



**CERC**

**Housing Assistance**

**Survey**

**November 2006**

# CERC Housing Survey

## Summary

---

The survey was developed in response to requests from members about information and practices regarding employee housing assistance in hot markets. The survey was conducted on line over a three week period in November 2006.

A total of 45 organizations participated in the survey, representing a broad cross section of industries.

Forty seven percent of respondents provide housing differential cost assistance for transferring employees, with 86 percent of those reporting that a formal policy is in place to manage the assistance. Differential costs are calculated using a variety of methods including cost of living and mortgage interest subsidy programs.

Thirty three percent of respondents report that they provide housing differential assistance to any location that is more expensive than the location of origin.

Not surprisingly Vancouver, Toronto and Calgary were identified as the top three most expensive locations in Canada.

Of the organizations that provide assistance 80 percent report they provide equity protection for employees that purchase homes.

Within the responses some organizations noted that the assistance varied by location and by staff position within the organization. One organization reported providing assistance to all new hires, regardless of location. While another responded that A "housing subsidy" is available for employees only (not new hires) if they incur a loss in the sale of their house.

## **About the Canadian Employee Relocation Council**

The Canadian Employee Relocation Council (CERC) is a non-profit organization dedicated to removing barriers that restrict mobility and deployment of human capital, which are vitally important to Canada's future prosperity. Established in 1982, the Council represents the interests of over 550 employer members on workforce mobility matters. Many of our members are listed in Canada's Fortune 500.

### **Copyright**

This document or any part thereof, may not be reproduced, stored in a retrieval system or transmitted in any form or by any means without the express prior written consent of the Canadian Employee Relocation Council.

© 2006 Canadian Employee Relocation Council (CERC). All rights reserved.

Canadian Employee Relocation Council

20 Eglinton Avenue West

Suite 1104

Toronto ON M4R 1K8

416 489 2555

1 866 357 CERC (2372)

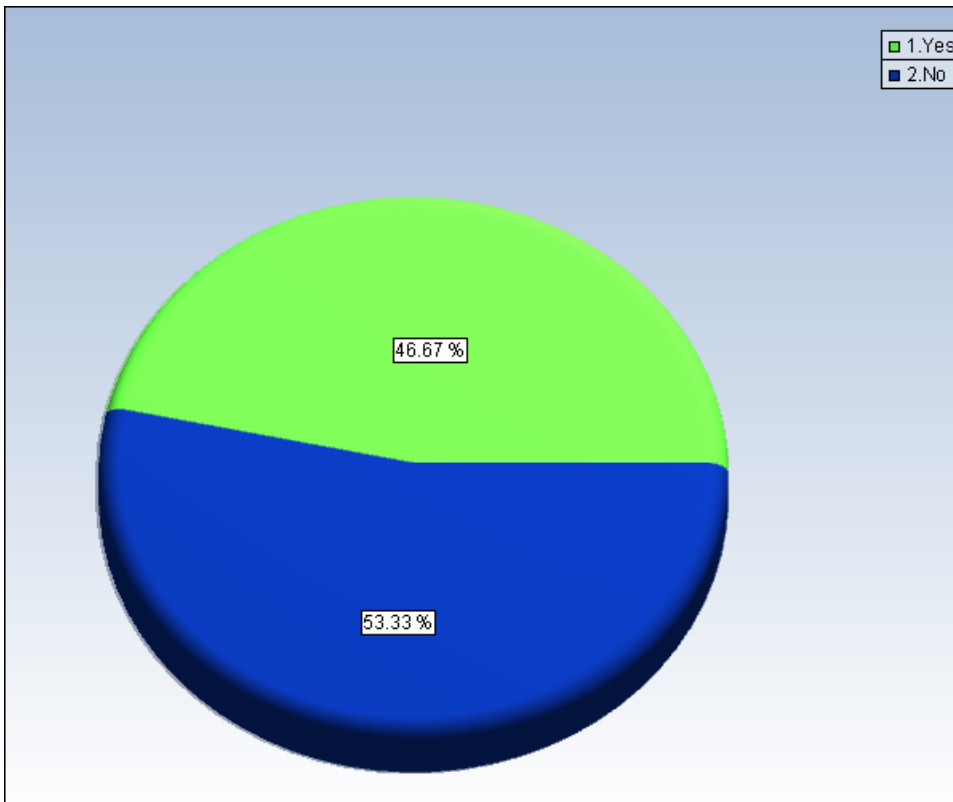
[www.cerc.ca](http://www.cerc.ca)

Leadership for Workforce Mobility

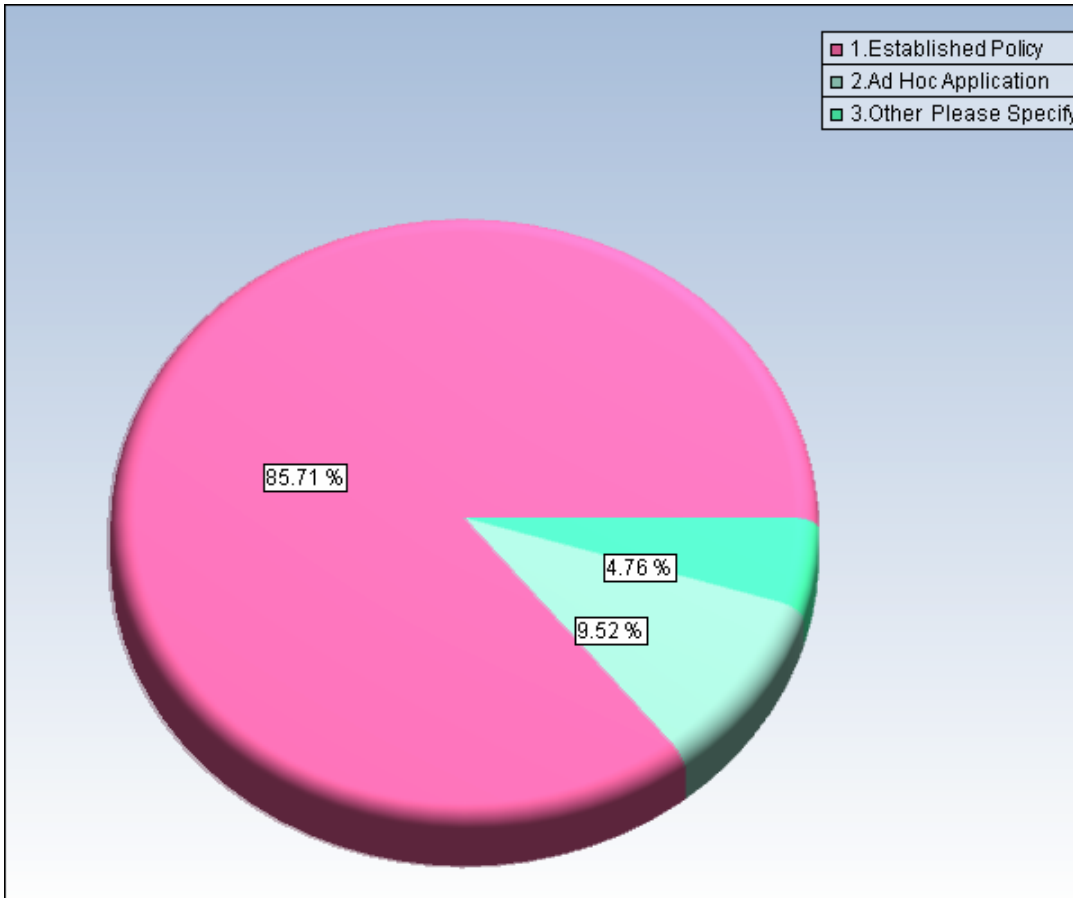
## Participating Organizations

Air Canada	LANXESS Inc.
Albian Sands Energy Inc.	Manitoba Hydro
Alcan	MANULIFE
AMEC	Nestle Canada Inc
Anchor Danly	Nexen
Anheuser-Busch Companies	Ontario Power Generation
Best Buy Canada	OPP Relocation
BMO Financial Group	Placer Dome Inc.
Builders Energy Services	Precision Drilling Corporation
Canada Mortgage and Housing Corporation	RBC Financial Group
Canada Post	Research in Motion
Canadian Natural Resources Ltd.	Saskatchewan Property Management
Canadian Tire Corporation	Siemens Canada / Siemens VDO Automotive
CNRL	Sierra Systems
Department of Foreign Affairs and International Trade Canada	Smurfit-Stone
Enerflex Systems Ltd.	The Bank of Nova Scotia
Falconbridge Limited	The Woodbridge Group
Farm Credit Canada	TransAlta Corporation
General Electric Canada	TransCanada
Harry Rosen Inc.	Transport Canada
Husky Energy	Vermilion Energy
Jazz	Weyerhaeuser Company Limited
Kodak	

1. Organizations that provide housing differential cost assistance for transferring employees (n=45)

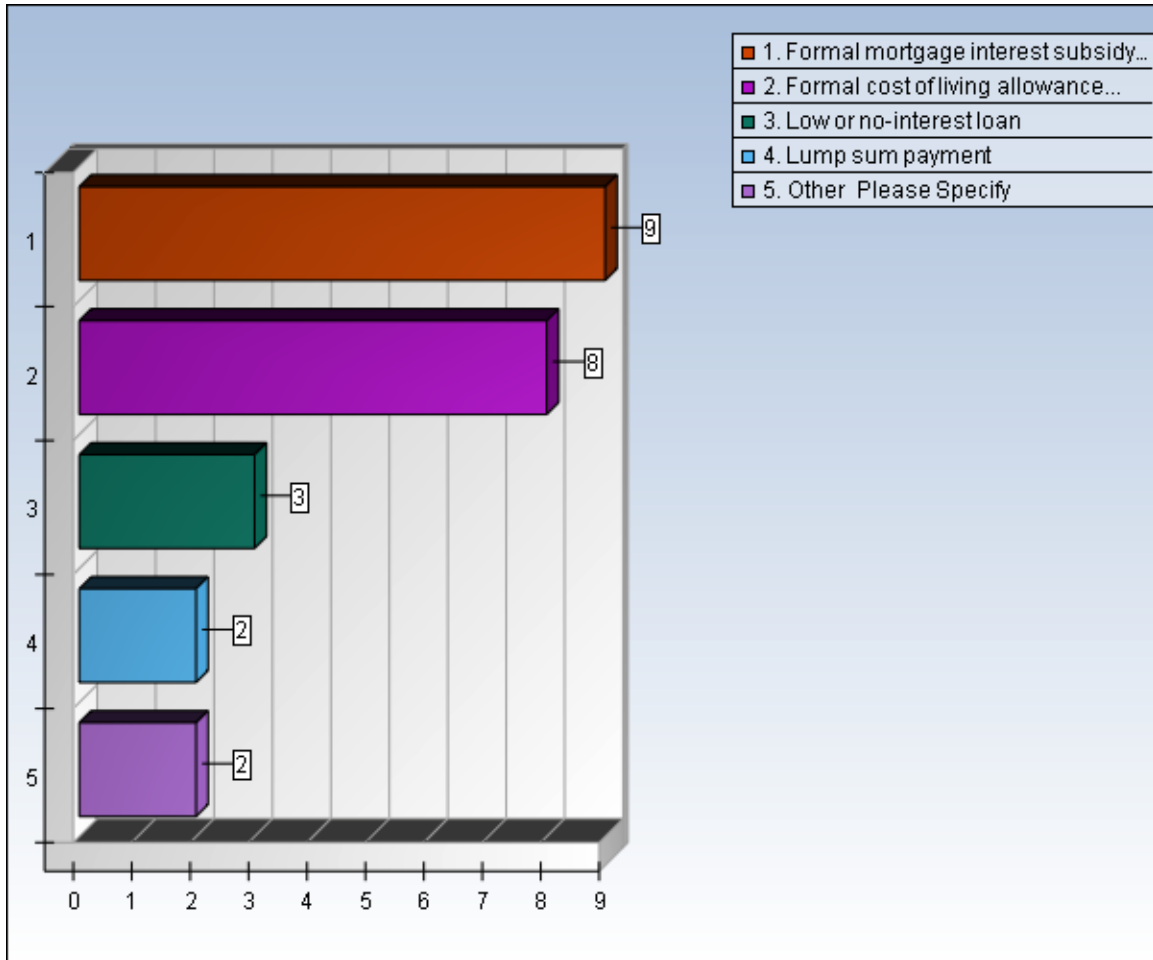


2. How organizations manage providing housing cost differential assistance to employees. (n=21)

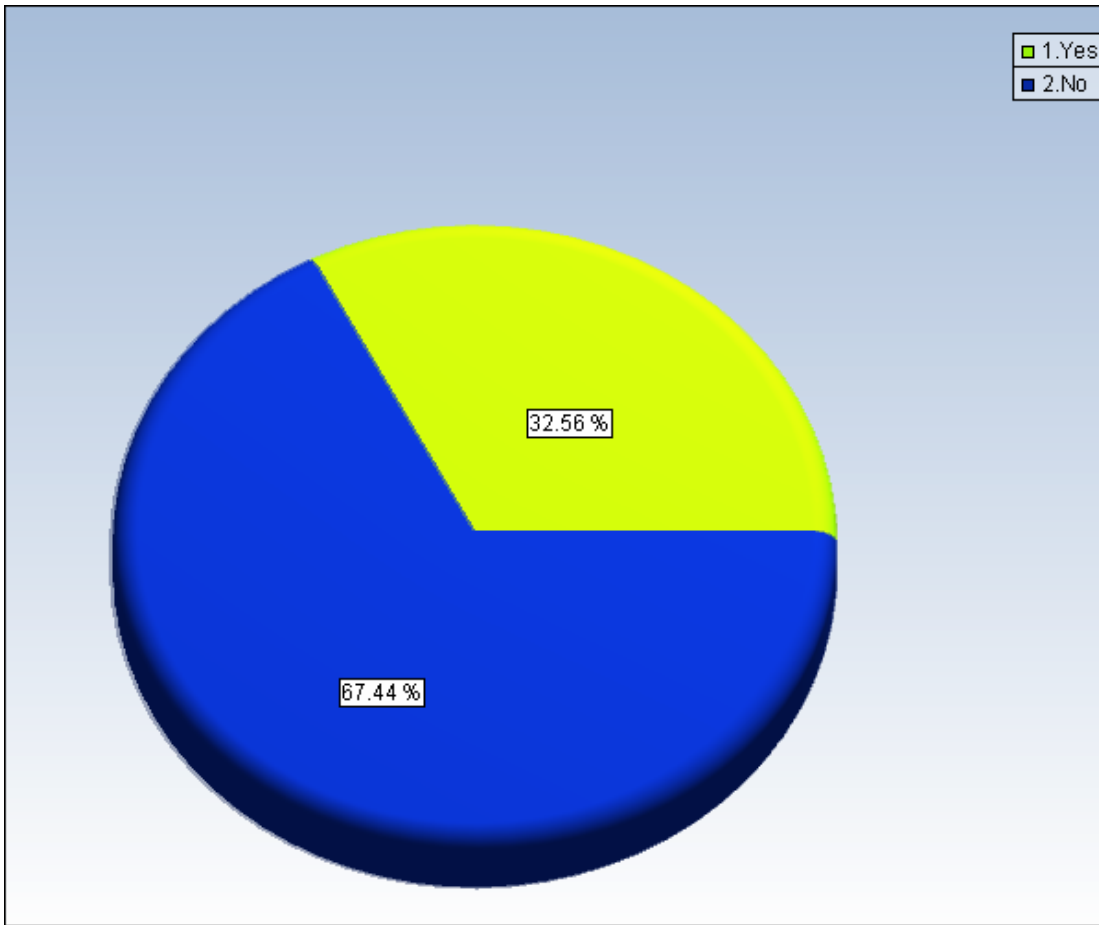


The reference to other was an “old” policy.

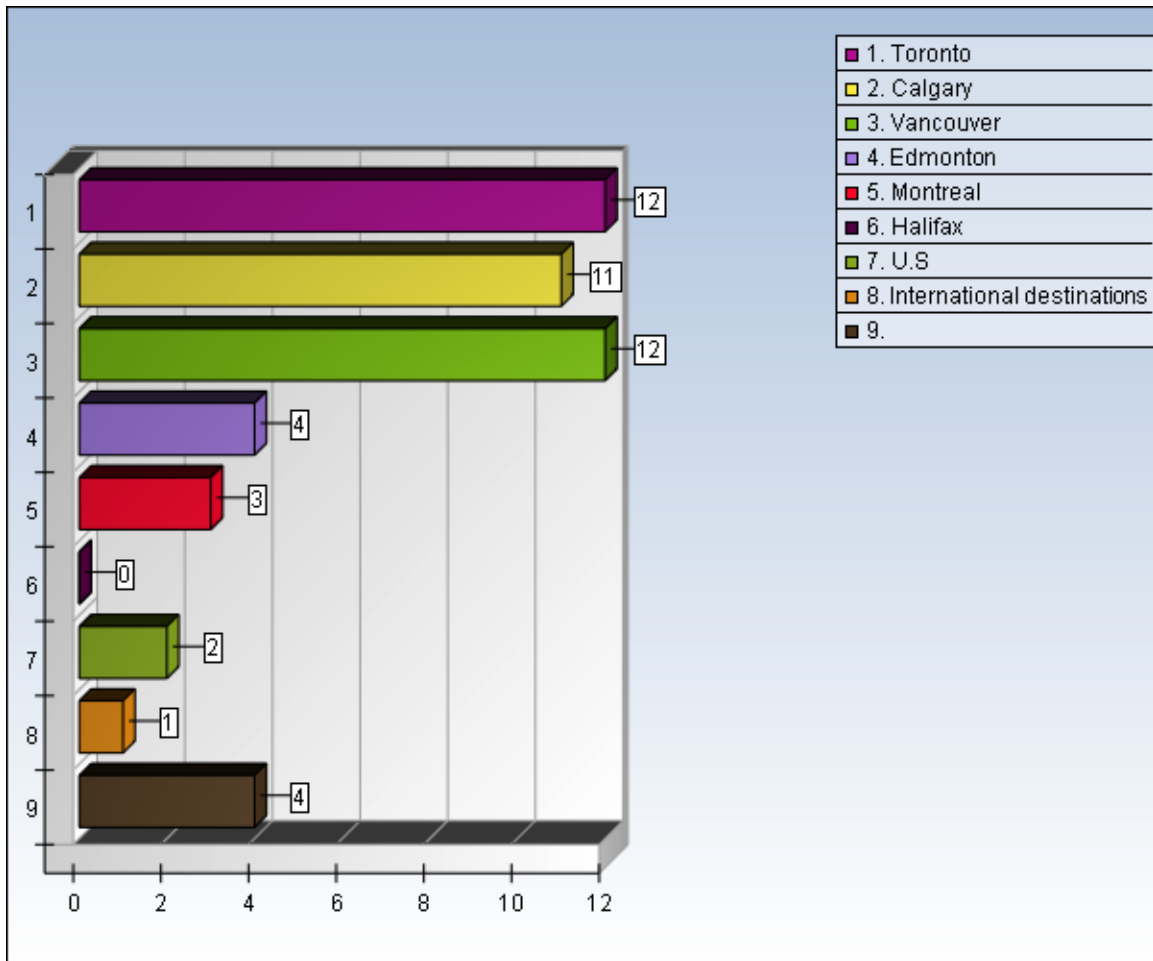
3. How the housing differential assistance is calculated. (n=21)



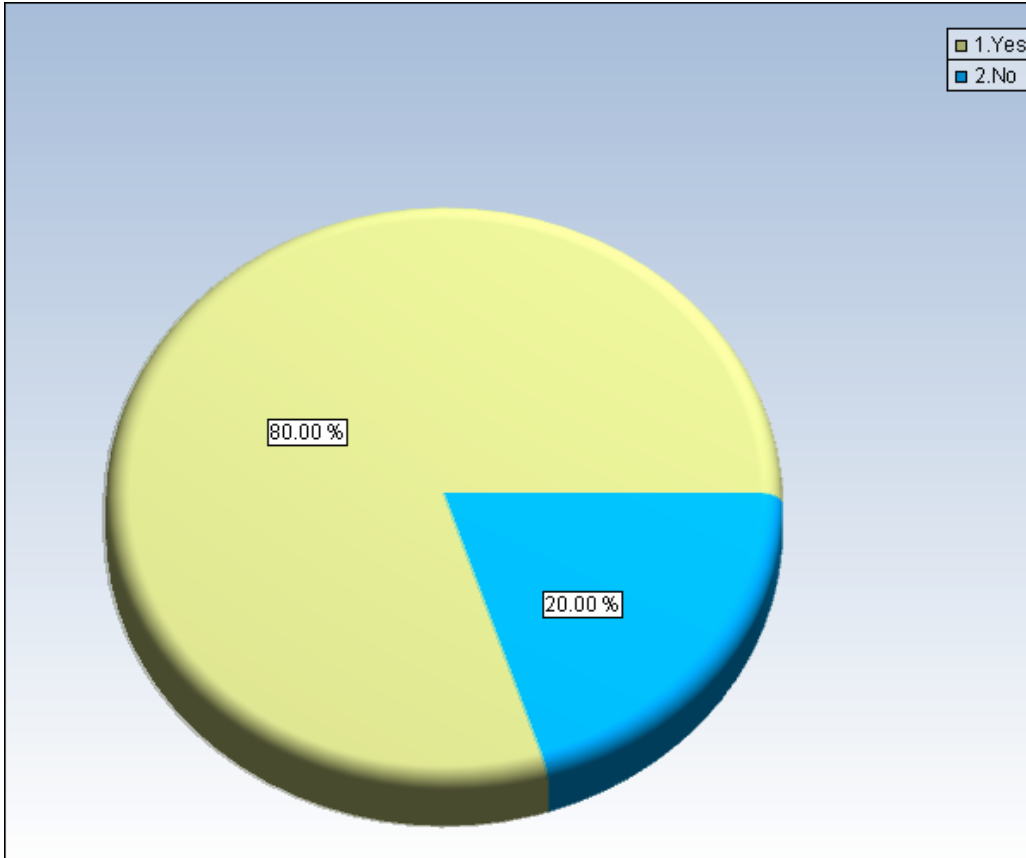
4. Number of organizations that provide housing differential assistance to any location that is more expensive than the location of origin. (n=45)



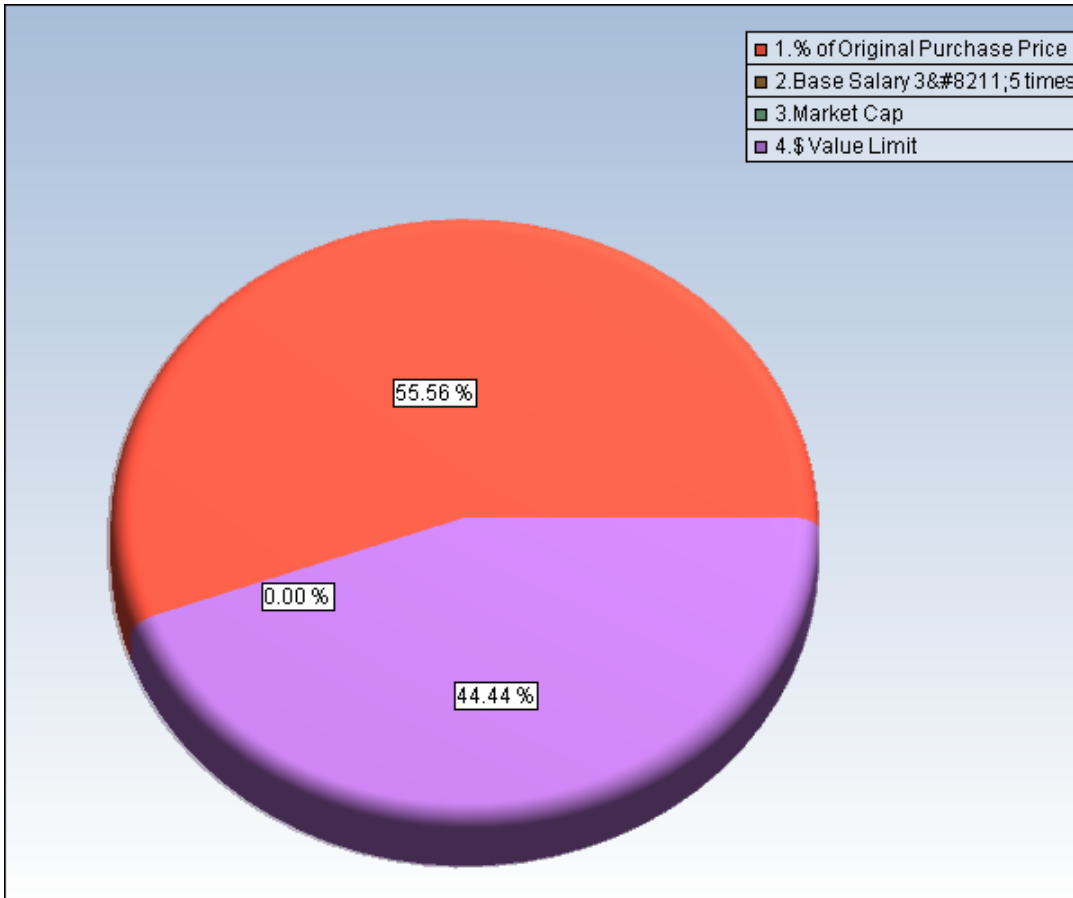
5. Locations considered being "hot" housing markets for transfers within the organization.



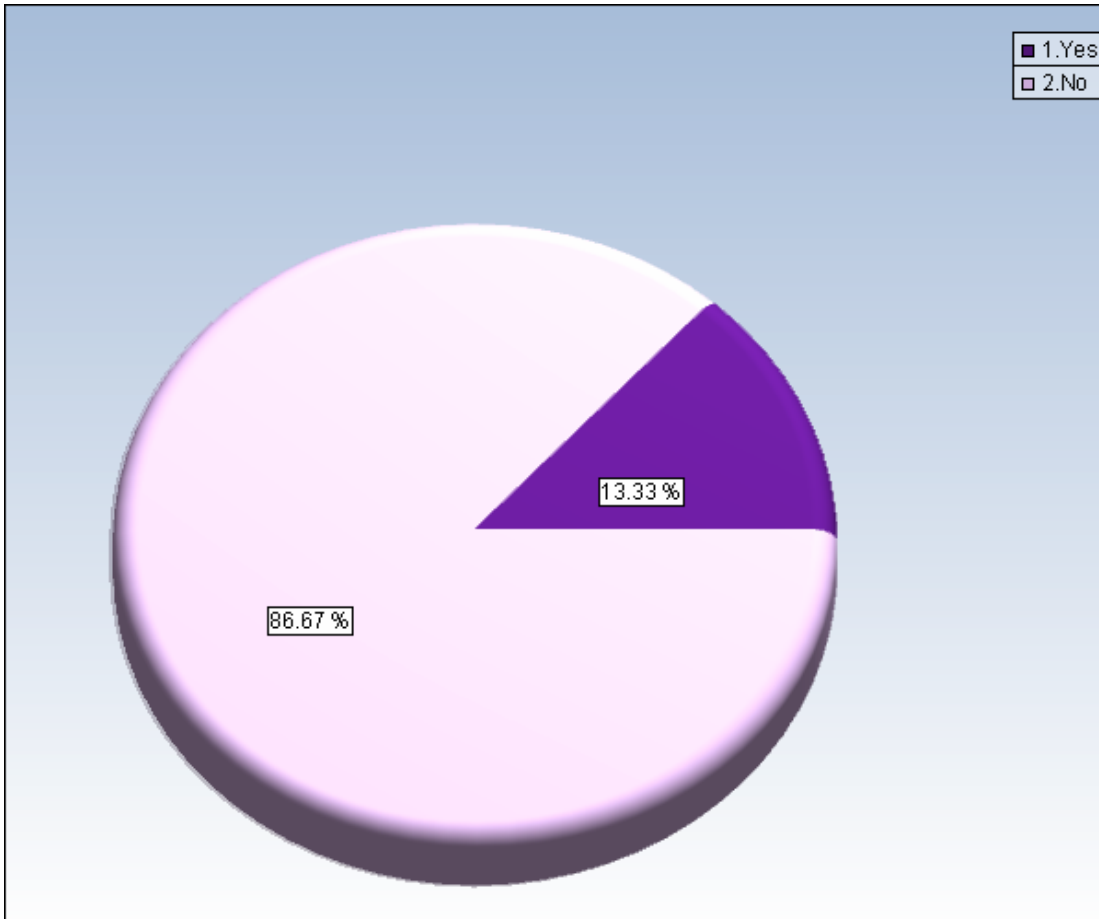
6. Number of organizations that provide equity protection for employees that purchase homes. (n=15)



7. How the maximum protection limit is calculated.



8. Organizations that report considering changes to policy to handle "hot" housing markets.



9. Number of organizations that expect to continue to make ad hoc exceptions for equity protection for employees.

