

Referendum Q&A

Employment & Training

Do you respond to all job applicants?

- Not always, but staff try to respond personally, especially to Seabird applicants.

Are First Nations staff let go after probation?

- A 6-month probation applies to all staff. Some pass, some don't. Layoffs are rare and based on seniority, not background.

Is training provided?

- Yes. Entry-level to certified trades. AEC and their union (CLAC) fund free training programs for all staff.

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Do Band Members get preference in hiring?

- Yes. AEC aims to hire locally, it's better for the community and business.

What are the job requirements?

- Positive attitude, basic tool use, ability to lift 50 lbs. More skills are needed for higher-level roles.

Are Band Members hired throughout the lease?

- Yes. AEC is committed to hiring local people long-term.

Does AEC support further education?

- Yes. AEC has paid for training at BCIT and other programs.

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How much does AEC pay its employees?

- \$21.53–\$39.14/hr (May 2025). Also: RRSP matching, bonuses, and benefits.

How many current job openings?

- Around five now, with more expected in summer.

Why a 6-month probation?

- To fully train staff and ensure a good fit for both the employee and employer. It's also part of the union agreement.

How many Indigenous people has AEC hired?

- 14 Indigenous staff since 2024, 9 from Seabird.

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