

Moving-Related Terms HR Personnel Should Know

by Greg Hanson

Among the many responsibilities of human resources professionals is that of making arrangements for employee relocations. Though not experts in the moving industry, HR personnel must be familiar with moving terminology. The following are ten “must know” terms and definitions:

Agent—a local or regional moving company that operates on behalf of a larger company. For example, Schroeder Moving Systems is a Wisconsin-based agent for United Van Lines.

Bill of Lading—a legal document serving as a receipt for the property to be transported and as a contract between the shipper and the carrier. With the customer's signature, the goods are "released to the carrier" for the purpose of transportation. Upon arrival, the bill of lading must also be signed by the receiver.

Binding/Non-Binding Estimate—a binding estimate provides the customer with a guaranteed price for the shipment based on the estimated weight and desired services. Additional services or alternate destinations may still affect the rate. A non-binding agreement, on the other hand, provides an approximate cost that can be adjusted depending on factors such as tariffs and the actual weight of the shipment.

Bulky Article—an item that, due to its size and/or weight, requires additional care and handling. Tariff systems often identify bulky articles such as pianos, hot tubs, cars, and snowmobiles.

Claim—a declaration by the customer regarding a loss, damage, or delay occurring while the shipment was in the custody of the carrier or agent.

Commercial Shipper—A person who, though not the owner of the property being shipped, has been authorized on the bill of lading to act as the sender or receiver of the shipment while assuming responsibility to pay for some or all of the costs.

Interstate/Intrastate Move—an interstate move involves transporting a shipment to or through another state. An intrastate move involves shipping from one location to another location within the same state, without leaving the state at any time en route.

Inventory—a detailed list of everything to be included in a shipment before it is packed and loaded, including a description of any damaged items.

Storage-in-Transit (SIT)—the temporary storage of belongings by a carrier in the event the final destination is unavailable until a later date. Such storage can last up to 180 days.

Van—a vehicle used by movers. Vans can range from small cargo vans to a large tractor-trailers.

Whenever you have questions regarding the terms and terminology of moving, ask Schroeder Moving Systems. We would be happy to assist you with all your employee relocation needs.