



YOUR TOTAL REWARDS PACKAGE

Four Rivers Co-operative's Total Rewards Package encompasses all the ways our employees are rewarded and recognized for their work. This includes our team members' compensation, benefits, work-life enhancements, and performance and recognition programs. These incentives increase the value of your take-home pay and make working with Four Rivers Co-op that much better. Your employment offer letter gives you a good idea of some of the things you can come to expect as part of your Total Rewards Package while working with Four Rivers Co-op and the following list provides a bit more.

Many of these programs are administered as per approved Board Policies and/or determined by federal legislation or the BC Employment Standards Act and are subject to change. For more information, please review Four Rivers Co-operative's Board Policies in the HR Services section on the HUB. In the event of a discrepancy between the employer and federal and provincial legislation, the latter supersedes all.

	Full Time	Part Time	Casual
BENEFITS			
	Employee Status		
Extended Health Care Package	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Group Dental Care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Group Life Insurance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Group Vision Care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Group Short-Term Disability Insurance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Group Long-Term Disability Insurance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SICK TIME/PERSONAL LEAVE			
Full-time employees accrue 7 sick days per year, 2 personal days	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time employees accrue the equivalent of 5 sick days per year	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
PENSION - SUPERANNUATION			
Full-time employees participate after one year of service	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time employees eligible to participate after two years of service	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BONUS			
Employee Health & Wellness Bonus paid out in March each year, for employees to use towards their own health and wellness	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Purchase Rebate Program, paid annually in March	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Referral Program, referring employee to receive equivalent of 4 hours of pay in gift cards upon qualification	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Bonus Incentive Program, paid annually in March, when applicable	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Loyalty Incentive Plan Bonus paid out to non-management staff each March	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Bonus Boxing Day "Stat" Pay	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Christmas Gift Card Program	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HEALTH AND WELLBEING			
"Not Myself Today" Mental Health Wellbeing Program	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee and Family Assistance Program (EFAP)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



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CAREER ADVANCEMENT PROGRAMS			
Accelerated ADVANCE Program	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Post-Secondary Department Manager Training Program	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
LEARNING AND EDUCATION			
Education Assistance Program	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Post-Secondary Scholarships, Internships, and Career Opportunities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Graduation Bonus for qualifying secondary school student employees (25 cents for each hour worked prior to graduation)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Leadership and Development Resource Library – Employees have access to a library of Leadership and Development books and resources that they can sign out to increase continuous learning and enhance promotion opportunities. This collection is housed in the Vanderhoof Training Room and items can be borrowed by employees at all locations. A list of available resources can be found on the HUB or by contacting your Human Resources team.			
SOCIAL COMMITTEE FUNCTIONS AND FUN			
All employees of Four Rivers have an opportunity to participate in a staff social committee for a nominal fee each pay period. Your social committee is comprised of staff members who volunteer their time to plan events, both in and out of the workplace, like the annual Christmas party for staff and their families, contests, summer barbeques, trivia nights and more. They offer thoughtful arrangements to team members welcoming a new baby to their family, those who are experiencing grief at the loss of a loved one, or those recovering in the hospital.			
PERKS AND DISCOUNTS			
10% off CSA-approved work boots for Co-op employees at Earthen Ware in Vanderhoof, BC.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Uniform Program – employees are supplied with necessary uniform clothing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
VACATION TIME			
All part-time employees start at 6% Vacation pay (2% above the standard), paid out each pay period	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
All full-time employees start at 6% Vacation pay (2% above the standard), accumulated (accrued) for paid time off	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Eligibility – Several factors may affect a team member’s eligibility for bonuses and incentives. Some of these may include, but are not limited to, your employment status (full-time, part-time, casual, leave status), successful completion of probationary period, years of service, accrued time, and accumulated hours of service. For example, an employee may qualify for paid sick leave after they have passed their 90-day probationary period, however, as per employment standard regulations, this amount may be pro-rated to the average hours that employee generally works in a week and is capped at a maximum for the calendar year. Please refer to Four Rivers Co-operatives Employee Board Policy and Procedures posted on the employee HUB, your employee manual, or reach out to your Supervisor, Manager, or your Human Resources team to learn more.

Probationary Period – Unless stated otherwise in an employee’s offer letter, a probationary period of 90 days of employment will be the standard.