

Total REWARDS



Union Employees

Pay & Benefits

- Competitive pay with increases aligned with the Collective Agreement of The International Union of Operating Engineers - Local 955.
- Confidential Employee and Family Assistance Plan (EFAP) offering in-person, virtual, and telephone support resources.
- Health or wellness spending account, with the amount based on single or family benefit status for applicable positions.
- Extended Health and Dental coverage, group life insurance and long-term disability plan administered through The International Union of Operating Engineers - Local 955 for applicable positions.
- Paid sick time for applicable positions.
- Support for your retirement goals through employer and employee contributions to the Local Authorities Pension Plan, effective from your first day.

Work Life Integration

- Vacation aligned with the Collective Agreement of The International Union of Operating Engineers - Local 955.
- Mobile technology (laptops, cloud-based software, and cell phones) to support flexible work environments.
- Office closure during the holiday break, with an additional paid Floater Day.

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.