

Total REWARDS



**Temporary Full-time “TFT” (working less than 6 months),
Temporary Part-time “TPT”, and Casual**

Pay & Benefits

- Fair and consistent compensation system with compensation review process.
- Confidential Employee and Family Assistance Plan (EFAP) offering in-person, virtual, and telephone support resources.

Work Life Integration

- 4% vacation pay and 5% statutory holiday pay in addition to your regular earnings.
- Flexible work arrangements, allowing hybrid work options based on the needs of the position.
- Mobile technology (laptops, cloud-based software, and cell phones) to support flexible work environments.

Physical & Mental Wellbeing

- Free onsite counselling services available to all employees and access to wellness rooms.
- Access to physical fitness, including an on-site employee gym and discounted access to local fitness businesses.
- Psychological safety supported by the Parkland Health, Safety & Wellness Committee.

Personal Growth

- Learning and development plans, conferences, training, and ongoing mentorship opportunities.
- Specialized training programs, including Indigenous Awareness, Inclusion, Leadership Development, and Safety.

Perks & Fun at Work

- Discounts at Mark's Work Warehouse for workwear and more.
- Exclusive perks through Perkopolis, offering savings on entertainment, travel and retail.
- Active social club organizing social and celebratory events throughout the year.
- Lunchrooms designed for connection and relaxation, fostering a friendly and inclusive workplace culture.