



CERC

Spousal Benefits Survey

February 2006

CERC Spousal Benefits Survey

Summary

The Survey was developed to learn how organizations provide spousal benefits for transferring employees. The survey also explored practices of organizations where both spouses are employed by the same organization.

A total of 40 organizations responded to the survey, representing approximately 27% of CERC's corporate members. The survey was conducted on line over a ten-day period in February.

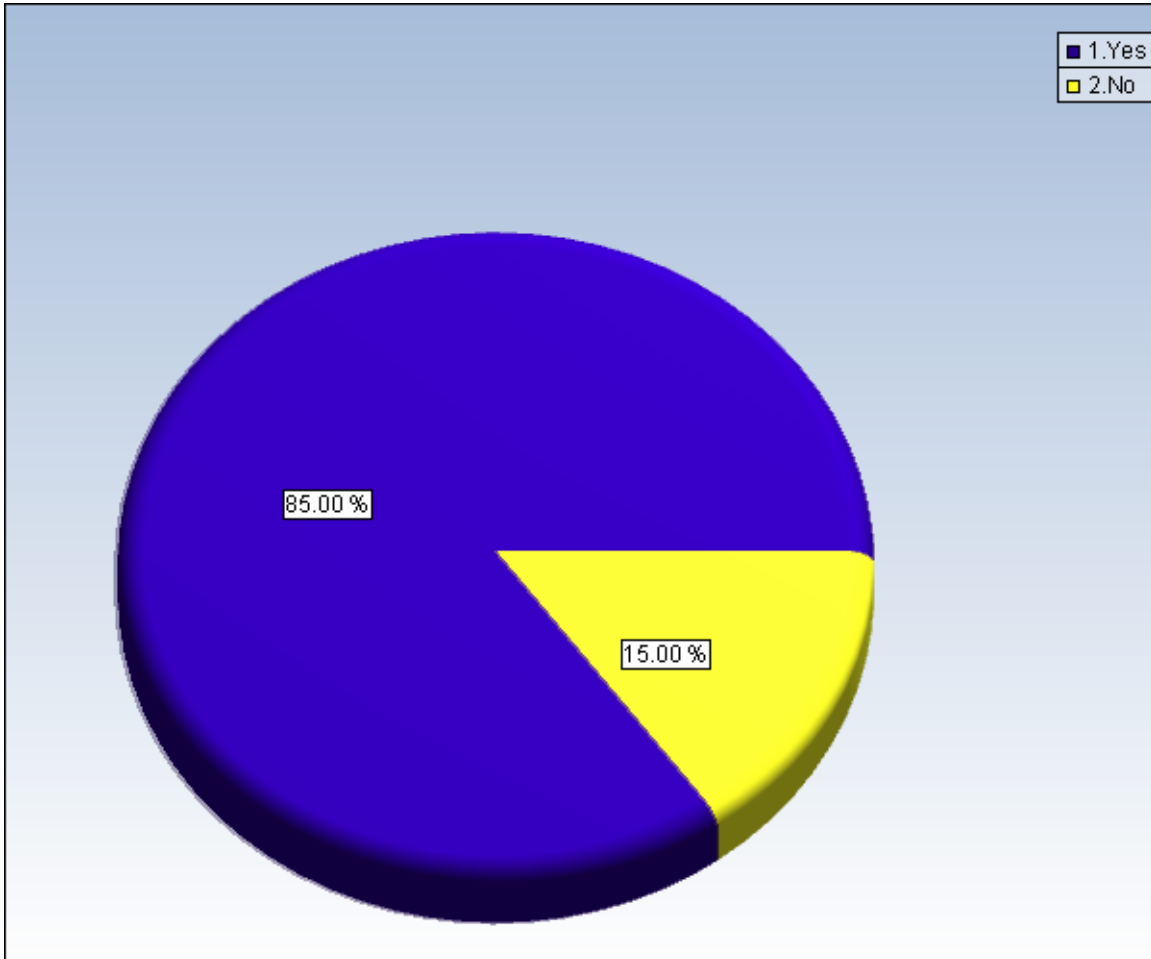
Eighty five percent of participating organizations provide some form of spousal benefits. The level of benefit provided covers a wide range of services from career counselling to financial compensation for lost employment.

Participating Organizations

3M Canada Company
Agrium Inc.
Air canada
Alcan Inc.
BDC
Best Buy Canada
Boehringer Ingelheim (Canada) Ltd./Ltee.
BP Canada Energy Company
Canada Mortgage and Housing Corporation
Canadian Natural Resources
Canadian Tire Corporation Limited
Eastman Kodak Company
Enbridge International Inc.
EnCana Corporation
Falconbridge Limited
Farm Credit Canada
Foreign Affairs
General Dynamics Land Systems - Canada
Harry Rosen Inc.
IBM Canada
IBM Canada
Kodak Graphic Communications Canada Company
LANXESS Inc.
Manulife Financial,
Manulife Financial/John Hancock
Nestle Canada Inc
Ontario Provincial Police
RBC Financial Group
SaskTel
Siemens Canada Ltd
Smurfit-Stone
TD Bank Financial Group
The Bank of Nova Scotia
The Co-operators General Insurance company
TransCanada PipeLines
Treasury Board Secretariat - Govt of Canada
Wescast Industries Inc.
Weyerhaeuser
Weyerhaeuser Company
Weyerhaeuser Company Limited

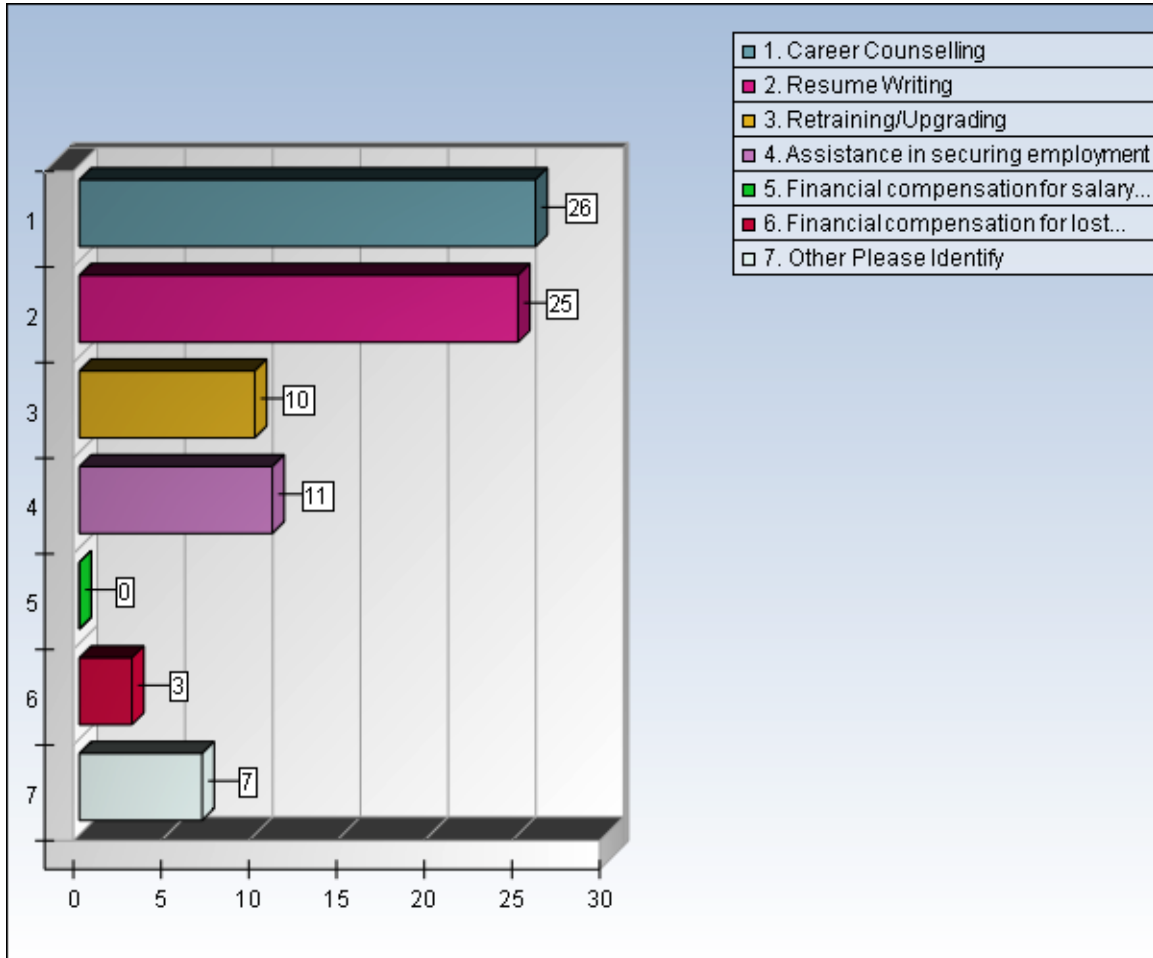
Question 1

Do you provide spousal benefits when transferring employees?
(40 respondents)



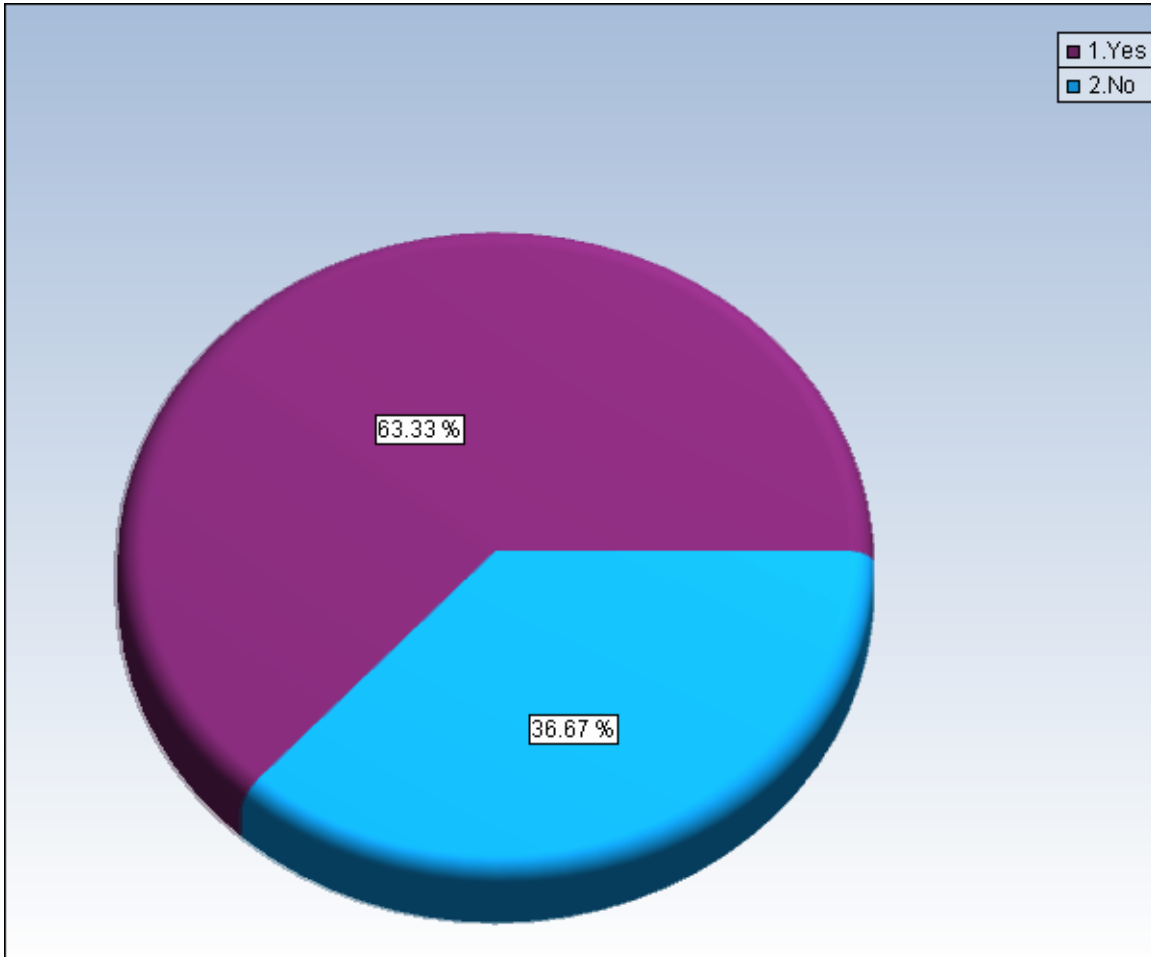
Question 2

Describe the level/type of spousal benefit provided.
(31 Respondents)



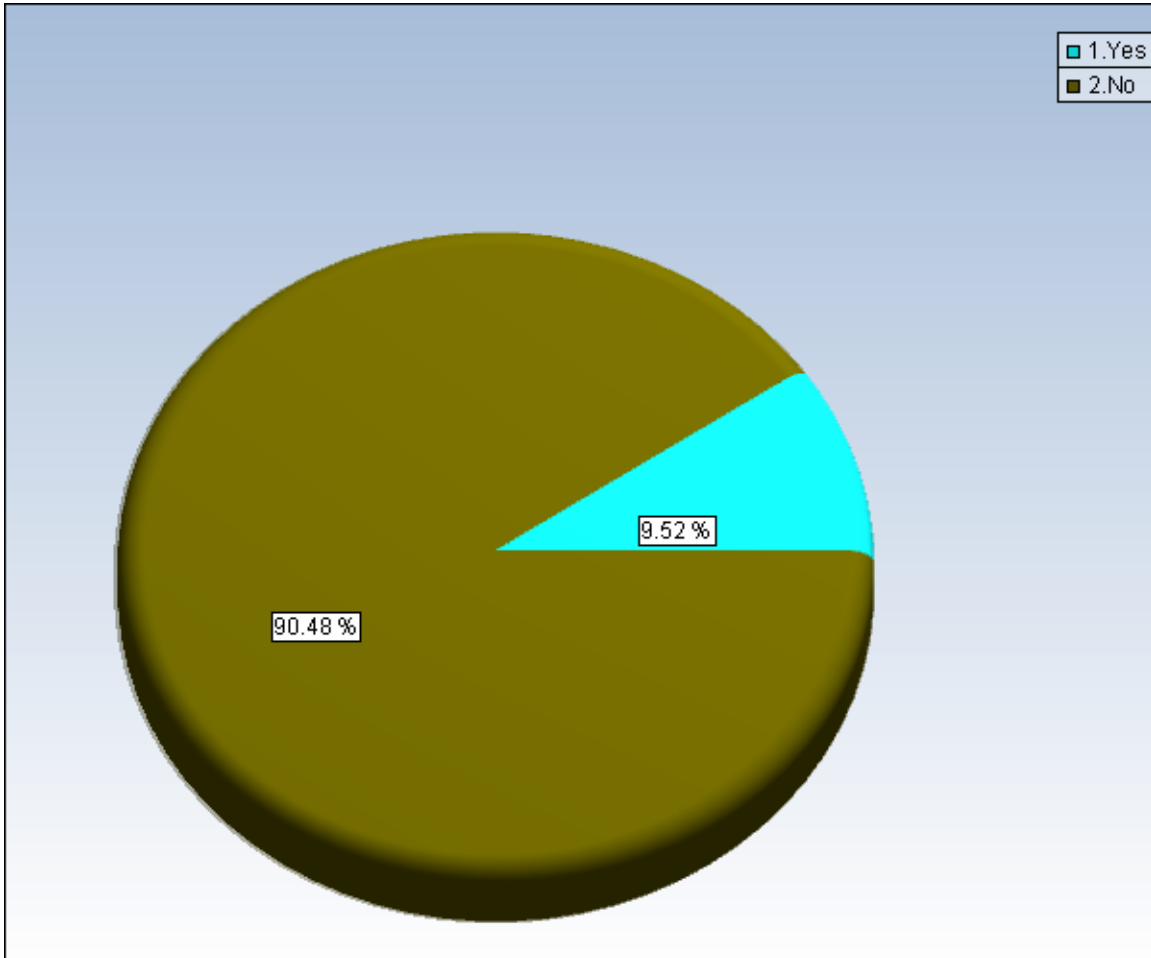
Question 3

If both spouses/ partners are employed by your organization do you provide spousal benefits?
(30 respondents)



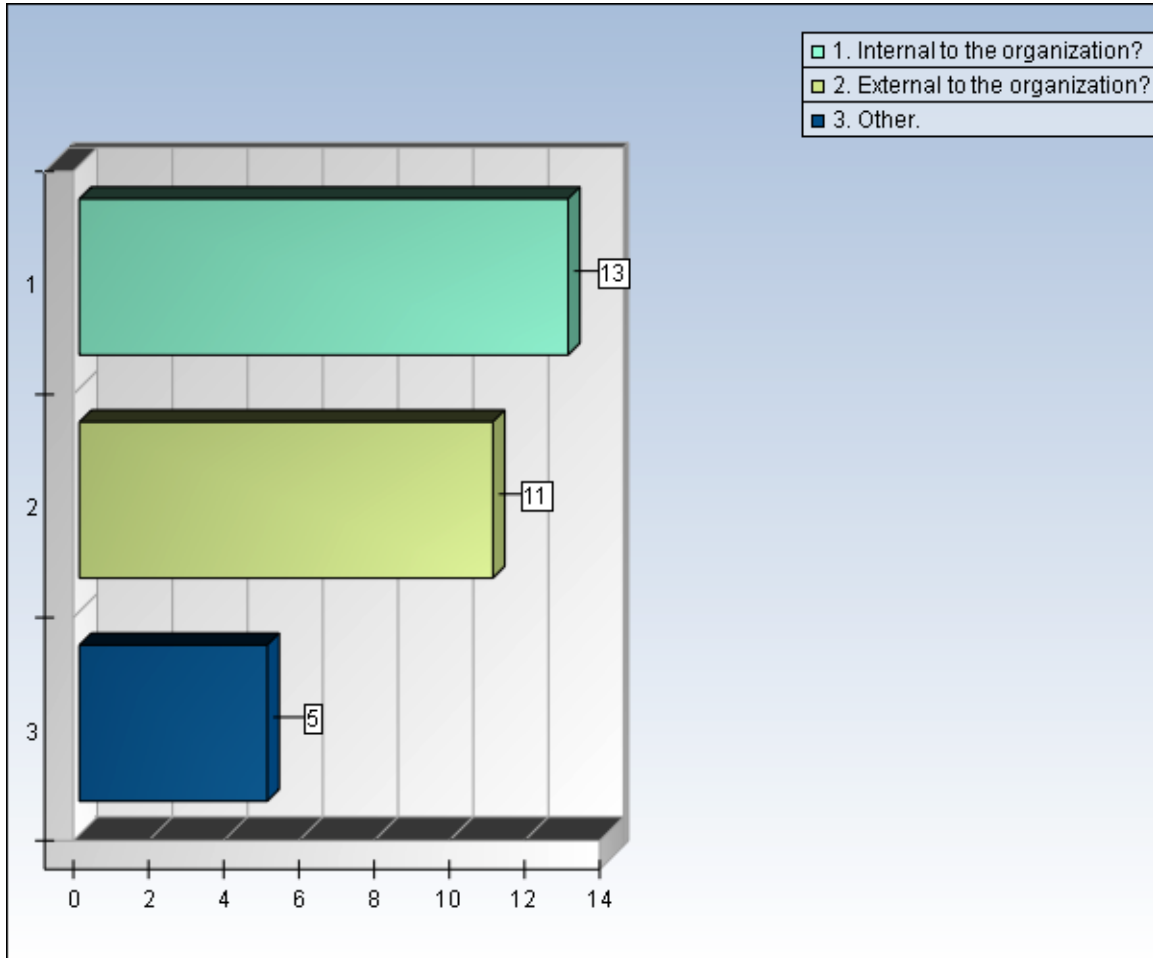
Question 4

Do you provide guarantees to find the spouse a job within the organization?
(21 Respondents)



Question 5

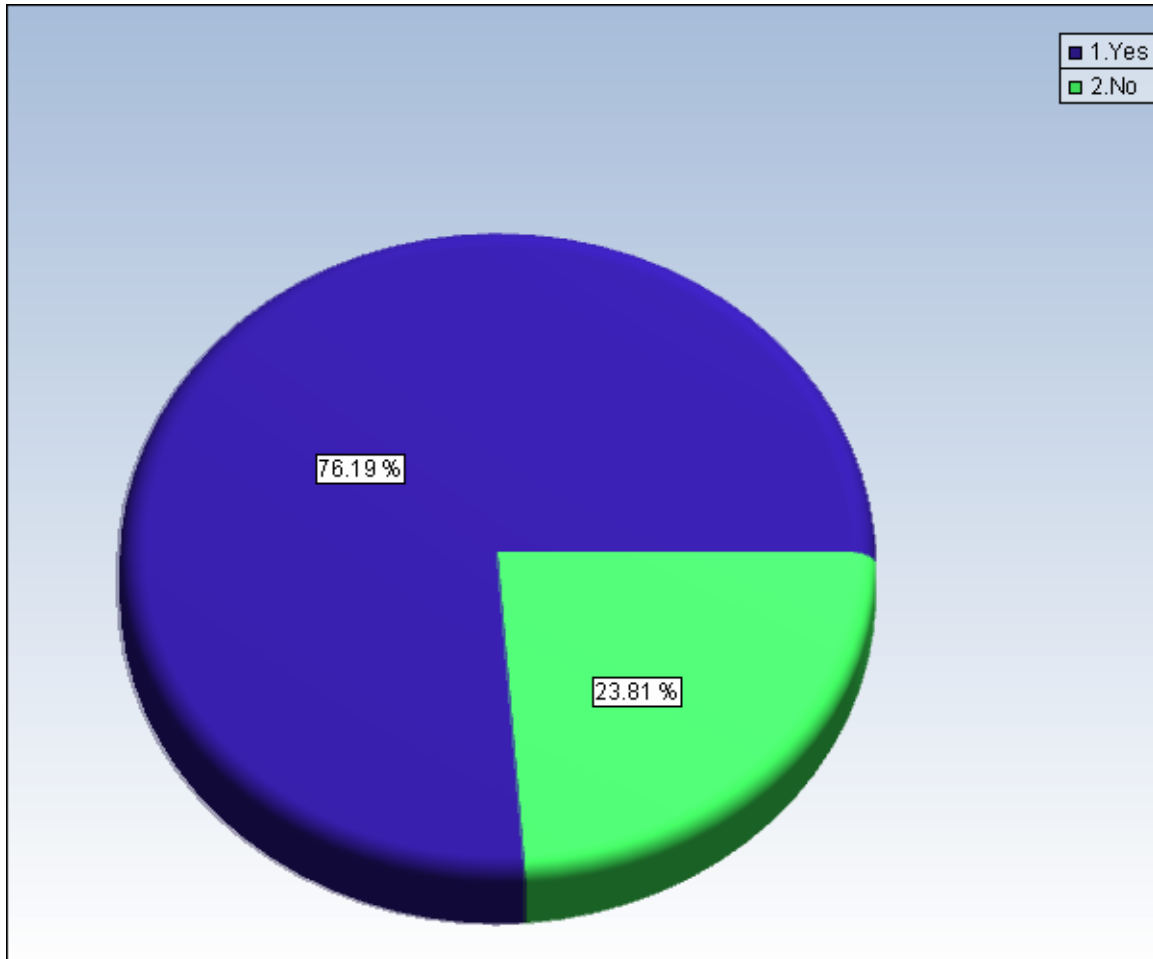
Do you provide assistance to secure employment?
(19 Respondents)



Question 6

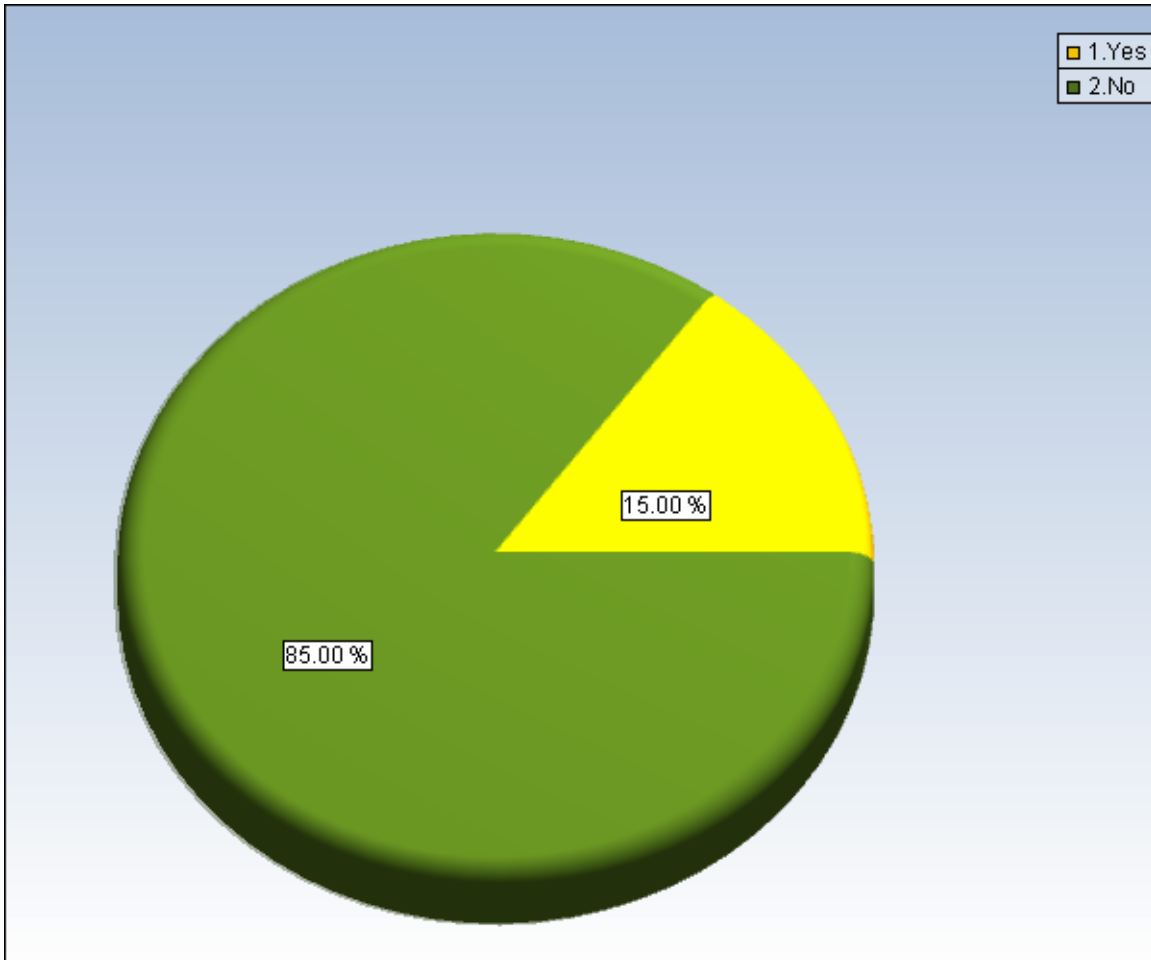
Where the (relocated) spouse is employed by your corporation and accepts employment with another organization is employment terminated with your organization?

(21 Respondents)



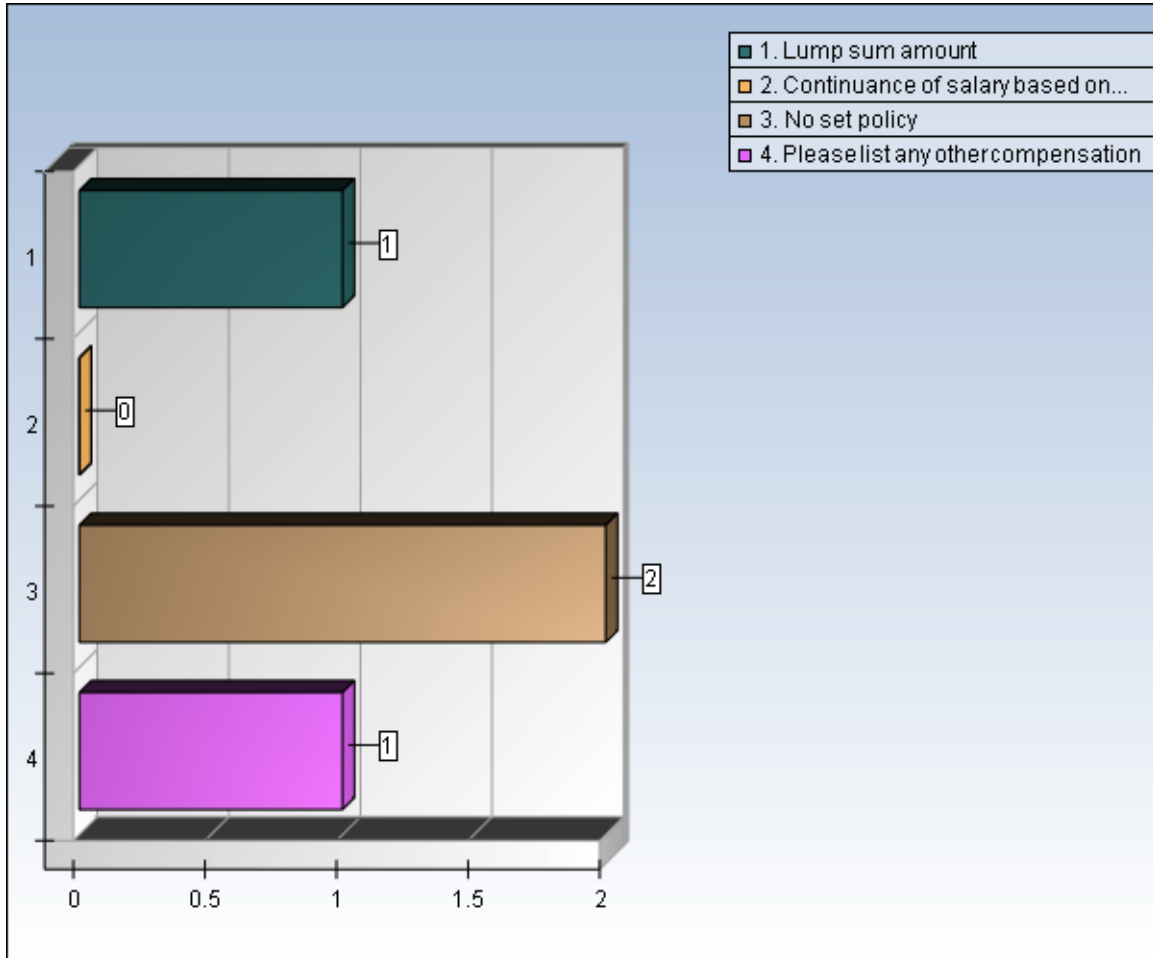
Question 7

If employment cannot be provided/secured by your organization, do you offer financial compensation to the spouse?
(20 respondents)



Question 8

How the compensation is calculated.
(4 respondents)



Question 9

Other comments/ observations:

- If both spouses employed by our corporation, only one receives the relocation package, with the other taking the role of relocating spouse.
- Would be looked at case by case, so far none come to mind
- Depending on the circumstances, severance may be offered to the spouse employed by the company.
- This happened twice and in both cases internal employment was found for spouse.
- For both spouses, assumed both would have jobs with company in new location. If only one has a job, then spousal assistance would be provided.
- We would provide spouse assistance if the spouse was not able to find another position at the new company location.
- Spousal support benefits are to be used within 90-days of relocating to the new destination.
- For international relocations, we offer \$5,000 annually for the spouse to keep up their professional fees, take job upgrading courses, etc.
- Spouses employed by the government are treated with priority in staffing