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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Carpenter

**Grid:** MA27

**Class Title:** Carpenter

### **I. Level Definition**

Positions at this level perform skilled carpentry work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair and/or service of structural elements, fittings and furniture in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Designs, constructs and maintains woodwork, furniture, fittings and hardware by selecting, laying out, joining, assembling, erecting and/or dismantling materials; constructs, erects, installs and repairs structural elements conforming to applicable Building Code and By-Laws.
- (4) Assigns work tasks to designated staff and provides related training and orientation.
- (5) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (6) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Carpenter recognized by the Province of B.C. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings, and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Carpenter

**Grid:** MA30

**Class Title:** Head Carpenter

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled carpentry work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair and/or service of structural elements, fittings and furniture, in compliance with applicable codes and regulations. Supervises designated Carpenters and Carpenter apprentices.

### **II. Typical Duties**

- (1) Supervises designated Carpenters, Carpenter apprentices, as well as Maintenance Workers by performing duties such as scheduling and co-ordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements. May establish and oversee a preventative maintenance program.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (4) Designs, constructs and maintains woodwork, furniture, fittings and hardware by selecting, laying out, joining, assembling, erecting and/or dismantling materials; constructs, erects, installs and repairs structural elements conforming to applicable Building Code and By-Laws.
- (5) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (6) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Carpenter recognized by the Province of B.C. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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Job Family: Trades

Class Series: Electrician

Grid: MA31

Class Title: Electrician

### I. Level Definition

Positions at this level perform skilled electrical work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair and/or service of electrical equipment and systems in compliance with applicable codes and regulations.

### II. Typical Duties

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Installs electrical wiring and equipment; alters and repairs circuits, equipment and appliances; makes connections to new equipment and appliances; performs diagnostic correction and repair utilizing recognized methods which may include the use of computer software.
- (4) Carries out safety checks on equipment, appliances, motors and controls; ensures compliance with applicable codes and regulations.
- (5) Assigns work tasks to designated staff and provides related training and orientation.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Performs other related duties as assigned.

### III. Qualifications

#### (1) Education, Training and Experience

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Electrician recognized by the Province of BC. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### (2) Skills and Abilities

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Electrician

**Grid:** MA35

**Class Title:** Head Electrician

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled electrical work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair and/or service of electrical equipment and systems, in compliance with applicable codes and regulations. Supervises designated Electricians and Electrician apprentices.

### **II. Typical Duties**

- (1) Supervises designated Electricians, Electrician apprentices, as well as Maintenance Workers by performing duties such as scheduling and coordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements. May establish and oversee a preventative maintenance program.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments, and assembles supplies, tools and equipment.
- (4) Installs electrical wiring and equipment; alters and repairs circuits, equipment and appliances; makes connections to new equipment and appliances. Performs diagnostic correction and repair utilizing recognized methods which may include the use of computer software.
- (5) Carries out safety checks on equipment, appliances, motors and controls; ensures compliance with applicable codes and regulations.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Electrician recognized by the Province of BC. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Machinist

**Grid:** MA29

**Class Title:** Machinist

### **I. Level Definition**

Positions at this level perform skilled machinist work at the journeyman level in the maintenance, repair and/or servicing of equipment and machinery and in the machining, alteration, troubleshooting, assembly and installation of machine parts and components in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work project by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Machines ferrous, non-ferrous and composite materials and/or parts to required tolerance using a variety of tools and equipment, which may include computer software.
- (4) Resurfaces parts and/or components; manufactures, machines, assembles and/or installs parts and components as required.
- (5) Assigns work tasks to designated staff and provides related training and orientation.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Machinist recognized by the Province of B.C. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Machinist

**Grid:** MA33

**Class Title:** Head Machinist

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled machinist work at the journeyman level in the maintenance, repair and/or servicing of equipment and machinery and in the machining, alteration, troubleshooting, assembly and installation of machine parts and components in compliance with applicable codes and regulations. Supervises designated Machinists and Machinist apprentices.

### **II. Typical Duties**

- (1) Supervises designated Machinists, Machinist apprentices as well as Maintenance Workers by performing duties such as scheduling and co-ordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements; May establish and oversee a preventative maintenance program.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (4) Machines ferrous, non-ferrous and composite materials and/or parts to required tolerance using a variety of tools and equipment which may include computer software.
- (5) Resurfaces parts and/or components; manufactures, machines, assembles and/or installs parts and components as required.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Machinist recognized by the Province of B.C. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Mechanic

**Grid:** MA25

**Class Title:** Laundry Mechanic

### **I. Level Definition**

Positions at this level perform skilled mechanic work at the journeyman level in the maintenance, overhaul and repair of laundry equipment and machinery in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work project by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Installs and maintains laundry equipment and machinery such as pumps, fans, washers and dryers by disassembling, calibrating, repairing and replacing components such as drive units, electric motors and control valves; reassembles as required; installs water lines and drains.
- (4) Assigns work tasks to designated staff and provides related training and orientation.
- (5) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (6) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Mechanic recognized by the Province of B.C. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.



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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Mechanic

**Grid:** MA31

**Class Title:** Refrigeration/Air Conditioning (R/AC)  
Mechanic

### **I. Level Definition**

Positions at this level perform skilled heating, ventilation, air conditioning (HVAC), and refrigeration mechanic work at the journeyman level in the fabrication, installation, alteration, repair and/or service of a refrigeration/cooling or air handling system in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments, and assembles supplies, tools, and equipment.
- (3) Installs and repairs refrigeration systems such as fridges, freezers, coolers, and ice machines. Installs motors, controls and switches, and threads piping for gas and other fluids.
- (4) Installs and repairs heating, refrigeration/cooling or air handling systems by repairing and replacing components such as compressors, valves, supply and exhaust fans, chillers, heat pumps, and cooling towers. Troubleshoots and adjusts the system-related controls which may include the use of computer software.
- (5) Assigns work tasks to designated staff and provides related training and orientation.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Installs, tests, maintains and repairs gas lines specific to HVAC equipment in accordance with the British Columbia Gas Safety Code.
- (8) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Refrigeration and Air Conditioning Mechanic or equivalent Trade, Class B level Gas Fitter's Licence with an electrical endorsement recognized by the Province of BC. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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<b>Job Family:</b>	Trades	<b>Class Series:</b>	Mechanic
<b>Grid:</b>	MA35	<b>Class Title:</b>	Head Refrigeration/Air Conditioning (R/AC) Mechanic

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled heating, ventilation, air conditioning (HVAC), and refrigeration mechanic work at the journeyman level in the fabrication, installation, alteration, repair and/or service of a refrigeration/cooling or air-handling system in compliance with applicable codes and regulations. Supervises designated (R/AC) mechanics and (R/AC) mechanic apprentices.

### **II. Typical Duties**

- (1) Supervises designated (R/AC) Mechanics, (R/AC) mechanic apprentices as well as Maintenance Workers by performing duties such as scheduling and coordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements; establishes and oversees a preventative maintenance program.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (4) Installs and repairs refrigeration systems such as fridges, freezers, coolers, and ice machines. Installs motors, controls and switches, and threads piping for gas and other fluids.
- (5) Installs and repairs, heating, refrigeration/cooling or air handling systems by repairing and replacing components such as compressors, valves, supply and exhaust fans, chillers, heat pumps, and cooling towers. Troubleshoots and adjusts the system-related controls which may include the use of computer software.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Installs, tests, maintains and repairs gas lines specific to HVAC equipment in accordance with the British Columbia Gas Safety Code.
- (8) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Refrigeration and Air Conditioning Mechanic or equivalent Trade, Class B level Gas Fitter's License with an electrical endorsement recognized by the Province of BC. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Painter

**Grid:** MA23

**Class Title:** Painter

### **I. Level Definition**

Positions at this level perform skilled painting work at the journeyman level in the preparation of materials, equipment and surfaces, and the selection and application of paint, varnish, stain, wall coverings and/or other finishes to interior and exterior surfaces in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments arranges work schedules with user departments and assembles supplies, tools and equipment; erects scaffolding as required.
- (3) Prepares surfaces for painting by removing old paint and mending cracks, scraping, brushing, sanding and/or burning off existing surfaces, and applying putty/plaster as required.
- (4) Prepares paint and other finishes by mixing colours and/or paint ingredients.
- (5) Selects and applies coatings such as paint, varnish and stains with a variety of tools such as brush, roller, spray and gun.
- (6) Covers surfaces by cutting, pasting and applying materials such as wallpaper, fabric and/or vinyls.
- (7) Assigns work tasks to designated staff and provides related training and orientation.
- (8) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (9) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Painter and Decorator recognized by the Province of B.C. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Painter

**Grid:** MA27

**Class Title:** Head Painter

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled painting work at the journeyman level in the preparation of materials, equipment and surfaces, and the selection and application of paint, varnish, stain, wall coverings and/or other finishes to interior and exterior surfaces in compliance with applicable codes and regulations. Supervises designated Painters and Painter apprentices.

### **II. Typical Duties**

- (1) Supervises designated Painters, Painter apprentices as well as Maintenance Workers by performing duties such as scheduling and co-ordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. Evaluates employee performance and determines related training and orientation requirements.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational and safety risk assessments, arranging work schedules with user departments and assembles supplies, tools and equipment; erects scaffolding as required.
- (4) Prepares surfaces for painting by removing old paint and mending cracks; scraping, brushing, sanding and/or burning off existing surfaces; and applying putty/plaster as required.
- (5) Prepares paint and other finishes by mixing colours and/or paint ingredients.
- (6) Selects and applies coatings such as paint, varnish and stains with a variety of tools such as brush, roller, spray and gun.
- (7) Covers surfaces by cutting, pasting and applying materials such as wallpaper, fabric and/or vinyls.
- (8) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (9) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Painter and Decorator recognized by the Province of B.C. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Plumber

**Grid:** MA29

**Class Title:** Plumber

### **I. Level Definition**

Positions at this level perform skilled plumbing work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair and/or service of plumbing equipment and systems, in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Installs and repairs pipe and plumbing systems by methods such as bolting, soldering, gluing, grooving, caulking and brazing.
- (4) Repairs and/or replaces items such as pipes, valves and fixtures by methods such as cutting, bending, threading and assembling.
- (5) Carries out the plumbing preventative maintenance program by inspecting piping systems and other plumbing fixtures for repair and maintenance needs and for conformance to applicable codes and regulations. Performs diagnostic correction and repair utilizing recognized methods.
- (6) Assigns work tasks to designated staff and provides related training and orientation.
- (7) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related equipment and supplies.
- (8) Installs, tests, maintains, and repairs natural gas lines, appliances, equipment and accessories in accordance with the British Columbia Gas Safety Code.
- (9) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Plumber, Class B level Gas Fitter's Licence with an electrical endorsement recognized by the Province of BC. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Plumber

**Grid:** MA29

**Class Title:** Plumber/Gas Fitter B/Cross Connection

### **I. Level Definition**

Positions at this level perform skilled plumbing work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair, and/or service of plumbing equipment and systems; install, test, maintain and repair natural gas lines, appliances, equipment and accessories; and inspect and test cross connection and backflow prevention systems, in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Installs and repairs pipe and plumbing systems by methods such as bolting, soldering, gluing, grooving, caulking, and brazing.
- (4) Repairs and/or replaces items such as pipes, valves and fixtures by methods such as cutting, bending, threading and assembling.
- (5) Carries out the plumbing preventative maintenance program by inspecting piping systems and other plumbing fixtures for repair and maintenance needs and for conformance to applicable codes and regulations. Performs diagnostic correction and repair utilizing recognized methods.
- (6) Installs, tests, maintains and repairs natural gas lines, appliances, equipment and accessories in accordance with the British Columbia Gas Safety Code.
- (7) Inspects and tests a variety of cross connection control devices such as reduced pressure backflow assemblies, double check valve assemblies, and pressure vacuum breaker assemblies using equipment such as water columns and differential gauges.
- (8) Assigns work tasks to designated staff and provides related training and orientation.
- (9) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related equipment and supplies.
- (10) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Plumber, Class B level Gas Fitter's License with an electrical endorsement recognized by the Province of BC. Valid Certificate of Competency as a Cross Connection Control Specialist issued by the American Water Works Association, British Columbia Section. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Plumber

**Grid:** MA33

**Class Title:** Head Plumber

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled plumbing work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair, and/or service of plumbing equipment and systems, in compliance with applicable codes and regulations. Supervises designated Plumbers and Plumber apprentices.

### **II. Typical Duties**

- (1) Supervises designated Plumbers and Plumber apprentices as well as Maintenance Workers by performing duties such as scheduling and coordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements; establishes and oversees a preventative maintenance program.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational and safety risk assessment, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (4) Installs and repairs pipe and plumbing systems by methods such as bolting, soldering, gluing, grooving, caulking and brazing.
- (5) Repairs and/or replaces items such as pipes, valves and fixtures by methods such as cutting, bending, threading and assembling.
- (6) Carries out the plumbing preventative maintenance program by inspecting piping systems and other plumbing fixtures for repair and maintenance needs and for conformance to applicable codes and regulations. Performs diagnostic correction and repair utilizing recognized methods.
- (7) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related equipment and supplies.
- (8) Installs, tests, maintains, and repairs natural gas lines, appliances, equipment and accessories in accordance with the British Columbia Gas Safety Code.
- (9) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Plumber; Class B level Gas fitters license with an electrical endorsement recognized by the Province of BC. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Steam Fitter/Pipe Fitter

**Grid:** MA29

**Class Title:** Fitter

### **I. Level Definition**

Positions at this level perform steamfitting/pipefitting work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair and/or service of heating and piping equipment and systems in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Installs and repairs heating and piping systems including components such as heat exchangers, coils, traps, valves and strainers.
- (4) Fabricates components, parts and pipe assemblies by measuring, cutting, threading and bending to the required sizes and shapes; joins pipes by threading, soldering, brazing, cementing and/or welding; tests systems for leaks and pressure levels.
- (5) Assigns work tasks to designated staff and provides related training and orientation.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Installs, tests, maintains and repairs natural gas lines, appliances, equipment and accessories in accordance with the British Columbia Gas Safety Code.
- (8) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Steamfitter/Pipefitter, Class B level Gas Fitter's License with an electrical endorsement recognized by the Province of B.C. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.



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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Steam Fitter/Pipe Fitter

**Grid:** MA29

**Class Title:** Fitter/Gas Fitter B (Cross Connection)

### **I. Level Definition**

Positions at this level perform steamfitting/pipefitting work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance repair and/or service of heating and piping equipment and systems; install, test, maintain and repair natural gas lines, appliances, equipment and accessories; and inspect and test cross connection and backflow prevention systems in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Installs and repairs heating and piping systems including components such as heat exchangers, coils, traps, valves and strainers.
- (4) Fabricates components, parts and pipe assemblies by measuring, cutting, threading and bending to the required sizes and shapes; joins pipes by threading, soldering, brazing, cementing and/or welding; tests systems for leaks and pressure levels.
- (5) Installs, tests, maintains and repairs natural gas lines, appliances, equipment and accessories in accordance with the British Columbia Gas Safety Code.
- (6) Inspects and tests a variety of cross connection control devices such as reduced pressure backflow assemblies, double check valve assemblies, and pressure vacuum breaker assemblies using equipment such as water columns, and differential pressure gauges.
- (7) Assigns work tasks to designated staff and provides related training and orientation.
- (8) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (9) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Steamfitter/Pipefitter; Class B level Gas Fitter's license with an electrical endorsement recognized by the Province of B.C. and Valid Certificate of Competency as a Cross Connection Control Specialist issued by the American Water Works Association, British Columbia Section. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Steam Fitter/Pipe Fitter

**Grid:** MA33

**Class Title:** Head Fitter

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled steamfitting/pipefitting work at the journeyman level in the installation, construction, alteration, troubleshooting, maintenance, repair, and/or service of heating equipment and piping systems, in compliance with applicable codes and regulations. Supervises designated Fitters and Fitter apprentices.

### **II. Typical Duties**

- (1) Supervises designated Fitters and Fitter apprentices as well as Maintenance Workers by performing duties such as scheduling and co-ordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational and safety risk assessment, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (4) Installs and repairs heating and piping systems including components such as heat exchangers, coils, traps, valves and strainers.
- (5) Fabricates components, parts and pipe assemblies by measuring, cutting, threading and bending to the required sizes and shapes; joins pipes by threading, soldering, brazing, cementing and/or welding; tests systems for leaks and pressure levels.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Installs, tests, maintains and repairs natural gas lines, appliances, equipment and accessories in accordance with the British Columbia Gas Safety Code.
- (8) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Steamfitter/Pipefitter; Class B level Gas Fitters License with an electrical endorsement recognized by the Province of B.C.; Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Welder

**Grid:** MA29

**Class Title:** Welder

### **I. Level Definition**

Positions at this level perform skilled metal work at the journeyman level in fabricating, welding, soldering and assembling metal components in compliance with applicable codes and regulations.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Prepares metal parts and surfaces; shapes, cuts, lays out, fits and aligns metal parts using a variety of tools; welds parts together using equipment such as gas or arc welding tools.
- (4) Designs, fabricates, installs, dismantles and repairs metal structures and components.
- (5) Assigns work tasks to designated staff and provides related training and orientation.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship as a journeyman Welder recognized by the Province of B.C. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Welder

**Grid:** MA33

**Class Title:** Head Welder

### **I. Level Definition**

Positions at this level spend the majority of the time performing skilled metal work at the journeyman level in fabricating, welding, soldering and assembling metal components in compliance with applicable codes and regulations. Supervises designated Welders and Welding apprentices.

### **II. Typical Duties**

- (1) Supervises designated Welders, Welding apprentices as well as Maintenance Workers by performing duties such as scheduling and co-ordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work projects by performing operational safety and risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (4) Prepares metal parts and surfaces; shapes, cuts, lays out, fits and aligns metal parts using a variety of tools; welds parts together using equipment such as gas or arc welding tools.
- (5) Designs, fabricates, installs, dismantles and repairs metal structures and components.
- (6) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (7) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship as a journeyman Welder recognized by the Province of B.C. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Millwright (Industrial Mechanic)

**Grid:** MA29

**Class Title:** Millwright (Industrial Mechanic)

### **I. Level Definition**

Positions at this level perform skilled millwright work at the journeyman level in assembling, installing, aligning, altering, repairing, maintaining, troubleshooting, inspecting, dismantling and moving industrial machinery and mechanical equipment in compliance with applicable codes and regulations. Fabricates and installs machine parts and components.

### **II. Typical Duties**

- (1) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (2) Prepares for work projects by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (3) Maintains, repairs, and installs machinery and equipment such as fans, pumps, turbines, compressors, electric motors, gear reducers, and pneumatic tube systems, and aligns parts or components.
- (4) Calculates strengths and safe working loads of materials to remove and install heavy machinery. Using hoisting and moving equipment, positions the pieces of unassembled equipment when it arrives. Assembles and installs equipment such as shafting, conveyors, and tram rails and constructs foundation for machines. Aligns machines and equipment using hoists, jacks, hand tools and lasers.
- (5) Machines ferrous, non-ferrous, composite materials and/or parts to required tolerance using a variety of tools and equipment such as lathe or milling machine to grind, file, and turn machine parts to dimensional specifications.
- (6) Carries out the mechanical preventative maintenance program by inspecting machinery and components for repair and maintenance needs. Performs diagnostic correction and repair utilizing recognized methods which may include the use of computer software. Maintains fan bearings, adjusts valves and seals, and replaces worn or failed components such as belts, gaskets and sheaves. Cleans and lubricates as required.
- (7) Assigns work tasks to designated staff and provides related training and orientation.
- (8) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (9) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Millwright (Industrial Mechanic) recognized by the Province of B.C. Two years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to read and interpret blueprints, drawings, and specifications.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.

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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Trades

**Class Series:** Millwright (Industrial Mechanic)

**Grid:** MA33

**Class Title:** Head Millwright (Industrial Mechanic)

### **I. Level Definition**

Positions at this level spend the majority of time performing skilled millwright work at the journeyman level in assembling, installing, aligning, altering, repairing, maintaining, troubleshooting, inspecting, dismantling and moving industrial machinery and mechanical equipment in compliance with applicable codes and regulations. Fabricates and installs machine parts and components. Supervises designated Millwrights and Millwright apprentices.

### **II. Typical Duties**

- (1) Supervises designated Millwrights, Millwright apprentices, as well as Maintenance Workers by performing duties such as scheduling and coordinating work assignments, inspecting completed work projects to ensure conformance with established standards, applicable codes and regulations. May, as required, provide work direction to other trade-related journeyman for work requests/projects. Evaluates employee performance and determines related training and orientation requirements. May establish and oversee a preventative maintenance program.
- (2) Reviews work requests and consults with user departments regarding specifications and other project requirements; interprets blueprints, drawings and specifications to determine the required materials and equipment; calculates materials and labour in estimating the cost of projects and makes recommendations as required.
- (3) Prepares for work project by performing operational and safety risk assessments, arranges work schedules with user departments and assembles supplies, tools and equipment.
- (4) Maintains, repairs, and installs machinery and equipment such as fans, pumps, turbines, compressors, electric motors, gear reducers, and pneumatic tube systems, and aligns parts or components.
- (5) Calculates strengths and safe working loads of materials to remove and install heavy machinery. Using hoisting and moving equipment, positions the pieces of unassembled equipment when it arrives. Assembles and installs equipment such as shafting, conveyors, and tram rails and constructs foundation for machines. Aligns machines and equipment using hoists, jacks, hand tools and lasers.
- (6) Machines ferrous, non-ferrous, composite materials and/or parts to required tolerance using a variety of tools and equipment such as lathe or milling machine to grind, file, and turn machine parts to dimensional specifications.
- (7) Carries out the mechanical preventative maintenance program by inspecting machinery and components for repair and maintenance needs. Performs diagnostic correction and repair utilizing recognized methods which may include the use of computer software. Maintains fan bearings, adjusts valves and seals, and replaces worn or failed components such as belts, gaskets and sheaves. Clean and lubricate as required.
- (8) Assigns work tasks to designated staff and provides related training and orientation.
- (9) Maintains an inventory of supplies, equipment and tools; completes related reports and records; recommends purchase of related supplies and equipment.
- (10) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Certificate of Apprenticeship or Trades Qualification Certificate as a journeyman Millwright (Industrial Mechanic) recognized by the Province of B.C. Four years' recent, related experience or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to read and interpret blueprints, drawings, and specifications.
- (vi) Ability to organize work.
- (vii) Ability to operate related equipment.