

FAQ: EMPLOYMENT OFFERS & NEGOTIATIONS

Q: WHAT CAN YOU NEGOTIATE?

A: Negotiations can include components outside of wages/pay increase. The following are examples of conditions that can be negotiated:

- Date by which you need to sign your contract (co-op & career)
- Wage or any other monetary forms of compensation the company has offered (co-op & career)
- Vacation time (co-op & career)
- Work modality (in-office, work from home, hybrid) (co-op & career)
- Commission rate (only career)
- Relocation costs (co-op & career)
- Flexible Shifts (co-op & career)
- Professional development (co-op & career)

Q: WHEN CAN YOU NEGOTIATE?

A: Negotiations typically take place at the point at which you are offered the job before officially signing the contract and in the state of emergency. For co-op students, these negotiations must be made so there is enough time to still meet the minimum requirements for co-op credit (12 weeks).

Q: HOW DO I KNOW IF I AM IN A PLACE TO NEGOTIATE MY OFFER?

A: Co-op students are not generally encouraged to negotiate co-op offers. Typically, for a student to be eligible to negotiate, they will need to have past co-op and/or other work-integrated-learning experience that make them a more valuable candidate than the perceived competition.

Q: HOW DO I ASK MY EMPLOYER FOR A RAISE/INCREASE IN SALARY?

A: Express deep interest in and gratitude for the opportunity. Be polite (use manners such as “please”, “thank you”, “I appreciate your support”). Ensure you have done your own background research on the company/positions and typical pay scales. Help them understand why you believe you deserve what you’re requesting and be sure to provide solid reasoning and examples as to why you deserve increased compensation. Looking to enhance your earning potential post-graduation? Is the employer offering benefits and/or other forms of compensation? Do not negotiate just to negotiate- make sure there is merit to your ask.

NEED FURTHER CLARIFICATION & SUPPORT?

Connect with our ECCS team! Our Career Educators are here to guide you through this process and answer any questions you may have. Book an Employment Offers/Negotiations appointment with your Career Educator on OSCARplus.