

SKILLED**TRADES**BC

TOTAL REWARDS

VACATION ENTITLEMENT



Vacation entitlements start at 3 weeks for all employees hired.

BENEFITS PACKAGE

SkilledTradesBC provides group benefits for you and your family. All benefit premiums are paid directly by SkilledTradesBC.



To maintain eligibility for benefit coverage you must work a minimum of twenty (20) hours per week and be a regular full time or part time employee.

SERVICE & MILESTONE AWARDS

1 year - customized jackets
5 years - \$150
10 years - \$200
15 years - \$250
20 years - \$500

RECOGNITION PROGRAM

Staff are acknowledged in the Years of Service Recognition Program. We encourage all staff to seek out opportunities to recognize and acknowledge the successes and milestones of others.

FLOATER DAYS & FLEX PASSES

Floater days are two (2) full days off with pay.

A Flex Passes are issued for paid half days off.



FLEXIBLE WORK

Our hybrid work model is designed to provide flexibility to work from home while ensuring that there is connection with co-workers and the organization.

Your Manager may, on an exception basis, consider alternate or flexible hours of work arrangements.



BYOD PROGRAM



You may be expected to use your personal phone at times. SkilledTradesBC will temporarily pay a certain amount to cover your current phone plan.

FIRST AID STIPENDS

If you volunteer to be an assigned First Aid attendant at SkilledTradesBC, you will be provided with the following based on certification:

Level 1: \$28.70/pay period
Level 2: \$53.96/pay period

LIFESTYLE SPENDING

Through the Lifestyle Spending Account (LSA), our objective is to contribute to and support its employees in starting or maintaining a healthy lifestyle. A maximum of \$250 will be available annually for all eligible employees.

PUBLIC SERVICE PENSION PLAN



All eligible employees are required to join the Public Service Pension Plan (PSPP) on their date of hire.

MEETING & TRAVEL REIMBURSEMENTS

We provide meeting and travel reimbursements and meal allowances for all business expenses incurred while conducting SkilledTradesBC business.

SAFETY EQUIPMENT ALLOWANCE

SkilledTradesBC will reimburse up to \$150 every two (2) years to purchase and maintain personal safety equipment for work.



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PROFESSIONAL DEVELOPMENT

SkilledTradesBC will pay for the training, courses, seminars, conferences and associated costs appropriate to your professional development.



ORGANIZATIONAL LEARNING



SkilledTradesBC hosts a variety of learning opportunities that relate specifically to your work and/or can enhance your knowledge of various topics.

EMPLOYEE ENGAGEMENT



The Employee Engagement Committee serves as a resource to identify, review and enhance employee engagement and culture.

SOCIAL IMPACT

SkilledTradesBC supports bi-annual donations to the Richmond Food Bank during Nutrition Month and the Holiday Season.



CERTIFICATION REIMBURSEMENTS

We will reimburse you for all professional association fees or dues required for maintaining your professional status required to undertake the responsibilities of your current job or to a foreseeable position with SkilledTradesBC.



EMPLOYEE PERKS

SkilledTradesBC distributes various group codes available for discounts on hotel, telecommunications, local events, etc.

FUN SQUAD EVENTS



The Fun Squad helps employees' bond during and/or after work hours with various All Staff events and activities.

FREE ONSITE PARKING

Head office provides first come, first serve parking available at no cost to employees at this time.



GOVERNMENT RATES



Public Sector employee rates on select services ie. hotels/accommodations, and telecommunications providers.

REFERRAL BONUS



If a referral is hired, the referring employee will receive a referral bonus of \$500, payable after the successful completion of the new employee's probationary period.

WELLNESS EVENTS

Our Wellness Committee plans and hosts a variety of wellness related events and activities for staff throughout the year.



IN-HOUSE GYM



Our Head office is fully equipment with an on-site gym, available for all employees, 24/7.