



December 12, 2022

Banister Pipelines Hiring Details

Hiring needs

We are interested in identifying candidates for entry level positions such as labourer, apprentice operator and welder helpers. We are also accepting resumes from experienced Welders and Principal Operators. Primarily Operators of Dozers, Backhoes and Side Booms (e.g.: D6, D8, D10 Cat Dozers, 350, 470, 670 JD Backhoes & 583, 589 & 594 Side Booms). We are accepting resumes from qualified drivers to operate buses & dual or triaxle trucks. (Strong preference for Class 1 licence).

We will be identifying and hiring a large portion of our workforce within the first few months of 2023. The bulk of the employment opportunities available are the ones listed above. It is our goal to identify candidates who are suitable for these positions so that we can act quickly to fill them when on-the-ground conditions allow a new crew to start.

These positions entail a workload that consists of long hours that can be around 60-70 hours a week. (This is not a guarantee of minimum weekly hours or a maximum limit). Candidates must also be prepared to endure physically demanding work environments: steep slopes, outdoor conditions (hot, cold, mud, snow), repetitive movements (bending, lifting, mounting, and dismounting machinery with 3-point contact), working in rainy conditions and/or in excessive ground water.

All employees regardless of role will require the following to be hired:

- PCST
- Steel toed boots
- Suitable clothes (Jeans and long sleeve shirts without holes or tears). We generally do not ask or check for this ahead of time, but it will be needed.

Recommended:

- Good winter clothes for outdoor work in the wintertime (Jacket, sweaters, toque/headbands, warm socks, thermal underwear. Essentially anything you think you would want if working outdoors in cold or wet conditions for extended periods of time.)

Once a decision is made to hire an employee but prior to signing on to payroll, employees will need:

- To complete the TMEP and Banister online orientations: 4 courses and an additional 2 for supervision. The courses are provided/arranged by Banister however a computer and internet connection will be needed. If the candidate does not have the resources and they are not available at a local employment help centre, Banister will look at assisting on a case-by-case basis.
- To produce a clean sample for a drug and alcohol test (breathalyzer and urine test) and complete a hearing test.

Once an employee is hired and working in the field:

- A 3-day evaluation period is standard. The foreman will assess if the employee is qualified for the job they were hired for. Please note that if the employee lacks a suitable amount of awareness, safety or other skills and abilities then they can be released from employment even after the evaluation period.
- Hard hat, Safety glasses, high-visibility vest and safety gloves are provided.
- All employees with less than 2 years of pipeline experience will be enrolled in our Green Hand program. These employees undergo more frequent evaluations. Green Hand workers are visually identifiable to their coworkers by their hard hats. More experienced workers are instructed to look out for and assist these newer employees.

Pay and Accommodation:

Pay varies by position but is according to the union collective agreement and any applicable pipeline labour agreements. Entry level positions such as Labourer, Oiler and Welder Helper are paid competitive wages in the high 30's or low 40's. Non entry positions can pay higher wages but will require experience with the specific trade or skill. Successful candidates for positions that are not entry level will often require some prior pipeline experience.

A daily live out allowance is provided for any employee who lives 40 km or more from the marshalling point, which will be in the Chilliwack area. The allowance is generous enough to cover rent and meals. Employees are expected to secure their own living arrangements, food and transportation to the marshalling point. If employees are unfamiliar with making these arrangements Banister may help facilitate on a case-by-case basis. Employees who live within a reasonable commuting distance will commute to the marshalling point from home.

Other

Indigenous hires will not be forced to join the union although we do recommend it. Initiation dues and permit fees are being waived for new Indigenous hires. All other union remittances such as monthly dues and working dues are deducted from any employee who would usually fall under the jurisdiction of the union. (In order to have the initiation fees waived you must self-identify as Indigenous when completing the union application form.) Union membership provides benefits, pension hours, and additional opportunities for training and future employment.

Some positions will require additional training, for example oiler and backhoe operators require Ground Disturbance and some welder helpers will require confined space entry.