

JOIN THE MANITOBA HYDRO TEAM AND ENJOY THESE GREAT BENEFITS!



The following benefits are offered to eligible Manitoba Hydro employees but may vary depending on location of work, union jurisdiction, operation requirements and individual circumstances.

VACATION

- Accrue up to 15 paid vacation days per year during the first 3 years of employment
- Accrue 20 paid vacation days after 3 years of employment
- Employees can carry over up to 20 paid vacation days per year that can be used in addition to regular annual paid vacation
- Employees can choose to bank vacation days for payout upon retirement or termination (subject to maximums)

HEALTH BENEFITS: PROVIDED BY MANITOBA HYDRO AT NO COST TO YOU!

- Includes prescription drug coverage, vision, dental, ambulance, extended health (i.e., massage therapy, physiotherapy, chiropractor, etc.) & more for you and your eligible dependents
- \$550 or \$750 Health Spending Account that can be used towards eligible medical or dental expenses (i.e., expenses eligible to be claimed on your income tax as a medical expense)
- Group Life Insurance, Accidental Death and Disablement Insurance & Dependent Life Insurance
- World-wide Travel Health benefits
- Employee Assistance Program (EAP) coverage for employees and their immediate family members

WORK/LIFE WELLNESS

- 9-day bi-weekly work schedule which usually provides employees with every second Monday off, dependent upon position eligibility
- Employee Volunteer Grant Program that recognizes your volunteer work in the community
- 6 paid Family Responsibility Days per year
- Maternity and Parental Leave; top-up of E.I. maternity leave benefits to 98.8% of employees basic earnings for 17 weeks, and Adoptive Parent Benefit (\$10,000 taxable amount)
- 2 Wellness Days and \$250 Wellness Subsidy per year that can be used to cover gym memberships, fitness & ergonomic equipment and more
- Hybrid Work Model (remote/office work) and flextime for eligible positions

CAREER PROGRESSION

- Ongoing training and development through paid internal and external training, and educational reimbursement
- Paid professional membership fees (i.e., EGM, CPA, etc.) and professional development funds
- Robust internal job posting system that allows for a variety of career paths

PENSION

- Defined Benefit Pension Plan

www.hydro.mb.ca/careers/
available in accessible formats upon request



MANITOBA HYDRO - NORTHERN BENEFITS



In addition to our general benefits, the following are offered to our employees who work at one of our locations north of the 53rd parallel. Benefits may vary depending on location of work, union jurisdiction, individual circumstances.

FINANCIAL BENEFITS

- Guaranteed biweekly overtime (amount of scheduled overtime varies by location)
 - * North of 53 - 9 scheduled hours overtime
 - * Gillam - 15 scheduled hours overtime
- Northern Allowance biweekly rate amount is dependent on location, family status and accommodations
- Northern Education Supplement assistance for dependent children may be available

ACCOMMODATIONS

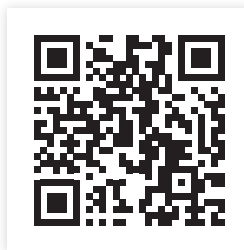
- Employee Relocation Program may be available
- Private corporate housing (single or family) may be available in some locations at subsidized rental rates
- Thompson Housing Allowance of \$150 biweekly may be available
- Alternative Gillam Housing Option Allowance of \$400-\$600 biweekly may be available

TRAVEL

- Up to a max of 3 northern trips to Winnipeg where airfare or mileage is reimbursed, plus 1 paid travel day per trip
- Paid medical trips for patient care that is not available in the northern community based on meeting eligibility criteria, plus 2 paid medical travel days per year

OTHER

- Up to a max of 12 days of additional vacation after 2 years of northern service
- Upon retirement from the north, eligible for paid relocation for up to one year from retirement date



Follow us!