

Scissor Packers (Piecework)



Canning Packers Department

Rates of Pay: Guaranteed Provincial Minimum Wage
Note: Piecework rates range from \$1.94/case - \$15.82/case.
Average for Blacks Harbour Facility: ~\$16.06/hour - ~\$25.00/hour

Purpose:

Our Hand Packers are team members responsible for manually packing, and occasionally cutting, our raw product (fish steaks, fish fillets, precut fish, and/or whole fish) into designated cans based on the daily production requirements. These Packers are responsible for ensuring the daily production quota is fulfilled to the best of their ability. These Packers pack, or cut, the product for further processing and packaging.

Team members are responsible for visually inspecting the product that reaches them to identify any defects, issues, or problems with the product that render it unfit for further packing. They ensure their product follows Company standards before processing it at their designated workstation. Additionally, they may be tasked with packing their received product according to daily weight requirements (in the case of fish steaks and precut fish), or further cutting their received fish for packing (in the case of fish fillets and whole fish). Lastly, the Hand Packers are responsible for ensuring the cans provided are in good condition (meaning there are no defects, dents, or rips of the can).

Duties:

- Manually packing processed fish (steaks/precuts) into designated cans.
- Manually cutting fish product to daily specifications (fillets/whole fish).
- Manually packing their cut product into designated cans.
- Visually checking received raw product for defects/issues with quality.
- Ensuring product is in accordance with Company standards.
- Ensuring product cans comply to Company standards (no rips, tears, defects, dents, peeling).
- Ensuring placed product conform to daily weight requirements.
- Packing to meet the daily production quota (to the best of their ability).

Requirements:

- Must be physically capable of standing, and/or walking for extended periods of time.
- Must be physically capable of packing by hand (this will require some dexterity/movement of all fingers).
- Must be capable of inspecting fish product (raw or processed) for defects.
- Must be capable of following Company policies and ensuring product conforms to standards.
- Must be capable of handling raw fish product for processing.
- Must be capable of cutting (using Company provided scissors) fish for daily production requirements.
- Minimum of a Grade 10 education or equivalent is an asset.
- Must be legally allowed to work in Canada.

Working Conditions and Physical Capacities:

This position can be physically demanding at times, with a combination of standing and/or walking for periods of time during the assigned shift on cement floors. Additionally, the use of Company provided scissors (which are kept sharp and rust-free) require workers to be vigilant with clear eyesight (you must be able to clearly see what you are doing, and what is around you, at all times). Excessive noise may be experienced during periods of high production (dependent on machine production within the facility), as well as cold/hot temperatures above the normal level (depending on machine production within the facility).

Company Benefits:

- Company Sponsored Pension.
- Comprehensive Benefit Package (Available upon Completion of Probationary Period).