Job Vacancy

Position:	Labourer / Operator	**Wage Range**:	$29.30 / $31.81 / $33.89
Job Posting:	107-126-2026	**Job Class**:	2 / 6 / 7
Department:	PWES	**Shifts**:	40 hours/week
Division:	Works	**Posted:**	November 10, 2026
Status:	Full Time	**Closes:**	November 18, 2026, 4:30pm

We are currently seeking highly skilled individuals for Labourer / Operator positions, within our Public Works Division for current opportunities.

What we offer:

- Comprehensive benefit package (100% employer paid)
- Life Insurance and Long Term Disability
- Member of OMERS Pension Plan
- Become a member of the Public Works CUPE Local 3 Bargaining Unit
- Overtime Banked Hours
- Shift premiums
- Financial Assistance for Training & Development Courses
- Paid Sick Leave
- Annual Boot Allowance
- Personal Protective Equipment
- $50.00 contribution to MTO medical requirement

Note: Eligibility may apply as per the current CUPE Public Works Local 3 Collective Agreement

Primary Duties & Accountabilities include, but are not limited to:

- Labourer work – general labour work - i.e. forms, asphalt, concrete, pipe laying, traffic control, trenching/ditching, etc.
  - Prepare and transport materials
  - Prepare the work site
  - Asphalt – shovel, rake, tamp, roll.
  - Cleaning up work site (sweeping, shoveling, raking) and cleaning work tools.
- Operator work - Heavy Equipment operation; e.g. backhoe, grader, pay loader, sander, refuse collection, tandem truck, plow truck, etc.
- Operate all equipment in a safe and efficient way according to all relevant legislation, policies and procedures.
- Clean trucks, equipment and tools as required.
- Ensure trucks and equipment are safely and securely stored.
- Provide manual labour services as required, including Refuse Collection.
- Operate basic hand tools such as saws, shovels, rakes, etc.
- Work outside with exposure to various weather elements.
- Wear various Personal Protection Equipment to complete tasks.
- 24 / 7 operations; attend scheduled shifts; on call and overtime, as needed.
- Perform other related duties as required.

Qualifications:

- Secondary School Diploma or equivalent.
- Class ‘DZ’ license, with an excellent driving record (driver’s abstract will be requested)
- Two years tandem truck driving experience is preferred
- Skills in cement finishing, pipe laying, bricklaying, asphalt work, are an asset
- Must be physically able to perform the work, including but not limited to:
  - use hands to operate objects, tools or controls, and reach with hands and arms.
  - stand, walk, sit, climb, balance, stoop, kneel, crouch, and crawl.
  - repetitive bending / lifting (heavy)
- Ability to work effectively and efficiently as a team member in a fast-paced environment.
- Meet and interact with people in a pleasant, professional and responsible manner.

To apply for this exciting opportunity, please provide application and/or resume highlighting your qualifications to:

Email human.resources@cityssm.on.ca

Subject line 107-126-2026 Labourer/Operator Works

This position is covered by a collective agreement, CUPE PW Local 3. Applications from outside the bargaining unit are welcome, but can only be considered if the position is not filled from within the bargaining unit.

❖ *The Corporation of the City of Sault Ste. Marie is an inclusive employer. Accommodation is available in accordance with the Ontario Human Rights Code and the Integrated Accessibility Standards Regulation, Part III, Employment Standards.*

❖ *In accordance with the Municipal Freedom of Information & Protection of Privacy Act, all information is collected under the authority of the Municipal Act, 2001, and will only be used during the selection process for the subject posting.*