

Benefits & More

Full-Time Benefits

As a full time employee, Calgary Co-op employees qualify for paid medical benefits listed below after three full consecutive months of service. Life insurance and long term disability premiums are cost-shared 50 / 50 by the employee and the company.

- Competitive Wages
- Dental Care
- Vision Care
- Prescription Drugs
- Extended Health Benefits
- Life Insurance
- Long Term Disability (LTD)
- *Pension Plan*: Employee contributions are matched to a maximum of 5 percent of annual salary up to the Yearly Maximum Pensionable Earnings (YMPE) as set by the Alberta Government and 6% over the YMPE once an employee qualifies
- Paid Sick Leave
- Employee Discount (paid annually)
- Tuition Assistance (if eligible, plus continuing learning opportunities)
- Eligibility for Post Secondary Scholarship
- Relocation Assistance (if eligible)
- Membership in Recognized Associations (if eligible)
- Annual Bonus Incentive Program

Vacation Entitlement:

- After one full year of service, each employee receives a minimum of two (2) weeks paid vacation. Vacation entitlements are calculated based on the employee's hours worked as follows:
 - After 3 years continuous service, three weeks vacation (6 percent vacation pay).
 - After 8 years continuous service, four weeks vacation (8 percent vacation pay).
 - After 13 years continuous service, five weeks vacation (10 percent vacation pay).
 - After 18 years continuous service, six weeks vacation (12 percent vacation pay).

