLACT	I	35.69	37.12	38.51
		Accounting Clerk (Accounts Receivable & Payroll Admin)	ARPAY	I	35.69	37.12	38.51
	Accounting Clerk (Payables)	CLAPC	I	35.69	37.12	38.51	
	Accounting Clerk (Utilities)	CLUT	I	35.69	37.12	38.51	
	Curator Assistant (Museum)	CURAS	IV	35.69	37.12	38.51	
	Exhibits Custodian (RCMP)	CLGUN	I	35.69	37.12	38.51	
	Loader Operator	OPLDR	II	35.69	37.12	38.51	
	Solid Waste Collector 2 (Commercial)	SWC2C	II	35.69	37.12	38.51	
	Truck Driver 3	TD3	II	35.69	37.12	38.51	

SCHEDULE "A" - REGULAR FULL TIME POSITION RATES

BAND	JOB TITLE	Job Code	Group	2024	2025	2026
				5.00%	4.00%	3.75%
21	Accounting Clerk (Taxes)	CLTX	1	36.33	37.78	39.20
	Court Liaison Officer (RCMP)	XCST	IV	36.33	37.78	39.20
	Disclosure & Records Clerk (RCMP)	CLROD	IV	36.33	37.78	39.20
	Electronic Disclosure Clerk (RCMP)	CLEDC	IV	36.33	37.78	39.20
	Engineering Technician	ENTCN	II	36.33	37.78	39.20
	Equipment Operator 2 (Parks Yard)	EO2	II	36.33	37.78	39.20
	Operations Clerk - Works Yard	OPSCCL	II	36.33	37.78	39.20
22	Payroll Clerk	CLPAY	I	36.94	38.42	39.86
	Storeskeeper	STORE	II	36.94	38.42	39.86
	Streets Service 2	STS2	II	36.94	38.42	39.86
	Tractor Operator (Flail)	OPMOW	II	36.94	38.42	39.86
	Traffic Service	TRFC	II	36.94	38.42	39.86
	Watch-Clerk (RCMP)	WATCH	VI	36.94	38.42	39.86
	23	Assistant Accountant	ASACT	I	37.59	39.09
Backhoe Operator		OPBHO	II	37.59	39.09	40.56
Formssetter / Cement Finisher		FRMS	I	37.59	39.09	40.56
Grader Operator		OPGR	II	37.59	39.09	40.56
24		Aquatic Programmer	AQUPRO	IV	38.24	39.77
	Excavator Operator	OPEX	II	38.24	39.77	41.26
	GIS Technician	GISTECH	II	38.24	39.77	Schedule E
	Maintenance Coordinator/Plant Engineer – Ice Operations	MTCAZ	II	38.24	39.77	41.26
	Occupational Health & Safety Coordinator	OHSEP	I	38.24	39.77	41.26
	Program Leader - Pool	PRGP	IV	38.24	39.77	41.26
	Purchasing Clerk	CLPUR	I	38.24	39.77	41.26
25	Education Curator	CURED	IV	38.85	40.40	41.92
	PC Support / LAN Technician	PCLPT	I	38.85	40.40	Schedule E
	PC Support / LAN Technician - RCMP	RPCLAN	I	38.85	40.40	Schedule E
	Recreation Programmer	PRGR	IV	38.85	40.40	41.92
26	Bylaw Enforcement Officer	BEO	I	39.46	41.04	42.58
	Collections Curator	CURTR	IV	39.46	41.04	42.58
	Maintenance Coordinator - Aquatics	MTCES	II	39.46	41.04	42.58
	Planning Technician	PTECH	I	39.46	41.04	42.58
	Records Mngt Coord Chargehand (RCMP)	CHGRM	I	39.46	41.04	42.58
27	Carpenter	CRP	II	40.09	41.69	43.25
	Engineering Technologist	ENTEC	II	40.09	41.69	Schedule E
	Facilities Maintenance Technician	FMTECH	II	40.09	41.69	43.25
	Gardener	GRDR	II	40.09	41.69	43.25
	Heavy Duty Mechanic	MECHW	II	40.09	41.69	Schedule E
	Mechanic	MECHP	II	40.09	41.69	43.25
	Meter / Cross Connection Control Attendant	METER	II	40.09	41.69	43.25
	Planner I	PLAN1	I	40.09	41.69	Schedule E
	Waste Water System Operator	OPWWS	II	40.09	41.69	43.25
	Waste Water Treatment Plant Technician	WWTEC	II	40.09	41.69	43.25
	Water System Operator	OPWS	II	40.09	41.69	43.25
Water System Technician	WSTEC	II	40.09	41.69	43.25	

SCHEDULE "A" - REGULAR FULL TIME POSITION RATES						
BAND	JOB TITLE	Job Code	Group	2024	2025	2026
				5.00%	4.00%	3.75%
28	Accountant / Assistant Collector	ACTAC	I	40.73	42.36	43.95
	Chargehand (Construction)	CHGC	II	40.73	42.36	43.95
	Water System Operator II	OPWS3	II	40.73	42.36	43.95
29	Building/Plumbing Inspector I	BUILD1	II	41.39	43.05	See Schedule C
	Chargehand (Streets)	CHGST	II	41.39	43.05	44.66
30	Chargehand (Sewer)	CHGSR	II	41.98	43.66	45.30
	Chargehand (Parks)	CHGPK	II	41.98	43.66	45.30
	Software Analyst	SOFTAL	I	41.98	43.66	See Schedule C
31	Network and Systems Administrator	OPSYS	I	41.98	43.66	See Schedule C
	Chargehand (Fleet & Solid Waste)	CHGMC	II	42.60	44.30	See Schedule C
	Chargehand (Water)	CHGW	II	42.60	44.30	45.96
32	Senior Engineering Technologist	ENGT2	II	42.60	44.30	See Schedule C
	N/A			43.24	44.97	46.66
33	Planner 2	PLAN2	I	43.89	45.65	See Schedule C
TRH1	Trades Helper 1st Year (83%)	TRH1	II	33.29	34.62	35.92
TRH2	Trades Helper 2nd Year (87%)	TRH2	II	34.87	36.26	37.62
TRH3	Trades Helper 3rd Year (91%)	TRH3	II	36.48	37.94	39.36
TRH4	Trades Helper 4th Year (95%)	TRH4	II	38.09	39.61	41.10

SCHEDULE "B" - RED CIRCLED / FROZEN RATES						
INCUMBENT	JOB TITLE	JOB CODE	GROUP	2024	2025	2026
				5.00%	4.00%	3.75%
VOYSEY	Maintenance Assistant (AHQ Weekdays) (Payband 11)	MAP07	PT	30.04	31.24	32.41
WLLKOM	Cashier (Payband 17)	CASHR	I	33.80	35.15	36.47
TOTTENHAM / HAMLYN	Infrastructure Services Clerk (Payband 19)	CLENGR	M	35.08	36.48	37.85
JUNGENKRUGER	Solid Waste Collector 2 Residential (Payband 21)	SWCRC	II	36.33	37.78	39.20
DECLERCQ	Assistant Accountant (Payband 24)	ASACTR	I	38.24	39.77	41.26
GAGNON	Administration Support Clerk (Payband 25)	CLCOPR	I	39.46	41.04	42.58

SCHEDULE "C" - PART-TIME EVALUATED POSITIONS					
Band	Job Title	Job Code	2024	2025	2026
			5.00%	4.00%	3.75%
4	-		25.64	26.67	27.67
5	-		26.25	27.30	28.32
6	-		26.87	27.94	28.99
7	-		27.48	28.58	29.65
8	Maintenance Assistant (P/T)	MT CER / MTCEC / MTCECM	28.56	29.70	30.81
9	Engineering Assistant	ENGAS	28.80	29.95	31.07
10	-		29.41	30.59	31.74
11	-		30.04	31.24	32.41
12	-		30.66	31.89	33.09
13	Early Childhood Educator	ECE	31.28	32.53	33.75
14	Receptionist Assistant (P/T)	RECAE	31.89	33.17	34.41
15	Instructor/Guard (P/T)	INS2	32.53	33.83	35.10
	Program Coordinator	PROCO	32.53	33.83	35.10
16	Finance Cashier / Reception Clerk	CASREC	33.19	34.52	35.81
17	Receptionist - Multiplex	RECAP	33.80	35.15	36.47
	Human Resources Assistant	HRA	33.80	35.15	36.47
18	Concessions Coordinator	CONCE	34.43	35.81	37.15
	Transcription / General Support (RCMP)	TCGS	34.43	35.81	37.15

SCHEDULE "D"- PART-TIME POSITION (JE EXCLUSIONS)					
	Job Title	Job Code	2024	2025	2026
			5.00%	4.00%	3.75%
	Sidewalk Watch	SWALK	19.51	20.29	21.05
	Program Assistant	PRGA	19.83	20.62	21.39
	Museum Assistant	PRGAM	20.57	21.39	22.19
	Program Instructor	PRGI	20.57	21.39	22.19
	Summer Leader	SUMAS	21.08	21.92	22.74
	Aerobics Instructor	PRGIA	21.50	22.36	23.20
	Museum Coordinator	MUSCO	22.98	23.90	24.80
	Summer Coordinator	SUMCO	22.98	23.90	24.80
	Van Driver	VAN	24.62	25.60	26.56
	Leadership Instructor	INSL	26.88	27.96	29.01

SCHEDULE "E"- JE EXCLUSIONS

	Job Title	Job Code	Group	2024	2025	April 1, 2025	2026
						\$	3.75%
	Building & Plumbing Inspector I	BULD1	II	See Schedule A	See Schedule A	47.00	48.76
	Building & Plumbing Inspector II	BULD2	II	46.81	45.68	-	50.51
	Building & Plumbing Inspector III	BULD3	II	49.00	50.95	-	52.87
	Engineering Technologist	ENTEC	II	See Schedule A	See Schedule A	42.83	44.44
	GIS Technician	GISTECH	II	See Schedule A	See Schedule A	42.83	44.44
	PC Support / LAN Technician	PCLPT	I	See Schedule A	See Schedule A	43.49	45.12
	PC Support / LAN Technician - RCMP	RPCLAN	I	See Schedule A	See Schedule A	44.19	45.85
	Heavy Duty Mechanic	MECHW	II	See Schedule A	See Schedule A	44.38	46.04
	Chargehand (Fleet & Solid Waste)	CHGMC	II	See Schedule A	See Schedule A	45.88	47.60
	Planner I	PLAN1	I	See Schedule A	See Schedule A	46.00	47.73
	Senior Engineering Technologist	ENGT2	II	See Schedule A	See Schedule A	46.50	48.24
	Software Analyst	SOFTAL	I	See Schedule A	See Schedule A	47.04	48.80
	Network and Systems Administrator	OPSYS	I	See Schedule A	See Schedule A	49.48	51.34
	Planner 2	PLAN2	I	See Schedule A	See Schedule A	51.00	52.91