

## **CANADIAN RELOCATION**

### **Relocation Negotiation, What to Ask for If They Ask You to Move**

You finally got that great job offer and the company is paying to move you cross-country, or at least more than 100 Kilometers away. Besides leaving the people and lifestyle you've grown accustomed to behind, what can you expect to be part of your relocation package?

Below is a list of things that companies might include to make this inconvenience easier to bear. Of course the basics start with a moving truck, but you might be surprised by some of the other perks.

**Autos:** Transfer of vehicles to your new location. These can be certain restrictions to the number of vehicles, etc.

**Childcare assistance:** A list of day care providers and possible reimbursement for special situations.

**Cultural training:** For those moving internationally, a class on what to expect in the new culture will be offered.

**Elder-care assistance:** A list of nursing homes or care centers will be provided.

**Full Pack:** A vanline will be sent to pack all your household goods and transport them to your new home. Any special moving needs should be discussed beforehand.

**Full Unpack:** When the moving van arrives at your new home, movers will unload all boxes and furniture where you wish.

**Home-finding trip:** A visit to your future city (including airfare, hotel, rental car, and meals) so that you can find a home, schools, etc. that are suitable for your family.

**Home Buying Services:** Help with the payment of closing costs, mortgage points, buy down or other fees on the purchase of a home.

**Home Sale Services:** Help with the payment of closing costs and commissions on the sale of your home.

**Lease Break Coverage:** If you're a renter, the company will pay penalty charges for breaking a contract.

**Miscellaneous expenses:** Out of pocket expenses like carpet cleaning, drapery installation, utility hook-ups, vehicle registration and other incidentals could be reimbursed. Make sure to find out if you will get a lump sum payment or reimbursed for certain expenses.

**Property Management:** Homeowners on international or short term assignments will have a property management company take care of rental and upkeep.

**Spousal/Partner job support:** Job-related relocation considerations for the 'other half' or partner.

The decision to move means leaving family, friends, maybe even a career behind. But most spouses are willing to take the plunge for a career opportunity or the happiness of their 'better half'. Many corporations understand this and try to compensate for the inconvenience. As a matter of fact, relocation assistance is often used as a recruiting tool. For some it includes a bonus, arranging job interviews for the spouse/partner, flying the whole family back and forth to visit the area or even moving a wine collection. However, even after the perks, there

are some things that the trailing spouse/partner will have to adjust to.

While the transferee is immersed in the new environment as an employee, the trailing spouse/partner may have to handle the issues of finding a home, getting the kids in school, making new friends and adjusting.

As a trailing spouse/partner, here are some things you may want to consider during the transition:

What are your long-term career goals? Contact the local Chamber of Commerce, register with employment agencies, ask for referrals from friends, family, and your current boss or get to know people in the neighborhood for possible leads. You may even want to try your hand at entrepreneurship and develop a career you can take anywhere!

Do you have any personal needs for fulfillment? For example, donating time to a non-profit organization, starting a new hobby or advancing your education. This is a great way to reach out in your community and meet new people.

Are there any family responsibilities you need to take care of? In regards to healthcare or finances, for example.

Answering these questions will help you determine what's most important during this stage of your life. Your spouse's/partner's human resources department might have a special program to direct you to finding organizations or support groups. It's also important to attend activities where you can become acquainted with other trailing spouses.

Moving is said to be one of the top five stress producers, but if you can communicate and take things one step at a time, you will be the prevailing spouse!

**Storage:** If you will be overseas on a short assignment or living in temporary housing for a few weeks, the company will pay to have your items put in a storage facility.

**Temporary housing:** In case your new home isn't ready right away, furnished housing will be provided.

**Transportation:** Getting you to your new destination by plane, train or automobile will be reimbursed.

**Travel:** If you're on a short unaccompanied assignment or your families move is scheduled a few months out, airfare back home will be paid for every so often.