

ERC Policies & Benefits Survey

2015/
2016



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2015/2016 ERC Policies & Benefits Survey
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The 2015/2016 edition of the *National Policies and Benefits Survey* (PBS) was conducted by the Management Association in cooperation with 18 other members of The Employer Associations of America (EAA) listed on the page iv. In most instances, a local breakout from this report is also available by contacting the association in the desired geographic area.

The data for this edition were collected September – October, 2014. Participants could participate online or via paper questionnaire, but all data was entered online before processing.

A total of 1,906 organizations participated in this edition of the PBS via employer associations in the following locations:

<u>Association Location</u>	<u>Area Covered</u>	<u>Participants</u>
Portland, OR	Portland	13
Seattle, WA	Western Washington	155
Salt Lake City, UT	Utah	112
Downers Grove, IL	Greater Chicagoland	208
Moline, IL	Western IL, Eastern IA (Quad Cities)	29
Palatine, IL	Northern Illinois	25
Livonia, MI	Detroit Metropolitan	179
Muskegan, MI	Western Michigan	25
Plymouth, MN	Minnesota	184
St. Louis, MO	St. Louis Metropolitan	150
Waukesha, WI	Wisconsin	308
Cincinnati, OH	Greater Cincinnati/Columbus	34
Highland Heights, OH	Northeast Ohio – Cleveland/Akron	132
Agawam, MA	Connecticut, Massachusetts, Rhode Island	88
Rochester, NY	Rochester	126
Erie, PA	Northwest PA	34
King of Prussia, PA	Philadelphia	54
Longwood, FL	Florida	50

Demographics of participants can be found on page xiii.

We extend our most sincere appreciation to all organizations who participated in this edition of the PBS. The 2017/2018 edition will be conducted in the fall of 2016.

2015/2016 ERC Policies & Benefits Survey
Participant List

1 EDI Source, Inc.
A-Brite Plating Company
ABSMaterials, LLC
Accel Group, Inc.
Achievement Centers for Children
Alcon Tool Company
American Roll Formed Products
Anchor Manufacturing Group, Inc.
Automation Plastics Corp
Aztek
Bainbridge Township
Bay Corporation
Bettcher Industries, Inc.
Bud Industries, Inc.
C & K Industrial Services, Inc.
C.TRAC, Inc.
CASNET
Centers for Families and Children
Chapman & Chapman, Inc.
Chromascape, Inc.
Cleveland Jewish Publication Company
Cleveland Museum of Art
Cleveland Steel Container Corporation
Cornwell Quality Tools Co.
Corporate Screening Services, Inc.
Crossroads, LCACS
Curtiss Wright Flow Control
Custom Products Corp
DRB Systems
Dreison International, Inc.
EBO Group, Inc.
EGC Enterprises
Embrace Pet Insurance
Empaco
Enerco Group, Inc.
Excelas, LLC
EYE Lighting International of North America, Inc.
Flavorseal, LLC
Foseco
Free Medical Clinic
Gardiner
Garland Industries
GED Integrated Solutions
Greater Cleveland Partnership
H C Starck
Health Design Plus
Health Journeys
Hinkley Lighting, Inc.
Hose Master, Inc.
HP Manufacturing Co.
Hygenic Corp
ID Images, LLC
International Data Management
International Institute of Akron
JD Norman Industries, Inc.
Jewish Federation of Cleveland
Joy Global
K & M International, Inc.
Kent Adhesive Products Co.
Kerr Lakeside Inc
King's Medical Group
Koinonia Homes
Kraft Fluid Systems, Inc.
LayerZero Power Systems, Inc.
LifeShare Community Blood Services
Lorain County Alcohol and Drug Abuse Services, Inc.
Lorain County Health & Dentistry
M B Dynamics Inc
Main Street Gourmet
Majestic Steel USA, Inc.
Marous Brothers Construction
Mazanec Raskin & Ryder Co., LPA
Medical Service Company
Meister Media Worldwide
Melin Tool Company, Inc.
Merritt Woodwork
Morrison Products, Inc.
Multi Wing America
NAS Recruitment Innovation
National Telephone Supply Co.
Neuros Medical, Inc.
Nordson Corporation
Northeast Ohio Public Energy Council
Orbital Research, Inc.
Pearne & Gordon LLP
Pepperl & Fuchs, Inc.
Portage Country Club
PRC Medical, LLC
Preformed Line Products Co
Primary Packaging Inc.
Process Technology
Quasar Energy Group
R W Beckett Corporation
Radisphere National Radiology Group

*2015/2016 ERC Policies & Benefits Survey
Participant List*

Radix Wire
Ranpak Corp
Rhenium Alloys, Inc.
Robin Industries, Inc.
Samsel Supply Company
Software Answers, Inc.
Specialty Equipment Sales Co. dba
SESCO
Talan Products Inc
Technical Consumer Products, Inc.
The Brewer Garrett Company
The Chef's Garden
The Greater Cleveland Food Bank, Inc.
The Holden Arboretum
The Union Club Company
Timekeeping Systems Inc
Towlift, Inc.
Tradex International, Inc.
Transformer Engineering
Tranzonic Company
Trelleborg Sealing Profiles US, Inc.
Truline Industries, Inc.
Tylok International, Inc.
United Disability Services
United Initiators Inc.
Universal Screen Arts, Inc.
Vincent Lighting Systems Co.
Waltco Truck Equipment Co.
Wayne Homes
Weatherchem Corp
Weltman Weinberg & Reis Co. LPA
Weschler Instruments
Western Enterprises
Wheeler Manufacturing
Whirlaway Corporation
Will Burt Co.
Willoughby Supply, Inc.
Wrayco LLC
Zion Industries, Inc.

Finding Information

This survey report documents trends in policies and benefit practices using multiple choice, forced-choice (choose one) and fill-in the blank questions. Results are divided into nine major categories.

- Health and Welfare Benefits
- Part-Time Benefits
- Miscellaneous Benefits
- Pay Practices
- Working Conditions
- Paid Time Off
- Part-Time Employees
- Recruitment, Training and Development
- Employee/Community Relations

These major categories and their sub-categories are listed in the **Table of Contents** at the front of this report.

Definitions and Interpretation

1. **Percentages:** Responses are reported as straight percentages. The number of organizations marking a specific choice is divided by the total number of organizations responding to the same item.
2. **Organizations Responding:** Total number of organizations that responded to a particular item for a specific category.
3. **Employee Categories:** Responses could be made for four (4) different employee groups except where a total company view or select-group view was appropriate per the question content.
 1. (U) Union Production, Maintenance and Service
 2. (NU) Non-Union Production, Maintenance and Service
 3. (CT) Non-Exempt Clerical and Technical
 4. (SMP) Exempt Supervisory, Managerial and Professional

Question Numbering

Many questions have more than one table showing different types of information. For those questions, the question number appears with the first table and subsequent tables are unnumbered. It should also be noted that when there are multiple tables, average data is often shown with zeros included (not denoted) and then without (or another combination of data removal) so be sure to investigate all parts of a question to get the full picture.

The 2015/2016 ERC Policies and Benefits Survey contains information from 132 participating organizations from across Northeast Ohio. These organizations answered 316 questions about their human resource policies and employee benefit offerings.

The vast majority of respondents, about 94 percent, have an employment size of 500 or less employees. There is about equal representation of respondents who are in the manufacturing sector (54.5 percent) and the combined services sector (45.5 percent). Out of the services sector, 10.6 percent are in health or social services, 9.8 percent are in professional/business services, 3.0 percent are in wholesale/retail trade and 1.5 percent are in financial activities. Out of the total number of participants, 17 have a union. About half of the respondents have a revenue size of less than 24.9 million. A complete look at participant demographics can be found on page xiii.

The survey covers a variety of topics in the area of health and welfare benefits, retirement benefits, pay practices, working conditions, paid time off, part-time benefits, recruitment, training and development and employee/community relations. Below are highlights from the 2015/2016 survey.

Survey participants were once again able to provide actual data (e.g., percent of premium covered, average paid time off awarded, number of paid sick days, etc.) as opposed to a forced choice between ranges of answers. This provides a more accurate look at employee benefits and work policies.

Health and Welfare Benefits

- Ninety-seven percent of respondents offer employees **life insurance** with approximately 97 percent paying the full premium amount. This closely mirrors what participants reported in the 13/14, and 11/12 surveys.
- **Long-term/Elder Care** has continued to decrease in popularity with 5.9 percent of organizations offering coverage to employees. Of those that do, approximately 74 percent require employees to pay the entire premium amount, which is a decrease from the 13/14 survey.
- Approximately 87 percent of organizations provide **accidental death and dismemberment (AD&D) insurance** to employees as either a free standing benefit, or as part of a group term or other life insurance plan, which is slightly lower than what was reported in the 13/14 survey.
- About 80 percent of respondents provide **short-term disability insurance**, which is a decrease from what was reported in the 13/14 survey.
- The average number of **paid sick/personal days** is 7.6, which is up from the 13/14 amount.
- PPOs continue to be the most popular **health insurance** plan followed by Health Savings Accounts (HSAs). Twenty-four percent of employers are offering High Deductible Health Plans (HDHPs), while HRAs are offered by about 13 percent. About 12 percent of respondents offer HMOs, which is similar to the 13/14 survey. Average **office visit co-pays** for HMOs are \$20 (regular) vs. \$29 (specialist) and PPOs are \$24 (regular) vs. \$41 (specialist).
- About 43 percent of respondents attach a **wellness incentive** to their medical plan with over 70 percent offering a reduction in employee premiums as an incentive.
- **Domestic partner benefits** offerings have remained consistent. Participants currently offering benefits were at 22 percent, which is largely on par with the results from both the 13/14 survey as well as the 11/12 survey.
- About 90 percent of participants offer **dental insurance**. Those offering **vision insurance** decreased slightly to 70 percent this year.

Retirement Benefits

- **401(k)/403(b)/457 plans** remain the most popular form of retirement savings plans with participants offering it to 92 percent of union employees and 96 percent of non-union. Eligibility periods did not change with 30 percent of participants allowing employees to participate immediately or within the first month of employment.

Miscellaneous Benefits

- **Benefits cost** on average about 31 percent of payroll, which is similar to the prior survey.
- The amount of non-union respondents using **exit interviews** has remained unchanged at 75 percent, and they are generally conducted by the human resources department.
- Of those providing **severance pay**, the average maximum amount of weeks given based on length of service is about 17 weeks, which is largely consistent with what was reported in the 13/14 survey.

Pay Practices

- Job-based **compensation plans** such as market-pricing (42 percent) and formal job evaluation systems (13 percent) are still the most common, with person-based plans such as skill-based pay and competency-based pay found in only approximately 9 percent of organizations overall.
- **Incentive programs** continue to be a popular compensation method. The top five programs based on average percentage are: organization discretionary bonus (35 percent), individual incentives (28 percent), profit sharing (23 percent), spot awards (20 percent), and organization specified goal bonus (18 percent).
- The use of a rating scale **performance appraisal system** is the most prevalent type followed by self-appraisal, competency based, management by objectives (MBO) and narrative analysis. Approximately half of organizations directly link **pay decisions** to an individual's performance appraisal, and 35 percent said performance appraisals are indirectly linked to pay decisions. Both of these numbers are consistent to the prior survey.

Working Conditions

- Relaxed **dress codes** have increased in popularity. On average, organizations report having nearly four days designated as "business casual" or just under three days as "casual" dress.
- Thirteen percent of employers are offering **telecommuting** which remains unchanged from the 13/14 survey. Part-time work, flextime, and compressed work weeks are still the most popular **alternative work schedules**.
- Twenty-three percent of organizations provide an **automobile for employee use**. Organizations providing **cell phones** to employees decreased to 68 percent from 83 percent of organizations providing cell phones to employees in 13/14. Of those providing cell phones, about 65 percent pay for the entire cost which is in line with the previous survey.
- Organizations providing an **iPad/Tablet** for employee use significantly increased to 34 percent – up from 21 percent in 13/14.
- Eighty-six percent of organizations have **blocking mechanisms** for restricted Internet sites. **Instant messaging** is now allowed in 39 percent of organizations, while personal use of the Internet and e-mail use during work hours is allowed by 63 percent for office employees. Access to **social media** sites during work hours is increasing and is now allowed in 45 percent of organizations. About 58 percent **monitor** internet and e-mail usage.

Paid Time Off

- On average, employees earn nine days of paid **holidays** and about two paid **floating holidays**, which remains unchanged from the 13/14 and 11/12 results.
- Employees called to serve in the **military**, whether to active duty or for annual training obligations, are typically not paid by the employer during that time. Sixty percent of employers do not continue the employer-portion of benefit premiums during active military duty.
- On average 11 percent of employers allow/encourage their employees to **volunteer** for outside charitable organizations during working hours. Approximately 64 percent pay the employee for a full day while they are volunteering. Both of these numbers decreased slightly from the 13/14 survey.
- **Paid Time-Off (PTO) banks** have remained the same with 24 percent of organizations offering them. Most often the banks include; vacation days, sick days, and personal days. Fifteen percent also incorporate holidays into their PTO banks.

Part-Time Employees

- **Benefits coverage** is the same or prorated for part-time employees as compared to full-time employees in about 48 percent of the participating organizations. Part-time employees must work on average 27 hours per week to earn vacation benefits.

Recruitment, Training and Development

- The most popular **employment test** used as part of the selection process was the drug and alcohol test followed by personality tests, computer capability, and clerical ability or aptitude. Approximately 14 percent of those using employment tests have the test validated specifically for the organization while 68 percent have tests validated by the test developer.
- Of the organizations **checking references**, 40 percent use an outside service firm which is slightly lower than was reported in 13/14 and in 11/12. Most commonly checked are criminal records followed by former employment/professional references.
- About 58 percent of organizations offer **tuition reimbursement**, but only about 5 percent of eligible employees take advantage of the program. The average reported waiting period to be eligible for tuition reimbursement is about 9 months. These parameters are similar to what was reported in the previous survey.

Employee/Community Relations

- Sixty-three percent of participants provide **service awards** to employees. The most common timing of those awards is every 5 to 6 years.
- About 64 percent of employers are providing **organization sponsored activities**, which decreased from 73 percent in 13/14. The most common activities include holiday parties, annual picnics, retirement parties, and sport leagues. Around 39 percent of employers provide alcohol free of charge to employees at these events.

*2015/2016 ERC Policies & Benefits Survey
Demographics Information*

Number of participants by employee size category:

	# of Orgs	% of Orgs
1 - 100 employees	64	48.5%
101 - 500 employees	60	45.5%
Over 500 employees	8	6.1%
Total	132	100.0%

Number of participants by revenue category:

	# of Orgs	% of Orgs
\$0 – 24.9 million	68	51.5%
\$25 – 49.9 million	25	18.9%
\$50 – 99.9 million	21	15.9%
\$100 – 249.9 million	9	6.8%
\$250+ million	9	6.8%
Total	132	100.0%

Number of participants by industry:

	# of Orgs	% of Orgs
Natural Resources / Mining	1	.8%
Utilities	2	1.5%
Construction	5	3.8%
Non-Durable Goods Manufacturing	28	21.2%
Durable Goods Manufacturing	44	33.3%
Retail Trade	2	1.5%
Wholesale Trade	2	1.5%
Transportation / Warehousing	3	2.3%
Information (Communication/Broadcasting)	4	3.0%
Financial Activities	2	1.5%
Professional / Business Services	13	9.8%
Education Services	2	1.5%
Health Services	8	6.1%
Social Services	6	4.5%
Leisure / Hospitality Services	4	3.0%
Public Administration	1	.8%
Services, not elsewhere classified	5	3.8%
Other industry	0	.0%
Total	132	100.0%

Number of participants by union status:

	# of Orgs	% of Orgs
Non-Union	115	87.1%
Union	17	12.9%
Total	132	100.0%

*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

SECTION 125 PLANS

1. Does your organization have any of the following Section 125 plan options?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Pre-tax health insurance premiums (premium only plan)	100.0%	79.4%	79.7%	79.7%	80.0%	94.1%	91.5%	91.5%	100.0%	75.0%	85.7%	85.7%	87.5%	87.6%	85.6%	85.6%
Flexible spending account for medical care	100.0%	55.9%	54.2%	52.5%	40.0%	64.7%	64.4%	64.4%	80.0%	100.0%	100.0%	100.0%	56.3%	62.9%	61.6%	60.8%
Flexible spending account for dependent care (day care, pre-school, etc.)	100.0%	38.2%	42.4%	42.4%	40.0%	56.9%	57.6%	57.6%	80.0%	100.0%	100.0%	100.0%	56.3%	51.7%	52.8%	52.8%
Full Cafeteria plan (refer to question #3)	.0%	20.6%	15.3%	16.9%	10.0%	19.6%	20.3%	20.3%	20.0%	75.0%	42.9%	42.9%	12.5%	22.5%	19.2%	20.0%
Vacation buy/sell arrangements	.0%	5.9%	3.4%	3.4%	.0%	5.9%	6.8%	5.1%	20.0%	.0%	.0%	.0%	6.3%	5.6%	4.8%	4.0%
PTO buy/sell arrangements	.0%	5.9%	6.8%	6.8%	.0%	.0%	.0%	.0%	.0%	25.0%	28.6%	28.6%	.0%	3.4%	4.8%	4.8%
None	.0%	5.9%	10.2%	10.2%	10.0%	7.8%	8.5%	8.5%	.0%	.0%	.0%	.0%	6.3%	6.7%	8.8%	8.8%
Organizations Responding	1	34	59	59	10	51	59	59	5	4	7	7	16	89	125	125

2. The Section 125 plan is administered:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Internally	100.0%	34.4%	35.3%	34.6%	44.4%	40.4%	43.4%	43.4%	75.0%	50.0%	71.4%	71.4%	57.1%	38.6%	41.4%	41.1%
By an outside administration firm	.0%	65.6%	64.7%	65.4%	55.6%	59.6%	56.6%	56.6%	25.0%	50.0%	28.6%	28.6%	42.9%	61.4%	58.6%	58.9%
Organizations Responding	1	32	51	52	9	47	53	53	4	4	7	7	14	83	111	112

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
(NU) = Non-Union Production, Maintenance and Service (SMP) = Exempt Supervisory, Managerial and Professional

*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

FULL CAFETERIA PLANS

3. Do you have a benefits plan where employees are provided a fixed dollar amount to be applied toward the purchase of benefit options from a variety of choices?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	15.2%	8.9%	8.9%	.0%	8.0%	5.3%	5.3%	20.0%	.0%	14.3%	14.3%	6.7%	10.2%	7.5%	7.5%
No	.0%	84.8%	91.1%	91.1%	100.0%	92.0%	94.7%	94.7%	80.0%	100.0%	85.7%	85.7%	93.3%	89.8%	92.5%	92.5%
Organizations Responding	0	33	56	56	10	50	57	57	5	5	7	7	15	88	120	120

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
(NU) = Non-Union Production, Maintenance and Service (SMP) = Exempt Supervisory, Managerial and Professional

*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

4. What options do you have in your cafeteria plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Pension	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
401(k)/403(b)	.0%	83.3%	71.4%	71.4%	.0%	80.0%	83.3%	83.3%	.0%	.0%	.0%	.0%	.0%	81.8%	71.4%	71.4%
Medical Insurance	.0%	83.3%	71.4%	71.4%	.0%	100.0%	100.0%	100.0%	100.0%	.0%	100.0%	100.0%	50.0%	90.9%	85.7%	85.7%
Disability Insurance	.0%	66.7%	57.1%	57.1%	.0%	40.0%	33.3%	33.3%	.0%	.0%	.0%	.0%	.0%	54.5%	42.9%	42.9%
Life Insurance	.0%	83.3%	71.4%	71.4%	.0%	60.0%	50.0%	50.0%	.0%	.0%	.0%	.0%	.0%	72.7%	57.1%	57.1%
Dependent life Insurance	.0%	50.0%	42.9%	42.9%	.0%	60.0%	50.0%	50.0%	.0%	.0%	.0%	.0%	.0%	54.5%	42.9%	42.9%
Vacation	.0%	33.3%	28.6%	28.6%	.0%	40.0%	33.3%	33.3%	.0%	.0%	.0%	.0%	.0%	36.4%	28.6%	28.6%
Child care	.0%	16.7%	14.3%	14.3%	.0%	20.0%	16.7%	16.7%	.0%	.0%	.0%	.0%	.0%	18.2%	14.3%	14.3%
Dental Insurance	.0%	83.3%	71.4%	71.4%	.0%	100.0%	100.0%	100.0%	.0%	.0%	.0%	.0%	.0%	90.9%	78.6%	78.6%
Vision Insurance	.0%	66.7%	57.1%	57.1%	.0%	60.0%	66.7%	66.7%	.0%	.0%	.0%	.0%	.0%	63.6%	57.1%	57.1%
Short-term Disability Insurance	.0%	50.0%	42.9%	42.9%	.0%	60.0%	50.0%	50.0%	.0%	.0%	.0%	.0%	.0%	54.5%	42.9%	42.9%
Long-term Disability Insurance	.0%	33.3%	28.6%	28.6%	.0%	40.0%	33.3%	33.3%	.0%	.0%	.0%	.0%	.0%	36.4%	28.6%	28.6%
Flexible Spending Account	100.0%	66.7%	71.4%	71.4%	.0%	80.0%	66.7%	66.7%	100.0%	.0%	100.0%	100.0%	100.0%	72.7%	71.4%	71.4%
Additional retirement savings options	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Additional health care options	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Additional disability insurance	.0%	16.7%	14.3%	14.3%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	9.1%	7.1%	7.1%
Additional life insurance	.0%	33.3%	28.6%	28.6%	.0%	20.0%	16.7%	16.7%	.0%	.0%	.0%	.0%	.0%	27.3%	21.4%	21.4%
Additional paid time off	.0%	.0%	.0%	.0%	.0%	20.0%	16.7%	16.7%	.0%	.0%	.0%	.0%	.0%	9.1%	7.1%	7.1%
Dental care	.0%	16.7%	14.3%	14.3%	.0%	40.0%	33.3%	33.3%	.0%	.0%	.0%	.0%	.0%	27.3%	21.4%	21.4%
Vision care	.0%	16.7%	14.3%	14.3%	.0%	40.0%	33.3%	33.3%	.0%	.0%	.0%	.0%	.0%	27.3%	21.4%	21.4%
Prescription drug program	.0%	66.7%	57.1%	57.1%	.0%	80.0%	66.7%	66.7%	100.0%	.0%	100.0%	100.0%	50.0%	72.7%	64.3%	64.3%
Legal assistance	.0%	16.7%	14.3%	14.3%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	9.1%	7.1%	7.1%
Long-term care	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	1	6	7	7	0	5	6	6	1	0	1	1	2	11	14	14

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LIFE INSURANCE

5. Employees become eligible for life insurance coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Following waiting period (see average below)	100.0%	59.5%	54.1%	51.6%	70.0%	41.2%	41.7%	41.7%	80.0%	60.0%	50.0%	37.5%	75.0%	49.5%	48.1%	46.2%
Immediately	.0%	8.1%	9.8%	11.3%	20.0%	19.6%	20.0%	20.0%	.0%	.0%	25.0%	25.0%	12.5%	14.0%	15.5%	16.2%
First of the month after hire	.0%	21.6%	27.9%	29.0%	10.0%	39.2%	38.3%	38.3%	20.0%	40.0%	25.0%	37.5%	12.5%	32.3%	32.6%	33.8%
Coverage not provided	.0%	10.8%	8.2%	8.1%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	4.3%	3.9%	3.8%
Organizations Responding	1	37	61	62	10	51	60	60	5	5	8	8	16	93	129	130

Average waiting period to become eligible for life insurance coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of months	2.0	2.7	2.6	2.7	3.4	2.2	2.7	2.6	4.3	3.7	4.0	3.3	3.6	2.6	2.7	2.7
Organizations Responding	1	22	33	32	7	21	25	25	4	3	4	3	12	46	62	60

6. Organizations indicating employee-pays-all or organization-pays-all for group term life insurance premiums (see average excluding 0% and 100% below):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	.0%	1.9%	1.8%	11.1%	2.2%	3.7%	3.7%	.0%	.0%	.0%	.0%	7.1%	1.2%	2.6%	2.6%
Organization pays all	100.0%	100.0%	98.1%	98.2%	88.9%	97.8%	96.3%	96.3%	100.0%	100.0%	100.0%	100.0%	92.9%	98.8%	97.4%	97.4%
Organizations Responding	1	32	54	55	9	45	54	54	4	5	8	8	14	82	116	117

Average percent of group term life premium paid by organization - EXCLUDING organizations paying 0% or 100%:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	80.0%	80.0%	80.0%	n/a	56.7%	56.7%	56.7%	98.0%	n/a	n/a	n/a	98.0%	62.5%	66.0%	66.0%
Organizations Responding	0	1	2	2	0	3	3	3	1	0	0	0	1	4	5	5

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7. Maximum death benefit of group term life, if based on pay:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Less than one times actual annual base pay	.0%	3.7%	6.4%	4.1%	.0%	2.1%	1.9%	3.7%	66.7%	25.0%	16.7%	16.7%	18.2%	3.8%	4.7%	4.6%
One times actual annual base pay	.0%	51.9%	38.3%	38.8%	25.0%	34.0%	31.5%	31.5%	.0%	50.0%	50.0%	50.0%	18.2%	41.0%	35.5%	35.8%
One and one-half times actual annual base pay	.0%	.0%	.0%	4.1%	.0%	10.6%	13.0%	13.0%	.0%	.0%	.0%	.0%	.0%	6.4%	6.5%	8.3%
Two times actual annual base pay	.0%	7.4%	8.5%	10.2%	.0%	19.1%	20.4%	22.2%	33.3%	25.0%	33.3%	33.3%	9.1%	15.4%	15.9%	17.4%
Two and one-half times actual annual base pay	.0%	.0%	2.1%	2.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.9%	.9%
Three times actual annual base pay	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Other	.0%	37.0%	44.7%	40.8%	75.0%	34.0%	33.3%	29.6%	.0%	.0%	.0%	.0%	54.5%	33.3%	36.4%	33.0%
Organizations Responding	0	27	47	49	8	47	54	54	3	4	6	6	11	78	107	109

8. What is the cap on the maximum group term death benefit paid if benefit is based on pay?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg cap	n/a	\$82,368	\$125,769	\$135,370	\$59,000	\$138,667	\$153,611	\$166,667	\$525,000	\$1.E6	\$462,500	\$462,500	\$192,143	\$134,500	\$161,364	\$171,716
Organizations Responding	0	19	26	27	5	30	36	36	2	1	4	4	7	50	66	67

Number of organizations that do not have a cap on the maximum group term death benefit:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	7	11	13	2	8	9	9	1	3	3	3	3	18	23	25

9. Maximum group term life death benefits, if insurance offered is flat amount:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ maximum	\$19,500	\$41,818	\$48,407	\$58,000	\$24,200	\$126,353	\$135,400	\$167,263	\$21,667	\$12,500	\$31,667	\$31,667	\$22,833	\$87,767	\$82,200	\$100,489
Organizations Responding	1	11	27	25	5	17	20	19	3	2	3	3	9	30	50	47

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10. Is additional group term life available at employee's own expense?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	69.7%	67.3%	67.9%	100.0%	83.3%	84.2%	84.2%	60.0%	40.0%	62.5%	62.5%	80.0%	75.6%	75.0%	75.2%
No	100.0%	30.3%	32.7%	32.1%	.0%	16.7%	15.8%	15.8%	40.0%	60.0%	37.5%	37.5%	20.0%	24.4%	25.0%	24.8%
Organizations Responding	1	33	55	56	9	48	57	57	5	5	8	8	15	86	120	121

11. Organizations indicating employee-pays-all or organization-pays-all for dependent group term life insurance premiums (see average excluding 0% and 100% below):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	82.4%	89.3%	89.3%	80.0%	89.7%	88.6%	88.6%	100.0%	100.0%	100.0%	100.0%	87.5%	87.2%	89.6%	89.6%
Organization pays all	.0%	17.6%	10.7%	10.7%	20.0%	10.3%	11.4%	11.4%	.0%	.0%	.0%	.0%	12.5%	12.8%	10.4%	10.4%
Organizations Responding	0	17	28	28	5	29	35	35	3	1	4	4	8	47	67	67

Average percent of dependent group term life insurance premium paid by the organization - EXCLUDING organizations paying 0% or 100%:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	n/a	25.0%	25.0%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	25.0%	25.0%
Organizations Responding	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1

Number of organizations that do not offer dependent group term life insurance:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	14	25	25	3	18	20	20	2	4	4	4	5	36	49	49

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12. Average maximum dollar cap for dependent group term life coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ maximum	n/a	\$129,722	\$153,088	\$153,088	\$47,500	\$52,750	\$65,200	\$65,200	\$130,000	\$175,000	\$121,250	\$121,250	\$75,000	\$82,984	\$102,554	\$102,554
Organizations Responding	0	9	17	17	4	20	25	25	2	2	4	4	6	31	46	46

Number of organizations that do not have a cap for dependent group term life insurance coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	10	14	14	1	10	11	11	1	1	1	1	2	21	26	26

13. Organizations indicating employee-pays-all or organization-pays-all for universal/whole life insurance premiums:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	71.4%	70.0%	70.0%	100.0%	66.7%	69.2%	69.2%	100.0%	100.0%	100.0%	100.0%	100.0%	70.0%	72.0%	72.0%
Organization pays all	.0%	28.6%	30.0%	30.0%	.0%	33.3%	30.8%	30.8%	.0%	.0%	.0%	.0%	.0%	30.0%	28.0%	28.0%
Organizations Responding	0	7	10	10	1	12	13	13	2	1	2	2	3	20	25	25

Number of organizations that do not offer universal/whole life insurance:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	1	23	43	43	7	35	42	42	3	5	6	6	11	63	91	91

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LONG-TERM/ELDER CARE INSURANCE

14. Do you offer long-term/elder care (nursing home) insurance?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	5.3%	3.3%	3.3%	.0%	3.9%	5.0%	5.0%	20.0%	.0%	12.5%	12.5%	6.3%	4.3%	4.7%	4.7%
No	100.0%	94.7%	96.7%	96.7%	100.0%	96.1%	95.0%	95.0%	80.0%	100.0%	87.5%	87.5%	93.8%	95.7%	95.3%	95.3%
Organizations Responding	1	38	60	61	10	51	60	60	5	5	8	8	16	94	128	129

15. Organizations indicating employee-pays-all or organization-pays-all for long-term/elder care (nursing home) insurance premiums:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%	100.0%	100.0%	.0%	100.0%	100.0%	100.0%	50.0%	60.0%	60.0%
Organization pays all	.0%	100.0%	100.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	50.0%	40.0%	40.0%
Organizations Responding	0	2	2	2	0	2	2	2	1	0	1	1	1	4	5	5

ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

16. Do you provide accidental death and dismemberment (AD&D) insurance to employees?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, as a free standing benefit	.0%	2.8%	4.9%	4.8%	.0%	13.7%	11.7%	11.7%	20.0%	20.0%	12.5%	12.5%	6.7%	9.8%	8.5%	8.5%
Yes, as a part of group term or other life insurance plan	100.0%	75.0%	75.4%	75.8%	88.9%	80.4%	81.7%	81.7%	80.0%	80.0%	87.5%	87.5%	86.7%	78.3%	79.1%	79.2%
No	.0%	22.2%	19.7%	19.4%	11.1%	5.9%	6.7%	6.7%	.0%	.0%	.0%	.0%	6.7%	12.0%	12.4%	12.3%
Organizations Responding	1	36	61	62	9	51	60	60	5	5	8	8	15	92	129	130

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17. Organizations indicating employee-pays-all or organization-pays-all for AD&D premiums:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	.0%	2.1%	2.0%	.0%	8.9%	9.4%	9.4%	.0%	.0%	.0%	.0%	.0%	5.1%	5.5%	5.5%
Organization pays all	100.0%	100.0%	97.9%	98.0%	100.0%	91.1%	90.6%	90.6%	100.0%	100.0%	100.0%	100.0%	100.0%	94.9%	94.5%	94.5%
Organizations Responding	1	28	48	49	7	45	53	53	4	5	8	8	12	78	109	110

18. Maximum AD&D benefit, if based on pay:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Less than one times actual annual salary or wage	.0%	9.5%	10.8%	7.7%	.0%	4.7%	4.1%	6.1%	66.7%	33.3%	20.0%	20.0%	20.0%	7.5%	7.7%	7.5%
One times actual annual salary or wage	.0%	57.1%	43.2%	46.2%	28.6%	34.9%	32.7%	34.7%	.0%	.0%	20.0%	20.0%	20.0%	40.3%	36.3%	38.7%
One and one-half times actual annual salary or wage	.0%	.0%	.0%	2.6%	.0%	7.0%	10.2%	10.2%	.0%	.0%	.0%	.0%	.0%	4.5%	5.5%	6.5%
Two times actual annual salary or wage	.0%	9.5%	8.1%	10.3%	.0%	20.9%	22.4%	22.4%	33.3%	66.7%	60.0%	60.0%	10.0%	19.4%	18.7%	19.4%
Two and one-half times actual annual salary or wage	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Three times actual annual salary or wage	.0%	4.8%	2.7%	2.6%	.0%	2.3%	2.0%	2.0%	.0%	.0%	.0%	.0%	.0%	3.0%	2.2%	2.2%
Other	.0%	19.0%	35.1%	30.8%	71.4%	30.2%	28.6%	24.5%	.0%	.0%	.0%	.0%	50.0%	25.4%	29.7%	25.8%
Organizations Responding	0	21	37	39	7	43	49	49	3	3	5	5	10	67	91	93

19. Maximum AD&D benefit available, if flat amount:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	\$19,500	\$61,875	\$68,290	\$78,793	\$25,750	\$157,174	\$148,148	\$149,074	\$66,250	\$75,000	\$69,000	\$69,000	\$43,056	\$115,000	\$102,571	\$109,098
Organizations Responding	1	16	31	29	4	23	27	27	4	3	5	5	9	42	63	61

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SHORT-TERM DISABILITY INSURANCE [SUPPLEMENTAL COVERAGE, NOT STATE-REQUIRED]

20. Employees become eligible for short-term disability income insurance coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Following waiting period (see average below)	100.0%	56.8%	47.5%	42.6%	40.0%	42.0%	42.4%	40.7%	75.0%	100.0%	85.7%	85.7%	53.3%	51.1%	47.2%	44.1%
Immediately	.0%	5.4%	4.9%	6.6%	10.0%	22.0%	22.0%	23.7%	25.0%	.0%	14.3%	14.3%	13.3%	14.1%	13.4%	15.0%
First of the month after hire	.0%	16.2%	18.0%	21.3%	10.0%	20.0%	18.6%	18.6%	.0%	.0%	.0%	.0%	6.7%	17.4%	17.3%	18.9%
Coverage not provided	.0%	21.6%	29.5%	29.5%	40.0%	16.0%	16.9%	16.9%	.0%	.0%	.0%	.0%	26.7%	17.4%	22.0%	22.0%
Organizations Responding	1	37	61	61	10	50	59	59	4	5	7	7	15	92	127	127

Average waiting period to become eligible for short-term disability income insurance coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of months	2.0	3.2	3.0	3.0	3.3	3.5	3.4	3.4	3.7	6.4	5.5	5.5	3.3	3.7	3.4	3.4
Organizations Responding	1	21	29	26	4	21	25	24	3	5	6	6	8	47	60	56

21. Is your short-term disability insurance program:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Insured	.0%	72.4%	74.4%	72.7%	83.3%	61.9%	59.6%	56.3%	33.3%	60.0%	57.1%	57.1%	60.0%	65.8%	66.0%	63.6%
Self-funded	100.0%	27.6%	25.6%	27.3%	16.7%	38.1%	40.4%	43.8%	66.7%	40.0%	42.9%	42.9%	40.0%	34.2%	34.0%	36.4%
Organizations Responding	1	29	43	44	6	42	47	48	3	5	7	7	10	76	97	99

22. Organizations indicating employee-pays-all or organization-pays-all for short-term disability insurance premiums:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	9.1%	18.2%	17.6%	.0%	23.1%	22.2%	22.2%	.0%	.0%	20.0%	20.0%	.0%	16.9%	20.5%	20.2%
Organization pays all	.0%	90.9%	81.8%	82.4%	100.0%	76.9%	77.8%	77.8%	100.0%	100.0%	80.0%	80.0%	100.0%	83.1%	79.5%	79.8%
Organizations Responding	0	22	33	34	6	39	45	45	2	4	5	5	8	65	83	84

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*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

Average percent of short-term disability insurance premium paid by organization - EXCLUDING organizations paying 0% or 100%:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	55.0%	45.0%	45.0%	n/a	85.0%	65.0%	65.0%	98.0%	80.0%	80.0%	80.0%	98.0%	69.2%	55.6%	55.6%
Organizations Responding	0	3	5	5	0	2	3	3	1	1	1	1	1	6	9	9

23. Maximum weekly short-term disability benefit, if flat amount:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	\$330	\$595	\$621	\$763	\$330	\$437	\$595	\$628	\$276	\$213	\$642	\$900	\$315	\$479	\$611	\$714
Organizations Responding	1	10	14	15	4	15	15	13	2	2	3	2	7	27	32	30

24. Maximum weekly short-term disability benefit, if percent of pay:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of pay	n/a	63%	62%	64%	60%	66%	72%	75%	100%	80%	80%	87%	73%	65%	68%	70%
Organizations Responding	0	19	28	29	2	25	32	34	1	2	2	3	3	46	62	66

25. Average maximum number of weeks paid for short-term disability:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of weeks	32.0	18.4	17.1	17.0	28.2	22.0	20.8	20.2	23.3	19.0	19.0	19.0	27.1	20.4	19.1	18.7
Organizations Responding	1	25	38	39	6	36	43	43	3	4	6	6	10	65	87	88

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Organizations indicating 12, 13, 26 or 52 paid weeks maximum for short-term disability:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
12 weeks	.0%	15.8%	13.8%	16.7%	.0%	12.1%	15.0%	15.0%	.0%	50.0%	50.0%	50.0%	.0%	16.1%	17.3%	18.4%
13 weeks	.0%	26.3%	44.8%	43.3%	16.7%	21.2%	27.5%	32.5%	.0%	.0%	.0%	.0%	12.5%	21.4%	32.0%	34.2%
26 weeks	.0%	57.9%	41.4%	40.0%	66.7%	63.6%	55.0%	50.0%	100.0%	50.0%	50.0%	50.0%	75.0%	60.7%	49.3%	46.1%
52 weeks	.0%	.0%	.0%	.0%	16.7%	3.0%	2.5%	2.5%	.0%	.0%	.0%	.0%	12.5%	1.8%	1.3%	1.3%
Organizations Responding	0	19	29	30	6	33	40	40	2	4	6	6	8	56	75	76

26. The average short-term disability waiting period (eligibility for payment) for an absence where the employee is not in hospital is:

	empcat															
	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	8.0	8.1	8.4	8.2	9.5	7.5	6.8	6.5	4.3	9.2	8.6	8.6	7.5	7.8	7.7	7.4
Organizations Responding	1	28	42	43	6	39	46	46	4	5	7	7	11	72	95	96

Number of organizations that either have no short-term disability waiting period or a 7-day waiting period where employee is not in hospital:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
No waiting period	0	3	3	4	0	2	6	8	1	0	0	0	1	5	9	12
7-day waiting period	0	10	15	15	4	20	22	20	2	1	3	3	6	31	40	38

27. Short-term disability waiting period (eligibility for payment) for an absence where employee is in hospital:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	.0	6.1	6.2	6.0	5.3	5.2	5.0	4.7	.8	6.2	5.4	5.4	2.7	5.6	5.6	5.3
Organizations Responding	1	26	39	40	4	38	45	45	4	5	7	7	9	69	91	92

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*2015/2016 ERC Policies & Benefits Survey
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Number of organizations that either have no short-term disability waiting period or a 7-day waiting period where employee is in hospital:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
No waiting period	1	6	9	10	1	12	15	17	3	2	3	3	5	20	27	30
7-day waiting period	0	9	13	13	3	16	19	17	0	0	1	1	3	25	33	31

28. Short-term disability waiting period (eligibility for payment) if due to accident:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	.0	5.0	4.7	4.6	.0	3.0	3.3	3.1	.8	7.8	6.6	6.6	.4	4.1	4.1	4.0
Organizations Responding	1	24	37	38	3	37	44	44	4	5	7	7	8	66	88	89

Number of organizations that either have no short-term disability waiting period or a 7-day waiting period if due to accident:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
No waiting period	1	10	17	18	3	22	25	26	3	1	2	2	7	33	44	46
7-day waiting period	0	5	6	6	0	6	9	8	0	0	1	1	0	11	16	15

29. Does your short-term disability plan cover eligible employees until long-term disability coverage begins?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, no gap in coverage	.0%	73.1%	82.5%	85.7%	66.7%	64.1%	73.9%	76.1%	50.0%	60.0%	85.7%	85.7%	54.5%	67.1%	78.5%	81.1%
No, there is a gap between STD and LTD	.0%	7.7%	5.0%	4.8%	.0%	10.3%	10.9%	10.9%	.0%	.0%	.0%	.0%	.0%	8.6%	7.5%	7.4%
We do not offer long term disability coverage	100.0%	19.2%	12.5%	9.5%	33.3%	25.6%	15.2%	13.0%	50.0%	40.0%	14.3%	14.3%	45.5%	24.3%	14.0%	11.6%
Organizations Responding	1	26	40	42	6	39	46	46	4	5	7	7	11	70	93	95

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*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

30. Do you supplement short-term disability insurance benefits?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, sick leave is paid during insurance waiting period	.0%	32.1%	36.6%	35.7%	40.0%	18.9%	25.0%	25.0%	25.0%	.0%	14.3%	14.3%	30.0%	22.9%	29.3%	29.0%
Yes, difference between insurance benefits and full pay is paid	.0%	3.6%	2.4%	2.4%	.0%	5.4%	4.5%	4.5%	.0%	.0%	.0%	.0%	.0%	4.3%	3.3%	3.2%
Yes, sick pay must be exhausted before insurance benefits begin	.0%	14.3%	19.5%	21.4%	20.0%	8.1%	6.8%	6.8%	.0%	20.0%	14.3%	14.3%	10.0%	11.4%	13.0%	14.0%
Does not apply	100.0%	50.0%	41.5%	40.5%	40.0%	67.6%	63.6%	63.6%	75.0%	80.0%	71.4%	71.4%	60.0%	61.4%	54.3%	53.8%
Organizations Responding	1	28	41	42	5	37	44	44	4	5	7	7	10	70	92	93

31. Under what conditions is a doctor's certificate required for short-term disability?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Granting of original leave	100.0%	92.9%	92.9%	93.0%	100.0%	97.5%	95.7%	95.7%	100.0%	100.0%	100.0%	100.0%	100.0%	95.9%	94.8%	94.9%
Every 30 days during leave	.0%	21.4%	16.7%	18.6%	66.7%	37.5%	36.2%	36.2%	.0%	40.0%	25.0%	25.0%	33.3%	31.5%	26.8%	27.6%
Extension of leave	100.0%	78.6%	78.6%	79.1%	83.3%	80.0%	76.6%	76.6%	80.0%	100.0%	87.5%	87.5%	83.3%	80.8%	78.4%	78.6%
Return from leave	100.0%	75.0%	83.3%	83.7%	100.0%	92.5%	93.6%	93.6%	80.0%	100.0%	87.5%	87.5%	91.7%	86.3%	88.7%	88.8%
Organizations Responding	1	28	42	43	6	40	47	47	5	5	8	8	12	73	97	98

SICK/PERSONAL DAY PLANS

32. How many fixed paid sick days or personal days per year are provided in your formal sick/personal day plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Defined by plan (see average below)	.0%	45.7%	53.4%	52.5%	75.0%	52.2%	52.7%	46.3%	100.0%	66.7%	50.0%	50.0%	75.0%	50.0%	52.9%	49.6%
No sick/personal days provided	100.0%	34.3%	25.9%	25.4%	25.0%	23.9%	20.0%	20.4%	.0%	33.3%	33.3%	33.3%	25.0%	28.6%	23.5%	23.5%
No formal plan	.0%	20.0%	20.7%	22.0%	.0%	23.9%	27.3%	33.3%	.0%	.0%	16.7%	16.7%	.0%	21.4%	23.5%	26.9%
Organizations Responding	1	35	58	59	8	46	55	54	3	3	6	6	12	84	119	119

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*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

Average number of paid sick/personal days:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	n/a	6.5	7.8	8.4	10.0	6.7	7.0	7.5	5.3	4.5	7.0	7.0	8.4	6.5	7.4	7.9
Organizations Responding	0	16	31	31	6	24	29	25	3	2	3	3	9	42	63	59

33. What is the minimum length of service to qualify for paid sick/personal days?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of months	n/a	2.8	2.9	2.7	6.7	3.5	3.0	2.8	5.0	3.0	3.0	3.0	6.2	3.2	2.9	2.7
Organizations Responding	0	18	32	31	7	24	29	26	3	2	2	2	10	44	63	59

Number of organizations that have no minimum length of service requirement to qualify for paid sick/personal days:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	5	10	11	1	7	11	9	1	0	0	0	2	12	21	20

34. Does the amount of sick/personal days granted vary by length of service?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	27.8%	31.3%	29.0%	16.7%	20.0%	20.0%	18.5%	33.3%	33.3%	25.0%	25.0%	22.2%	23.9%	25.8%	24.2%
No	.0%	72.2%	68.8%	71.0%	83.3%	80.0%	80.0%	81.5%	66.7%	66.7%	75.0%	75.0%	77.8%	76.1%	74.2%	75.8%
Organizations Responding	0	18	32	31	6	25	30	27	3	3	4	4	9	46	66	62

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35. Under what conditions do you permit employees to use accrued sick/personal day pay?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Only used for employee illness/injury	.0%	61.1%	66.7%	66.7%	83.3%	68.0%	63.3%	65.4%	33.3%	66.7%	50.0%	50.0%	66.7%	65.2%	64.1%	65.0%
Death in family	.0%	61.1%	63.3%	60.0%	50.0%	56.0%	43.3%	46.2%	100.0%	100.0%	100.0%	100.0%	66.7%	60.9%	56.3%	56.7%
Doctor's appointment	.0%	88.9%	90.0%	90.0%	66.7%	92.0%	86.7%	84.6%	100.0%	100.0%	100.0%	100.0%	77.8%	91.3%	89.1%	88.3%
Personal business	.0%	77.8%	80.0%	76.7%	50.0%	68.0%	63.3%	61.5%	66.7%	66.7%	50.0%	50.0%	55.6%	71.7%	70.3%	68.3%
Additional vacation time	.0%	50.0%	60.0%	56.7%	50.0%	68.0%	53.3%	50.0%	66.7%	66.7%	50.0%	50.0%	55.6%	60.9%	56.3%	53.3%
Dental appointment	.0%	88.9%	86.7%	86.7%	66.7%	88.0%	80.0%	76.9%	100.0%	100.0%	100.0%	100.0%	77.8%	89.1%	84.4%	83.3%
Ill child	.0%	88.9%	86.7%	86.7%	83.3%	88.0%	83.3%	80.8%	100.0%	66.7%	75.0%	75.0%	88.9%	87.0%	84.4%	83.3%
Ill spouse	.0%	83.3%	83.3%	83.3%	83.3%	88.0%	83.3%	80.8%	100.0%	66.7%	75.0%	75.0%	88.9%	84.8%	82.8%	81.7%
Ill parent or in-law	.0%	83.3%	83.3%	83.3%	50.0%	72.0%	66.7%	65.4%	100.0%	100.0%	100.0%	100.0%	66.7%	78.3%	76.6%	76.7%
Ill domestic partner	.0%	72.2%	73.3%	73.3%	50.0%	76.0%	66.7%	61.5%	100.0%	100.0%	100.0%	100.0%	66.7%	76.1%	71.9%	70.0%
Organizations Responding	0	18	30	30	6	25	30	26	3	3	4	4	9	46	64	60

36. Unused sick/personal days are:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Canceled at year end	.0%	38.9%	37.5%	45.2%	33.3%	48.0%	40.0%	38.5%	33.3%	66.7%	50.0%	50.0%	33.3%	45.7%	39.4%	42.6%
Partially paid at year end	.0%	.0%	.0%	.0%	.0%	8.0%	6.7%	7.7%	.0%	.0%	.0%	.0%	.0%	4.3%	3.0%	3.3%
Fully paid at year end	.0%	11.1%	15.6%	12.9%	16.7%	8.0%	6.7%	3.8%	33.3%	.0%	.0%	.0%	22.2%	8.7%	10.6%	8.2%
Partially carried over to following year	.0%	22.2%	15.6%	16.1%	16.7%	8.0%	13.3%	11.5%	.0%	33.3%	25.0%	25.0%	11.1%	15.2%	15.2%	14.8%
Fully carried over to following year	.0%	16.7%	25.0%	22.6%	33.3%	16.0%	20.0%	26.9%	33.3%	.0%	25.0%	25.0%	33.3%	15.2%	22.7%	24.6%
Other	.0%	11.1%	6.3%	3.2%	.0%	12.0%	13.3%	11.5%	.0%	.0%	.0%	.0%	.0%	10.9%	9.1%	6.6%
Organizations Responding	0	18	32	31	6	25	30	26	3	3	4	4	9	46	66	61

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*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

37. What is your general policy regarding unused sick/personal days at the time of an employee's termination?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee forfeits unused sick/personal day pay	.0%	58.8%	58.1%	56.7%	71.4%	60.0%	70.0%	73.1%	66.7%	66.7%	75.0%	75.0%	70.0%	60.0%	64.6%	65.0%
Employee paid in full for unused time	.0%	29.4%	22.6%	23.3%	28.6%	28.0%	20.0%	19.2%	33.3%	.0%	.0%	.0%	30.0%	26.7%	20.0%	20.0%
Employee paid a portion of unused time	.0%	11.8%	19.4%	20.0%	.0%	12.0%	10.0%	7.7%	.0%	33.3%	25.0%	25.0%	.0%	13.3%	15.4%	15.0%
Organizations Responding	0	17	31	30	7	25	30	26	3	3	4	4	10	45	65	60

38. If you allow accumulation of unused sick/personal days from one year to next, what is the maximum number of days an employee can accumulate (total days available, not just maximum which can be carried forward to following year)?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	n/a	23.6	24.5	24.5	78.3	62.4	49.5	53.6	n/a	5.0	5.0	5.0	78.3	44.4	35.6	36.8
Organizations Responding	0	5	11	11	3	8	11	10	0	1	1	1	3	14	23	22

Number of organizations that do not have a limit on accumulations of unused sick/personal days from one year to the next:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	4	6	5	1	3	4	3	0	0	0	0	1	7	10	8

LONG-TERM DISABILITY INSURANCE

39. Do you have insurance to continue an employee's pay in case of total disability?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, fully insured	.0%	61.1%	65.0%	65.6%	42.9%	58.1%	68.5%	72.2%	80.0%	40.0%	62.5%	62.5%	53.8%	58.3%	66.4%	68.3%
Yes, self insured	.0%	2.8%	3.3%	3.3%	14.3%	9.3%	7.4%	5.6%	.0%	20.0%	12.5%	12.5%	7.7%	7.1%	5.7%	4.9%
No	100.0%	36.1%	31.7%	31.1%	42.9%	32.6%	24.1%	22.2%	20.0%	40.0%	25.0%	25.0%	38.5%	34.5%	27.9%	26.8%
Organizations Responding	1	36	60	61	7	43	54	54	5	5	8	8	13	84	122	123

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40. What is the waiting period before new hires become eligible for long-term disability insurance coverage?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Set waiting period (see average below)	.0%	86.4%	79.5%	75.6%	100.0%	55.2%	48.8%	46.5%	100.0%	100.0%	66.7%	66.7%	100.0%	70.4%	63.6%	61.1%
No waiting period	.0%	4.5%	7.7%	7.3%	.0%	27.6%	25.6%	25.6%	.0%	.0%	16.7%	16.7%	.0%	16.7%	17.0%	16.7%
First of the month after hire	.0%	9.1%	12.8%	17.1%	.0%	17.2%	25.6%	27.9%	.0%	.0%	16.7%	16.7%	.0%	13.0%	19.3%	22.2%
Organizations Responding	0	22	39	41	5	29	43	43	4	3	6	6	9	54	88	90

Average waiting period to become eligible for long-term disability coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of months	n/a	4.9	4.4	4.4	4.4	4.4	4.0	4.1	9.0	5.3	10.0	5.5	6.4	4.7	4.6	4.4
Organizations Responding	0	19	31	31	5	16	21	20	4	3	4	4	9	38	56	55

41. Organizations indicating employee-pays-all or organization-pays-all for long-term disability insurance premiums:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	23.8%	13.5%	12.8%	40.0%	20.7%	17.5%	14.3%	.0%	.0%	40.0%	40.0%	25.0%	21.2%	17.1%	15.1%
Organization pays all	.0%	76.2%	86.5%	87.2%	60.0%	79.3%	82.5%	85.7%	100.0%	100.0%	60.0%	60.0%	75.0%	78.8%	82.9%	84.9%
Organizations Responding	0	21	37	39	5	29	40	42	3	2	5	5	8	52	82	86

Average percent of premium paid by organization for long-term disability insurance - EXCLUDING organizations paying 0% or 100%:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	60.0%	45.3%	45.3%	n/a	74.5%	46.0%	58.0%	98.0%	n/a	n/a	n/a	98.0%	69.7%	45.7%	51.7%
Organizations Responding	0	1	3	3	0	2	4	3	1	0	0	0	1	3	7	6

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42. Average percent of salary or wages paid as the long-term disability benefit:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of salary	n/a	62.4%	61.5%	62.7%	60.0%	60.1%	60.4%	60.4%	56.7%	53.3%	55.0%	57.7%	58.6%	60.6%	60.5%	61.2%
Organizations Responding	0	21	38	39	4	31	42	43	3	3	6	6	7	55	86	88

43. Maximum length of long-term disability payments (if employee continues to be disabled):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Age 65	.0%	50.0%	37.8%	35.9%	80.0%	56.7%	54.8%	55.8%	50.0%	100.0%	60.0%	60.0%	66.7%	55.8%	47.6%	47.1%
Age 70	.0%	5.0%	10.8%	12.8%	.0%	3.3%	2.4%	2.3%	.0%	.0%	.0%	.0%	.0%	3.8%	6.0%	6.9%
Based on fixed number of years from date of disability	.0%	5.0%	10.8%	10.3%	20.0%	3.3%	2.4%	2.3%	.0%	.0%	20.0%	20.0%	11.1%	3.8%	7.1%	6.9%
Based on age at time of disability	.0%	30.0%	29.7%	30.8%	.0%	16.7%	23.8%	23.3%	25.0%	.0%	20.0%	20.0%	11.1%	21.2%	26.2%	26.4%
Other	.0%	10.0%	10.8%	10.3%	.0%	20.0%	16.7%	16.3%	25.0%	.0%	.0%	.0%	11.1%	15.4%	13.1%	12.6%
Organizations Responding	0	20	37	39	5	30	42	43	4	2	5	5	9	52	84	87

44. What is your waiting period before long-term disability insurance benefit payments are made (excluding organizations with no waiting period)?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of weeks	n/a	17.1	16.0	16.0	19.3	20.2	19.4	18.9	21.0	19.0	19.5	19.5	20.1	19.0	18.0	17.8
Organizations Responding	0	15	29	29	4	24	38	39	4	2	4	4	8	41	71	72

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45. How long does the organization continue to pay its portion of medical premiums during period of long-term disability?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organization payment provided until eligible for Medicare	.0%	11.1%	14.7%	14.3%	.0%	10.7%	13.2%	12.8%	.0%	.0%	.0%	.0%	.0%	10.4%	13.0%	12.7%
Organization payment provided for specific period, then stops	.0%	50.0%	44.1%	42.9%	75.0%	50.0%	44.7%	43.6%	75.0%	100.0%	40.0%	40.0%	75.0%	52.1%	44.2%	43.0%
Organization payment provided as required by FMLA, then stops	.0%	38.9%	41.2%	42.9%	25.0%	39.3%	42.1%	43.6%	25.0%	.0%	60.0%	60.0%	25.0%	37.5%	42.9%	44.3%
Organizations Responding	0	18	34	35	4	28	38	39	4	2	5	5	8	48	77	79

46. Does your long-term disability policy have a specific rehabilitation provision in it?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	47.4%	45.7%	47.2%	60.0%	28.6%	37.5%	36.6%	25.0%	.0%	33.3%	33.3%	44.4%	34.0%	40.7%	41.0%
No	.0%	52.6%	54.3%	52.8%	40.0%	71.4%	62.5%	63.4%	75.0%	100.0%	66.7%	66.7%	55.6%	66.0%	59.3%	59.0%
Organizations Responding	0	19	35	36	5	28	40	41	4	3	6	6	9	50	81	83

MEDICAL INSURANCE

47. Employees become eligible for medical insurance coverage:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Immediately	.0%	8.1%	6.8%	8.3%	11.1%	20.0%	20.4%	20.4%	25.0%	20.0%	42.9%	42.9%	14.3%	14.9%	15.0%	15.7%
First of the month after hire	.0%	24.3%	28.8%	31.7%	11.1%	26.7%	25.9%	25.9%	.0%	.0%	.0%	.0%	7.1%	24.1%	25.8%	27.3%
First of the month following 30 days of employment	.0%	13.5%	16.9%	18.3%	.0%	20.0%	20.4%	22.2%	.0%	.0%	14.3%	14.3%	.0%	16.1%	18.3%	19.8%
First of the month following 60 days of employment	100.0%	27.0%	22.0%	18.3%	44.4%	20.0%	20.4%	18.5%	25.0%	20.0%	.0%	.0%	42.9%	23.0%	20.0%	17.4%
90th day of employment	.0%	27.0%	25.4%	23.3%	33.3%	13.3%	13.0%	13.0%	50.0%	60.0%	42.9%	42.9%	35.7%	21.8%	20.8%	19.8%
Coverage not provided	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	1	37	59	60	9	45	54	54	4	5	7	7	14	87	120	121

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48. Do you offer a choice of more than one medical plan/coverage option?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	45.9%	51.7%	50.8%	40.0%	66.7%	68.5%	68.5%	75.0%	60.0%	42.9%	42.9%	46.7%	57.5%	58.7%	58.2%
No	100.0%	54.1%	48.3%	49.2%	60.0%	33.3%	31.5%	31.5%	25.0%	40.0%	57.1%	57.1%	53.3%	42.5%	41.3%	41.8%
Organizations Responding	1	37	60	61	10	45	54	54	4	5	7	7	15	87	121	122

49. What medical plan options are offered?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Preferred Provider Organization (PPO)	.0%	67.6%	71.7%	70.5%	80.0%	93.3%	92.6%	92.6%	75.0%	60.0%	71.4%	71.4%	73.3%	80.5%	81.0%	80.3%
Health Maintenance Organization (HMO)	.0%	10.8%	6.7%	6.6%	10.0%	6.7%	5.6%	5.6%	75.0%	20.0%	14.3%	14.3%	26.7%	9.2%	6.6%	6.6%
Health Savings Account (HSA)	.0%	37.8%	45.0%	44.3%	10.0%	26.7%	33.3%	33.3%	50.0%	40.0%	28.6%	28.6%	20.0%	32.2%	38.8%	38.5%
Health Reimbursement Account (HRA)	100.0%	18.9%	15.0%	14.8%	10.0%	13.3%	11.1%	11.1%	.0%	.0%	.0%	.0%	13.3%	14.9%	12.4%	12.3%
Point of Service (POS)	.0%	8.1%	6.7%	6.6%	10.0%	2.2%	5.6%	5.6%	.0%	20.0%	14.3%	14.3%	6.7%	5.7%	6.6%	6.6%
High Deductible Health Plan (HDHP)	.0%	24.3%	28.3%	27.9%	20.0%	26.7%	25.9%	25.9%	25.0%	20.0%	14.3%	14.3%	20.0%	25.3%	26.4%	26.2%
Options through a private healthcare exchange	.0%	.0%	.0%	.0%	.0%	4.4%	5.6%	5.6%	.0%	.0%	.0%	.0%	.0%	2.3%	2.5%	2.5%
Other	.0%	2.7%	1.7%	1.6%	10.0%	2.2%	1.9%	1.9%	.0%	.0%	.0%	.0%	6.7%	2.3%	1.7%	1.6%
Organizations Responding	1	37	60	61	10	45	54	54	4	5	7	7	15	87	121	122

50. Is your medical program:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Insured	100.0%	81.1%	88.3%	88.5%	70.0%	60.0%	61.1%	61.1%	25.0%	20.0%	14.3%	14.3%	60.0%	66.7%	71.9%	72.1%
Self-insured	.0%	8.1%	5.0%	4.9%	30.0%	37.8%	37.0%	37.0%	25.0%	60.0%	71.4%	71.4%	26.7%	26.4%	23.1%	23.0%
Offer both insured and self-funded plans	.0%	10.8%	6.7%	6.6%	.0%	2.2%	1.9%	1.9%	50.0%	20.0%	14.3%	14.3%	13.3%	6.9%	5.0%	4.9%
Organizations Responding	1	37	60	61	10	45	54	54	4	5	7	7	15	87	121	122

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51. What types of medical coverage do you offer?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee only	100.0%	62.2%	62.7%	62.3%	70.0%	71.1%	70.4%	70.4%	50.0%	80.0%	71.4%	71.4%	66.7%	67.8%	66.7%	66.4%
Family	100.0%	100.0%	100.0%	98.4%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.2%
Organizations Responding	1	37	59	61	10	45	54	54	4	5	7	7	15	87	120	122

52. Do you differentiate employee premium rates based on level of compensation (e.g., those paid over \$70,000 annually pay a higher rate than those paid less than \$70,000 annually)?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	5.4%	5.0%	4.9%	.0%	4.4%	9.3%	11.1%	.0%	.0%	.0%	.0%	.0%	4.6%	6.6%	7.4%
No	100.0%	94.6%	95.0%	95.1%	100.0%	95.6%	90.7%	88.9%	100.0%	100.0%	100.0%	100.0%	100.0%	95.4%	93.4%	92.6%
Organizations Responding	1	37	60	61	10	45	54	54	4	5	7	7	15	87	121	122

53. If an employee's spouse has coverage through their employer are they eligible for coverage under your plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	80.0%	84.5%	84.5%	100.0%	82.2%	81.5%	81.5%	100.0%	80.0%	85.7%	85.7%	100.0%	81.2%	83.2%	83.2%
No	.0%	20.0%	15.5%	15.5%	.0%	17.8%	18.5%	18.5%	.0%	20.0%	14.3%	14.3%	.0%	18.8%	16.8%	16.8%
Organizations Responding	1	35	58	58	10	45	54	54	4	5	7	7	15	85	119	119

54. Do you require a surcharge if spouse is eligible for coverage through their own employer and elect your coverage?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	16.7%	13.6%	13.3%	10.0%	15.6%	18.5%	18.5%	.0%	.0%	14.3%	14.3%	6.7%	15.1%	15.8%	15.7%
No	100.0%	83.3%	86.4%	86.7%	90.0%	84.4%	81.5%	81.5%	100.0%	100.0%	85.7%	85.7%	93.3%	84.9%	84.2%	84.3%
Organizations Responding	1	36	59	60	10	45	54	54	4	5	7	7	15	86	120	121

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55. Does your organization offer domestic partner benefits?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
No	100.0%	70.6%	73.7%	74.1%	90.0%	84.1%	83.0%	83.0%	50.0%	60.0%	57.1%	57.1%	80.0%	77.1%	76.9%	77.1%
Yes	.0%	20.6%	21.1%	20.7%	.0%	13.6%	13.2%	13.2%	50.0%	40.0%	28.6%	28.6%	13.3%	18.1%	17.9%	17.8%
Yes, to same sex partners only	.0%	8.8%	5.3%	5.2%	10.0%	2.3%	3.8%	3.8%	.0%	.0%	14.3%	14.3%	6.7%	4.8%	5.1%	5.1%
Yes, to opposite sex partners only	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	1	34	57	58	10	44	53	53	4	5	7	7	15	83	117	118

56. Is there a wellness incentive attached to your medical plans?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	40.5%	43.3%	44.3%	20.0%	44.4%	42.6%	42.6%	75.0%	60.0%	71.4%	71.4%	40.0%	43.7%	44.6%	45.1%
No	.0%	59.5%	56.7%	55.7%	80.0%	55.6%	57.4%	57.4%	25.0%	40.0%	28.6%	28.6%	60.0%	56.3%	55.4%	54.9%
Organizations Responding	1	37	60	61	10	45	54	54	4	5	7	7	15	87	121	122

57. If yes, what does your wellness incentive provide?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Reduction in employee premiums	.0%	85.7%	80.0%	80.8%	.0%	80.0%	82.6%	82.6%	66.7%	100.0%	100.0%	100.0%	33.3%	83.8%	83.0%	83.3%
Improved benefits	.0%	21.4%	20.0%	23.1%	.0%	10.0%	8.7%	8.7%	.0%	.0%	.0%	.0%	.0%	13.5%	13.2%	14.8%
Other incentives	100.0%	35.7%	32.0%	34.6%	100.0%	30.0%	30.4%	30.4%	33.3%	.0%	.0%	.0%	66.7%	29.7%	28.3%	29.6%
Organizations Responding	1	14	25	26	2	20	23	23	3	3	5	5	6	37	53	54

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HMO PLANS

58. Do you offer a HMO plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	11.1%	7.0%	6.9%	10.0%	6.7%	5.6%	5.6%	50.0%	20.0%	28.6%	28.6%	20.0%	9.3%	7.6%	7.6%
No	100.0%	88.9%	93.0%	93.1%	90.0%	93.3%	94.4%	94.4%	50.0%	80.0%	71.4%	71.4%	80.0%	90.7%	92.4%	92.4%
Organizations Responding	1	36	57	58	10	45	54	54	4	5	7	7	15	86	118	119

59. Average HMO office visit co-pay:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	\$21	\$21	\$21	\$15	\$20	\$20	\$20	\$15	\$20	\$25	\$25	\$15	\$21	\$22	\$22
Organizations Responding	0	4	4	4	1	3	3	3	2	1	2	2	3	8	9	9

60. Average HMO specialist office visit co-pay:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	\$29	\$29	\$29	\$15	\$27	\$27	\$27	\$25	\$40	\$45	\$45	\$22	\$29	\$32	\$32
Organizations Responding	0	4	4	4	1	3	3	3	2	1	2	2	3	8	9	9

61. Do you offer financial incentives to employees to join your HMO versus PPO?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
No	.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Organizations Responding	0	3	3	3	1	3	3	3	2	1	2	2	3	7	8	8

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*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

62a. Average employee monthly contribution for an HMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$80	\$80	\$80	\$53	\$118	\$118	\$118	\$154	\$100	\$108	\$108	\$103	\$97	\$99	\$99
Organizations Responding	0	4	4	4	1	3	3	3	1	1	2	2	2	8	9	9

62b. Average employer monthly contribution for an HMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$378	\$424	\$424	\$447	\$267	\$267	\$267	\$359	\$400	\$399	\$400	\$403	\$339	\$366	\$362
Organizations Responding	0	4	4	4	1	3	3	3	1	1	2	1	2	8	9	8

63. Average percent of HMO plan premium paid by the organization (excluding organizations paying 0%) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	81.5%	81.5%	81.5%	89.0%	69.0%	69.0%	69.0%	80.0%	80.0%	78.8%	78.8%	83.0%	76.6%	76.7%	76.7%
Organizations Responding	0	4	4	4	1	3	3	3	2	1	2	2	3	8	9	9

64a. Average employee monthly contribution for an HMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$534	\$534	\$534	\$442	\$386	\$386	\$386	\$430	\$267	\$348	\$348	\$436	\$445	\$444	\$444
Organizations Responding	0	4	4	4	1	3	3	3	1	1	2	2	2	8	9	9

64b. Average employer monthly contribution for an HMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$896	\$896	\$896	\$1,125	\$838	\$838	\$838	\$1,006	\$1,359	\$1,182	\$1,182	\$1,065	\$932	\$940	\$940
Organizations Responding	0	4	4	4	1	3	3	3	1	1	2	2	2	8	9	9

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*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

65. Average percent of HMO plan premium paid by the organization (excluding organizations paying 0%) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	59.3%	59.3%	59.3%	73.0%	69.0%	69.0%	69.0%	80.0%	80.0%	75.0%	75.0%	77.7%	65.5%	66.0%	66.0%
Organizations Responding	0	4	4	4	1	3	3	3	2	1	2	2	3	8	9	9

PPO/POS PLANS

66. Do you offer a PPO/POS plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	78.4%	79.7%	80.0%	100.0%	93.2%	94.3%	94.3%	75.0%	60.0%	71.4%	71.4%	84.6%	84.9%	85.7%	85.8%
No	100.0%	21.6%	20.3%	20.0%	.0%	6.8%	5.7%	5.7%	25.0%	40.0%	28.6%	28.6%	15.4%	15.1%	14.3%	14.2%
Organizations Responding	1	37	59	60	8	44	53	53	4	5	7	7	13	86	119	120

67a. Average in-network PPO/POS plan deductible amount (excluding organizations with a deductible of \$0) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$1,708	\$1,659	\$1,643	\$1,214	\$1,076	\$1,017	\$1,027	\$400	\$1,050	\$810	\$810	\$970	\$1,313	\$1,283	\$1,285
Organizations Responding	0	26	41	42	7	40	49	49	3	3	5	5	10	69	95	96

Number of organizations with a zero deductible in-network amount for their PPO/POS plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	0	2	2	1	0	0	0	0	0	0	0	1	0	2	2

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67b. Average in-network PPO/POS plan deductible amount (excluding organizations with a deductible of \$0) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$3,560	\$3,488	\$3,262	\$2,429	\$2,229	\$2,154	\$2,154	\$1,050	\$1,683	\$1,370	\$1,213	\$2,015	\$2,707	\$2,694	\$2,609
Organizations Responding	0	26	41	42	7	40	48	48	3	3	5	4	10	69	94	94

Number of organizations with a zero deductible in-network amount for their PPO/POS plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	0	2	2	1	0	0	0	0	0	0	0	1	0	2	2

68a. Average out-of-network PPO/POS plan deductible amount - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$3,410	\$3,223	\$3,193	\$2,163	\$2,046	\$2,023	\$2,043	\$667	\$1,433	\$1,260	\$1,260	\$1,755	\$2,493	\$2,493	\$2,498
Organizations Responding	0	23	40	41	8	40	49	49	3	3	5	5	11	66	94	95

68b. Average out-of-network PPO/POS plan deductible amount - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$6,850	\$6,626	\$6,611	\$4,388	\$4,326	\$4,256	\$4,219	\$1,833	\$2,700	\$2,420	\$2,525	\$3,691	\$5,132	\$5,177	\$5,211
Organizations Responding	0	23	40	41	8	40	48	47	3	3	5	4	11	66	93	92

69. Average in-network PPO/POS plan co-payment amount per office visit (excluding organizations with a co-pay of \$0)

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	\$25	\$25	\$26	\$22	\$24	\$24	\$24	\$23	\$30	\$30	\$30	\$22	\$25	\$25	\$25
Organizations Responding	0	24	39	40	5	37	45	45	2	2	4	4	7	63	88	89

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Number of organizations that do not have a co-pay for in-network office visits for their PPO/POS plan:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	2	4	4	1	4	5	5	1	0	0	0	2	6	9	9

70. Average in-network PPO/POS plan co-payment amount per specialist office visit (excluding organizations with a co-pay of \$0)

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	\$41	\$42	\$42	\$43	\$38	\$39	\$39	\$50	\$50	\$49	\$49	\$44	\$39	\$41	\$41
Organizations Responding	0	22	37	38	6	36	44	44	1	2	4	4	7	60	85	86

Number of organizations that do not have a co-pay for in-network specialist office visits for their PPO/POS plan:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	2	4	4	1	4	5	5	1	0	0	0	2	6	9	9

71a. PPO/POS cost for SINGLE COVERAGE - average employee monthly contribution:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$136	\$117	\$122	\$125	\$113	\$120	\$122	\$161	\$187	\$161	\$161	\$129	\$124	\$121	\$124
Organizations Responding	0	21	36	37	7	39	46	46	1	3	5	5	8	63	87	88

71b. PPO/PO cost for SINGLE COVERAGE - average employer monthly contribution:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$370	\$354	\$365	\$455	\$369	\$390	\$389	\$499	\$400	\$369	\$369	\$465	\$371	\$373	\$377
Organizations Responding	0	19	34	36	7	32	38	38	2	3	5	5	9	54	77	79

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Health and Welfare Benefits*

72. Average PPO/POS plan percent premium paid by the organization (excluding organizations paying 0%) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	73.9%	73.7%	75.0%	67.0%	70.7%	69.9%	69.6%	85.0%	78.8%	76.9%	76.9%	71.0%	72.2%	71.9%	72.4%
Organizations Responding	0	22	38	39	7	36	43	43	2	2	4	4	9	60	85	86

73a. PPO/POS cost for FAMILY COVERAGE - average employee monthly contribution:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$526	\$542	\$539	\$428	\$367	\$399	\$404	\$226	\$498	\$448	\$448	\$383	\$426	\$460	\$463
Organizations Responding	0	21	35	37	7	39	46	46	2	3	5	5	9	63	86	88

73b. PPO/POS cost for FAMILY COVERAGE - average employer monthly contribution:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$1,016	\$907	\$908	\$1,051	\$1,005	\$1,059	\$1,057	\$1,435	\$953	\$1,031	\$1,026	\$1,136	\$1,006	\$992	\$988
Organizations Responding	0	19	33	36	7	33	39	39	2	3	5	4	9	55	77	79

74. Average PPO/POS plan percent premium paid by the organization (excluding organizations paying 0%) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	68.6%	64.5%	65.3%	55.3%	63.2%	62.6%	62.1%	57.3%	75.0%	75.0%	75.0%	55.9%	65.6%	64.0%	64.1%
Organizations Responding	0	22	35	36	7	36	43	43	3	2	4	4	10	60	82	83

75a. Average co-insurance for in-network medical services covered by PPO/POS plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	77.0%	77.6%	77.6%	74.3%	73.9%	73.3%	73.3%	80.0%	83.3%	84.0%	84.0%	76.0%	75.5%	75.7%	75.7%
Organizations Responding	0	22	35	35	7	37	44	44	3	3	5	5	10	62	84	84

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75b. Average co-insurance for in-network medical services covered by PPO/POS plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	79.8%	78.7%	78.7%	71.7%	73.9%	73.1%	73.1%	80.0%	83.3%	84.0%	84.0%	74.4%	76.5%	76.1%	76.1%
Organizations Responding	0	22	34	34	6	37	43	43	3	3	5	5	9	62	82	82

76a. Average co-insurance for out-of-network medical services covered by PPO/POS plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	54.8%	55.3%	55.3%	47.1%	57.5%	57.4%	57.4%	60.0%	55.0%	60.0%	60.0%	51.0%	56.5%	56.7%	56.7%
Organizations Responding	0	21	35	35	7	38	45	45	3	2	4	4	10	61	84	84

76b. Average co-insurance for out-of-network medical services covered by PPO/POS plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	55.7%	55.4%	55.4%	43.3%	57.5%	57.4%	57.4%	60.0%	55.0%	60.0%	60.0%	48.9%	56.8%	56.7%	56.7%
Organizations Responding	0	21	34	34	6	38	44	44	3	2	4	4	9	61	82	82

77a. Average PPO/POS plan in-network out-of-pocket expense maximum - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ limitation	n/a	\$3,395	\$3,344	\$3,359	\$2,136	\$3,164	\$3,101	\$3,101	\$1,650	\$2,125	\$2,788	\$2,788	\$1,990	\$3,209	\$3,187	\$3,195
Organizations Responding	0	21	36	37	7	39	47	47	3	2	4	4	10	62	87	88

77b. Average PPO/POS plan in-network out-of-pocket expense maximum - FAMILY COVERAGE

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ limitation	n/a	\$6,819	\$6,531	\$6,735	\$4,271	\$6,329	\$6,140	\$5,945	\$4,217	\$5,625	\$6,263	\$6,263	\$4,255	\$6,475	\$6,309	\$6,295
Organizations Responding	0	21	36	37	7	38	46	46	3	2	4	4	10	61	86	87

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78a. Average PPO/POS plan out-of-network out-of-pocket expense maximum - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ limitation	n/a	\$7,520	\$7,991	\$7,986	\$4,643	\$6,505	\$6,397	\$6,397	\$3,500	\$4,750	\$5,750	\$5,750	\$4,389	\$6,785	\$7,023	\$7,032
Organizations Responding	0	20	35	36	7	38	46	46	2	2	4	4	9	60	85	86

78b. Average PPO/POS plan out-of-network out-of-pocket expense maximum - FAMILY COVERAGE

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ limitation	n/a	\$15,000	\$15,960	\$15,950	\$9,286	\$13,482	\$12,999	\$12,999	\$9,750	\$12,250	\$12,625	\$12,625	\$9,389	\$13,947	\$14,201	\$14,217
Organizations Responding	0	20	35	36	7	38	46	46	2	2	4	4	9	60	85	86

HIGH DEDUCTIBLE HEALTH PLAN WITH AN HSA

79. Do you offer a HDHP plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	43.8%	53.8%	52.8%	20.0%	36.4%	41.5%	41.5%	60.0%	40.0%	37.5%	25.0%	31.3%	39.5%	46.9%	45.6%
No	100.0%	56.3%	46.2%	47.2%	80.0%	63.6%	58.5%	58.5%	40.0%	60.0%	62.5%	75.0%	68.8%	60.5%	53.1%	54.4%
Organizations Responding	1	32	52	53	10	44	53	53	5	5	8	8	16	81	113	114

80a. Average in-network HDHP deductible amount - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$2,363	\$2,494	\$2,494	\$2,500	\$2,503	\$2,553	\$2,598	\$2,000	\$2,000	\$2,000	\$2,000	\$2,200	\$2,413	\$2,488	\$2,518
Organizations Responding	0	12	26	26	2	16	20	21	3	2	3	2	5	30	49	49

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80b. Average in-network HDHP deductible amount - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$4,725	\$5,142	\$5,142	\$5,000	\$5,006	\$5,195	\$5,195	\$4,000	\$4,000	\$4,000	\$4,000	\$4,400	\$4,827	\$5,096	\$5,118
Organizations Responding	0	12	26	26	2	16	21	21	3	2	3	2	5	30	50	49

81a. Average out-of-network HDHP deductible amount - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$4,529	\$4,777	\$4,777	\$4,000	\$3,677	\$4,008	\$4,008	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,052	\$4,415	\$4,424
Organizations Responding	0	12	26	26	2	15	20	20	3	2	3	2	5	29	49	48

81b. Average out-of-network HDHP deductible amount - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg deductible	n/a	\$9,058	\$9,785	\$9,785	\$8,000	\$7,357	\$7,893	\$7,893	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,106	\$8,903	\$8,922
Organizations Responding	0	12	26	26	2	15	20	20	3	2	3	2	5	29	49	48

82. Do you contribute to your employees' HSA?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	41.7%	50.0%	50.0%	50.0%	62.5%	68.2%	68.2%	66.7%	50.0%	66.7%	50.0%	60.0%	53.3%	58.8%	58.0%
No	.0%	58.3%	50.0%	50.0%	50.0%	37.5%	31.8%	31.8%	33.3%	50.0%	33.3%	50.0%	40.0%	46.7%	41.2%	42.0%
Organizations Responding	0	12	26	26	2	16	22	22	3	2	3	2	5	30	51	50

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83a. Average annual contribution to an employee's HSA (excluding organizations funding \$0) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg funded by employer	n/a	\$779	\$858	\$858	\$100	\$733	\$778	\$778	\$500	\$500	\$500	\$500	\$300	\$738	\$808	\$808
Organizations Responding	0	7	15	15	1	10	15	15	1	1	1	1	2	18	31	31

83b. Average annual contribution to an employee's HSA (excluding organizations funding \$0)? - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg funded by employer	n/a	\$1,684	\$1,256	\$1,256	\$200	\$1,404	\$1,521	\$1,521	\$1,000	\$1,000	\$1,000	\$1,000	\$600	\$1,479	\$1,380	\$1,380
Organizations Responding	0	6	14	14	1	10	15	15	1	1	1	1	2	17	30	30

84a. Average co-insurance percentage for in-network medical services covered by the HDHP plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	78.9%	88.5%	88.5%	100.0%	83.3%	84.7%	84.7%	93.3%	90.0%	93.3%	90.0%	95.0%	82.3%	87.3%	86.9%
Organizations Responding	0	9	20	20	1	15	17	17	3	2	3	2	4	26	40	39

84b. Average co-insurance percentage for in-network medical services covered by the HDHP plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	78.9%	88.5%	88.5%	100.0%	85.0%	86.3%	90.7%	93.3%	90.0%	93.3%	90.0%	95.0%	83.2%	87.9%	89.5%
Organizations Responding	0	9	20	20	1	14	16	15	3	2	3	2	4	25	39	37

85a. Average co-insurance percentage for out-of-network medical services covered by the HDHP plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	57.8%	54.1%	54.1%	60.0%	64.3%	60.6%	60.6%	73.3%	70.0%	73.3%	70.0%	70.0%	62.4%	58.1%	57.6%
Organizations Responding	0	9	22	22	1	14	17	17	3	2	3	2	4	25	42	41

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85b. Average co-insurance percentage for out-of-network medical services covered by the HDHP plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	57.8%	54.1%	54.1%	60.0%	64.3%	60.6%	60.6%	73.3%	70.0%	73.3%	70.0%	70.0%	62.4%	58.1%	57.6%
Organizations Responding	0	9	22	22	1	14	17	17	3	2	3	2	4	25	42	41

86a. Average HDHP in-network out-of-pocket expense maximum - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg expense limitation	n/a	\$3,322	\$3,539	\$3,539	\$2,500	\$3,493	\$3,494	\$3,494	\$3,250	\$2,500	\$3,250	\$2,500	\$3,000	\$3,388	\$3,506	\$3,494
Organizations Responding	0	9	22	22	1	14	18	18	2	1	2	1	3	24	42	41

86b. Average HDHP in-network out-of-pocket expense maximum - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg expense limitation	n/a	\$6,644	\$7,214	\$7,214	\$5,000	\$6,986	\$6,989	\$6,989	\$6,500	\$5,000	\$6,500	\$5,000	\$6,000	\$6,775	\$7,083	\$7,061
Organizations Responding	0	9	22	22	1	14	18	18	2	1	2	1	3	24	42	41

87a. Average HDHP out-of-network out-of-pocket expense maximum - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg expense limitation	n/a	\$7,606	\$8,467	\$8,467	\$6,250	\$6,413	\$6,537	\$6,537	\$9,000	\$10,000	\$9,000	\$10,000	\$7,625	\$6,986	\$7,658	\$7,650
Organizations Responding	0	9	23	23	2	15	19	19	2	1	2	1	4	25	44	43

87b. Average HDHP out-of-network out-of-pocket expense maximum - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg expense limitation	n/a	\$15,211	\$17,761	\$17,761	\$12,500	\$13,093	\$13,284	\$13,284	\$18,000	\$20,000	\$18,000	\$20,000	\$15,250	\$14,132	\$15,839	\$15,835
Organizations Responding	0	9	23	23	2	15	19	19	2	1	2	1	4	25	44	43

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88a. Average employee monthly contribution for an HDHP plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$92	\$77	\$75	\$63	\$78	\$80	\$81	\$128	\$117	\$109	\$117	\$95	\$84	\$80	\$79
Organizations Responding	0	9	22	22	2	16	21	21	2	1	2	1	4	26	45	44

88b. Average employer monthly contribution for an HDHP plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$317	\$315	\$318	\$388	\$347	\$347	\$347	\$378	\$404	\$398	\$404	\$383	\$338	\$333	\$333
Organizations Responding	0	9	22	22	2	14	19	19	2	1	2	1	4	24	43	42

89. Number of organizations paying 0% or 100% of the HDHP premium (also see average below) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organization pays all	.0%	100.0%	100.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%	100.0%
Organizations Responding	0	2	4	4	0	0	0	0	0	0	0	0	0	2	4	4

Average percent of premium paid by the organization for HDHP (excluding organizations paying 0% or 100%) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	72.4%	75.8%	76.4%	85.0%	73.5%	72.7%	73.0%	45.0%	77.5%	48.8%	77.5%	65.0%	73.3%	73.0%	74.8%
Organizations Responding	0	8	19	19	2	15	19	19	2	1	2	1	4	24	40	39

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90a. Average employee monthly contribution for an HDHP plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$503	\$443	\$423	\$182	\$247	\$287	\$289	\$409	\$438	\$409	\$438	\$295	\$343	\$367	\$359
Organizations Responding	0	9	21	22	2	16	21	21	2	1	2	1	4	26	44	44

90b. Average employer monthly contribution for an HDHP plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$1,007	\$856	\$815	\$1,106	\$1,054	\$1,076	\$1,076	\$947	\$1,021	\$947	\$1,021	\$1,027	\$1,035	\$960	\$938
Organizations Responding	0	8	20	21	2	13	18	18	2	1	2	1	4	22	40	40

91. Number of organizations paying 0% or 100% of the HDHP premium (also see average below) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee pays all	.0%	.0%	33.3%	33.3%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	33.3%	33.3%
Organization pays all	.0%	100.0%	66.7%	66.7%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%	66.7%	66.7%
Organizations Responding	0	1	3	3	0	0	0	0	0	0	0	0	0	1	3	3

Average percent of premium paid by the organization for HDHP (excluding organizations paying 0% or 100%) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	n/a	71.7%	65.7%	65.7%	85.0%	78.2%	73.7%	73.3%	70.0%	70.0%	70.0%	70.0%	77.5%	75.4%	69.5%	69.3%
Organizations Responding	0	10	21	21	2	15	19	19	2	1	2	1	4	26	42	41

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HEALTH REIMBURSEMENT ACCOUNT (HRA)

92. Do you have an HRA?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	18.8%	15.7%	15.1%	10.0%	15.6%	13.2%	13.2%	.0%	.0%	.0%	.0%	12.5%	15.9%	13.5%	13.3%
No	.0%	81.3%	84.3%	84.9%	90.0%	84.4%	86.8%	86.8%	100.0%	100.0%	100.0%	100.0%	87.5%	84.1%	86.5%	86.7%
Organizations Responding	1	32	51	53	10	45	53	53	5	5	7	7	16	82	111	113

93a. Average amount contributed to each employee's HRA - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg contribution	n/a	\$2,270	\$2,125	\$2,125	\$2,250	\$1,375	\$1,375	\$1,375	n/a	n/a	n/a	n/a	\$2,250	\$1,782	\$1,750	\$1,750
Organizations Responding	0	5	6	6	1	6	6	6	0	0	0	0	1	11	12	12

93b. Average amount contributed to each employee's HRA - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg contribution	n/a	\$4,275	\$3,980	\$3,980	\$4,500	\$2,750	\$2,750	\$2,750	n/a	n/a	n/a	n/a	\$4,500	\$3,360	\$3,309	\$3,309
Organizations Responding	0	4	5	5	1	6	6	6	0	0	0	0	1	10	11	11

PRESCRIPTION DRUG PLAN

94. Do you provide a prescription drug plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, part of medical plan	100.0%	84.4%	90.4%	90.6%	70.0%	91.1%	92.5%	92.5%	80.0%	80.0%	87.5%	87.5%	75.0%	87.8%	91.2%	91.2%
Yes, separate plan	.0%	3.1%	1.9%	1.9%	10.0%	6.7%	5.7%	5.7%	20.0%	20.0%	12.5%	12.5%	12.5%	6.1%	4.4%	4.4%
No	.0%	12.5%	7.7%	7.5%	20.0%	2.2%	1.9%	1.9%	.0%	.0%	.0%	.0%	12.5%	6.1%	4.4%	4.4%
Organizations Responding	1	32	52	53	10	45	53	53	5	5	8	8	16	82	113	114

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95. Does your out-of-pocket maximum include prescription drugs?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	60.7%	65.3%	64.0%	25.0%	57.1%	52.0%	52.0%	80.0%	50.0%	71.4%	71.4%	50.0%	58.1%	59.4%	58.9%
No	.0%	39.3%	34.7%	36.0%	75.0%	42.9%	48.0%	48.0%	20.0%	50.0%	28.6%	28.6%	50.0%	41.9%	40.6%	41.1%
Organizations Responding	1	28	49	50	8	42	50	50	5	4	7	7	14	74	106	107

96. Do you have a separate out-of-pocket maximum for prescription drugs?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	.0%	6.3%	8.2%	25.0%	16.7%	18.0%	18.0%	20.0%	20.0%	25.0%	25.0%	21.4%	10.8%	13.2%	14.0%
No	100.0%	100.0%	93.8%	91.8%	75.0%	83.3%	82.0%	82.0%	80.0%	80.0%	75.0%	75.0%	78.6%	89.2%	86.8%	86.0%
Organizations Responding	1	27	48	49	8	42	50	50	5	5	8	8	14	74	106	107

97. How are expenses covered under the prescription drug plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Deductible, then set percentage is covered	.0%	42.9%	40.4%	39.6%	.0%	20.5%	25.0%	25.0%	20.0%	25.0%	28.6%	28.6%	7.7%	28.9%	32.1%	31.8%
No deductible, set co-pay	.0%	42.9%	40.4%	41.7%	87.5%	56.8%	55.8%	55.8%	60.0%	50.0%	57.1%	57.1%	76.9%	51.3%	49.1%	49.5%
100% covered by plan	.0%	3.6%	4.3%	4.2%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.3%	1.9%	1.9%
Varies by medical plan	.0%	10.7%	14.9%	14.6%	12.5%	22.7%	19.2%	19.2%	20.0%	25.0%	14.3%	14.3%	15.4%	18.4%	17.0%	16.8%
Organizations Responding	0	28	47	48	8	44	52	52	5	4	7	7	13	76	106	107

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98. Does the prescription drug plan encourage the use of (charge lower co-pays/co-insurance):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Generics	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Formularies	.0%	73.1%	69.6%	70.2%	50.0%	72.7%	69.2%	69.2%	80.0%	100.0%	71.4%	71.4%	57.1%	74.3%	69.5%	69.8%
Mail-Order	100.0%	96.2%	97.8%	97.9%	87.5%	93.2%	90.4%	90.4%	80.0%	100.0%	85.7%	85.7%	85.7%	94.6%	93.3%	93.4%
Organizations Responding	1	26	46	47	8	44	52	52	5	4	7	7	14	74	105	106

DENTAL INSURANCE

99. Is your dental plan included in your medical plan or is it a separate/standalone plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Included in medical plan	.0%	6.1%	3.7%	3.6%	10.0%	8.9%	7.5%	7.5%	20.0%	.0%	.0%	.0%	12.5%	7.3%	5.3%	5.2%
Separate/standalone plan	100.0%	78.8%	85.2%	85.5%	60.0%	84.4%	86.8%	86.8%	80.0%	100.0%	100.0%	100.0%	68.8%	82.9%	86.8%	87.0%
Coverage not provided	.0%	15.2%	11.1%	10.9%	30.0%	6.7%	5.7%	5.7%	.0%	.0%	.0%	.0%	18.8%	9.8%	7.9%	7.8%
Organizations Responding	1	33	54	55	10	45	53	53	5	4	7	7	16	82	114	115

100. What is the waiting period before employees become eligible for dental coverage?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Immediate enrollment	.0%	10.7%	8.3%	8.2%	14.3%	21.4%	26.0%	26.0%	20.0%	25.0%	42.9%	42.9%	15.4%	17.6%	19.0%	18.9%
First of the month after hire	.0%	28.6%	27.1%	28.6%	.0%	21.4%	20.0%	20.0%	20.0%	.0%	14.3%	14.3%	7.7%	23.0%	22.9%	23.6%
First of the month following 30 days of employment	.0%	17.9%	20.8%	22.4%	14.3%	19.0%	18.0%	20.0%	.0%	.0%	14.3%	14.3%	7.7%	17.6%	19.0%	20.8%
First of the month following 60 days of employment	100.0%	28.6%	20.8%	18.4%	28.6%	19.0%	18.0%	16.0%	20.0%	25.0%	.0%	.0%	30.8%	23.0%	18.1%	16.0%
90th day of employment	.0%	10.7%	16.7%	16.3%	28.6%	16.7%	16.0%	16.0%	20.0%	50.0%	28.6%	28.6%	23.1%	16.2%	17.1%	17.0%
Other	.0%	3.6%	6.3%	6.1%	14.3%	2.4%	2.0%	2.0%	20.0%	.0%	.0%	.0%	15.4%	2.7%	3.8%	3.8%
Organizations Responding	1	28	48	49	7	42	50	50	5	4	7	7	13	74	105	106

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*2015/2016 ERC Policies & Benefits Survey
Health and Welfare Benefits*

101a. Average employee monthly contribution for an HMO/DMO plan - SINGLE COVERAGE

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$15	\$17	\$17	\$7	\$8	\$9	\$9	\$45	\$4	\$21	\$21	\$13	\$10	\$13	\$13
Organizations Responding	0	15	23	24	5	26	29	29	1	1	3	3	6	42	55	56

101b. Average employer monthly contribution for an HMO/DMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$9	\$9	\$9	\$21	\$15	\$14	\$14	\$98	\$15	\$7	\$7	\$36	\$13	\$11	\$11
Organizations Responding	0	12	21	22	4	17	21	21	1	1	2	2	5	30	44	45

102. Average percent of premium paid by the organization for the HMO/DMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	36.0%	37.6%	36.2%	64.5%	49.7%	46.7%	46.4%	.0%	80.0%	26.7%	26.7%	59.7%	45.2%	41.4%	40.5%
Organizations Responding	1	15	25	26	4	23	26	26	1	1	3	3	6	39	54	55

Average percent of premium paid by the organization for the HMO/DMO plan (excluding organizations paying 0%) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	67.5%	72.3%	72.3%	86.0%	76.2%	75.9%	75.4%	n/a	80.0%	80.0%	80.0%	89.5%	73.4%	74.5%	74.2%
Organizations Responding	1	8	13	13	3	15	16	16	0	1	1	1	4	24	30	30

Number of organizations that do not pay any percent of the premium for their HMO/DMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	7	12	13	1	8	10	10	1	0	2	2	2	15	24	25

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Health and Welfare Benefits*

Number of organizations where HMO/DMO is included in medical plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	0	0	0	0	1	1	1	1	0	0	0	1	1	1	1

103a. Average employee monthly contribution for an HMO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$43	\$53	\$51	\$19	\$27	\$30	\$30	\$67	\$13	\$60	\$60	\$31	\$32	\$41	\$41
Organizations Responding	0	13	20	21	6	24	26	26	2	1	3	3	8	38	49	50

103b. Average employer monthly contribution for an HMO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$30	\$29	\$28	\$72	\$47	\$47	\$47	\$98	\$48	\$24	\$24	\$77	\$40	\$37	\$37
Organizations Responding	0	12	19	19	4	17	19	19	1	1	2	2	5	30	40	40

104. Average percent of premium paid by the organization for the HMO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	32.5%	32.8%	31.5%	64.5%	42.1%	41.7%	41.4%	.0%	n/a	.0%	.0%	59.7%	38.6%	36.1%	35.4%
Organizations Responding	1	14	23	24	4	25	27	27	1	0	2	2	6	39	52	53

Average percent of premium paid by organization for their HMO/DMO plan (excluding organizations paying 0%) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	65.0%	68.6%	68.6%	86.0%	70.1%	70.3%	69.9%	n/a	n/a	n/a	n/a	89.5%	68.5%	69.6%	69.4%
Organizations Responding	1	7	11	11	3	15	16	16	0	0	0	0	4	22	27	27

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Health and Welfare Benefits*

Number of organizations that do not pay any percent of the premium for their HMO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	7	12	13	1	10	11	11	1	0	2	2	2	17	25	26

Number of organizations where HMO/DMO is included in medical plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	0	0	0	0	1	1	1	0	0	0	0	0	1	1	1

105a. Average employee monthly contribution for an PPO/DMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$21	\$15	\$15	\$9	\$15	\$14	\$14	\$7	\$4	\$9	\$9	\$9	\$16	\$15	\$14
Organizations Responding	0	11	25	25	2	22	27	28	1	2	3	3	3	35	55	56

105b. Average employer monthly contribution for an PPO/DMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$8	\$13	\$13	\$13	\$14	\$28	\$28	\$17	\$10	\$6	\$6	\$15	\$12	\$20	\$20
Organizations Responding	0	11	25	25	2	20	25	25	1	2	3	3	3	33	53	53

106. Average percent of premium paid by the organization for the PPO/DMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	30.8%	44.2%	42.6%	40.0%	38.6%	39.5%	39.5%	70.0%	38.8%	25.8%	25.8%	62.5%	35.7%	41.0%	40.3%
Organizations Responding	1	14	28	29	2	22	28	28	1	2	3	3	4	38	59	60

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Average percent of premium paid by organization for their PPO/DMO plan (excluding organizations paying 0%) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	71.8%	77.3%	77.3%	80.0%	77.3%	73.8%	73.8%	70.0%	77.5%	77.5%	77.5%	83.3%	75.4%	75.6%	75.6%
Organizations Responding	1	6	16	16	1	11	15	15	1	1	1	1	3	18	32	32

Number of organizations that do not pay any percent of the premium for their PPO/DMO plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	8	12	13	1	11	13	13	0	1	2	2	1	20	27	28

Number of organizations where PPO/DMO cost is included in medical plan - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	1	1	1	0	1	1	1	0	0	0	0	0	2	2	2

107a. Average employee monthly contribution for an PPO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	n/a	\$74	\$60	\$60	\$28	\$58	\$77	\$55	\$15	\$15	\$31	\$31	\$24	\$61	\$67	\$56
Organizations Responding	0	11	25	25	2	20	26	25	1	2	3	3	3	33	54	53

107b. Average employer monthly contribution for an PPO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$34	\$44	\$44	\$47	\$31	\$59	\$35	\$54	\$27	\$18	\$18	\$50	\$31	\$50	\$39
Organizations Responding	0	10	24	24	2	20	25	24	1	2	3	3	3	32	52	51

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108. Average percent of premium paid by the organization for the PPO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	30.8%	36.8%	36.8%	40.0%	32.6%	34.5%	34.5%	70.0%	35.0%	23.3%	23.3%	62.5%	32.1%	35.1%	35.1%
Organizations Responding	1	14	29	29	2	22	28	28	1	2	3	3	4	38	60	60

Average percent of premium paid by organization for their PPO/DMO plan (excluding organizations paying 0%) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of premium	100.0%	71.9%	66.7%	66.7%	80.0%	65.3%	64.4%	64.4%	70.0%	70.0%	70.0%	70.0%	83.3%	67.7%	65.7%	65.7%
Organizations Responding	1	6	16	16	1	11	15	15	1	1	1	1	3	18	32	32

Number of organizations that do not pay any percent of the premium for their PPO/DMO plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	8	13	13	1	11	13	13	0	1	2	2	1	20	28	28

Number of organizations where PPO/DMO cost is included in medical plan - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	1	1	1	0	1	1	1	0	0	0	0	0	2	2	2

109. What is the maximum annual dental benefits payable?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	\$1,000	\$1,216	\$1,138	\$1,115	\$921	\$1,247	\$1,224	\$1,224	\$1,500	\$1,333	\$1,400	\$1,400	\$1,121	\$1,241	\$1,196	\$1,186
Organizations Responding	1	22	40	40	7	40	46	46	4	3	5	5	12	65	91	91

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110. For preventive dental work (i.e., exams, cleaning, x-rays), insurance covers:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	100.0%	100.0%	99.6%	99.6%	100.0%	99.5%	99.6%	99.6%	100.0%	100.0%	96.0%	96.0%	100.0%	99.7%	99.4%	99.4%
Organizations Responding	1	22	40	40	7	40	46	46	3	3	5	5	11	65	91	91

111. Average amount insurance covers for restorative dental work (i.e., fillings):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	80.0%	73.9%	76.4%	76.4%	84.3%	80.6%	81.2%	81.2%	80.0%	78.3%	79.0%	79.0%	82.7%	78.2%	78.9%	78.9%
Organizations Responding	1	22	40	40	7	39	45	45	3	3	5	5	11	64	90	90

112. For major dental work (i.e., crowns, dentures), insurance covers (excluding insurance covering 0%):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	50.0%	53.2%	52.4%	52.4%	54.3%	53.6%	53.6%	53.6%	50.0%	50.0%	50.0%	50.0%	52.7%	53.3%	52.9%	52.9%
Organizations Responding	1	22	39	39	7	39	45	45	3	3	5	5	11	64	89	89

113a. For orthodontia (braces), insurance covers (excluding insurance covering 0%) - Percentage of costs:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % covered	n/a	51.1%	50.7%	50.7%	50.0%	48.9%	48.9%	48.9%	50.0%	50.0%	50.0%	50.0%	50.0%	49.8%	49.8%	49.8%
Organizations Responding	0	9	15	15	2	14	14	14	1	2	2	2	3	25	31	31

Number of organizations where insurance does not cover any percent for orthodontia (braces):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	8	16	16	1	11	11	11	2	1	3	3	3	20	30	30

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113b. For orthodontia (braces), insurance covers - Set dollar amount:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	\$1,000	\$1,571	\$1,357	\$1,357	\$1,160	\$1,187	\$1,173	\$1,173	\$1,500	\$1,500	\$1,500	\$1,500	\$1,186	\$1,295	\$1,244	\$1,244
Organizations Responding	1	7	14	14	5	20	26	26	1	1	1	1	7	28	41	41

114. Average annual deductible per person for dental insurance (excluding organizations with \$0 deductible):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	\$25	\$49	\$49	\$49	\$46	\$48	\$85	\$85	\$50	\$42	\$46	\$46	\$46	\$48	\$66	\$66
Organizations Responding	1	21	38	38	7	33	39	39	4	3	6	6	12	57	83	83

Number of organizations where there's no deductible per person for dental insurance:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	1	2	2	0	7	7	7	0	0	0	0	0	8	9	9

115. Average annual deductible per family for dental insurance (excluding organizations with \$0 deductible):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	\$132	\$133	\$133	\$108	\$136	\$138	\$138	\$150	\$150	\$138	\$138	\$122	\$135	\$136	\$136
Organizations Responding	0	18	32	32	6	27	32	32	3	2	4	4	9	47	68	68

Number of organizations where there's no deductible per family for dental insurance:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	1	1	4	4	0	7	7	7	0	0	0	0	1	8	11	11

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VISION CARE INSURANCE

116. Is your vision plan included in your medical plan or is it a separate/standalone plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Included in medical plan	.0%	16.1%	13.5%	13.5%	10.0%	7.0%	8.0%	8.0%	40.0%	.0%	14.3%	14.3%	18.8%	10.3%	11.0%	11.0%
Separate/standalone plan	100.0%	41.9%	55.8%	55.8%	40.0%	65.1%	64.0%	64.0%	60.0%	50.0%	57.1%	57.1%	50.0%	55.1%	59.6%	59.6%
Coverage not provided	.0%	41.9%	30.8%	30.8%	50.0%	27.9%	28.0%	28.0%	.0%	50.0%	28.6%	28.6%	31.3%	34.6%	29.4%	29.4%
Organizations Responding	1	31	52	52	10	43	50	50	5	4	7	7	16	78	109	109

117. What is your waiting period before employees become eligible for vision insurance?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Immediate enrollment	.0%	7.7%	6.9%	6.9%	.0%	25.0%	25.0%	25.0%	33.3%	50.0%	50.0%	50.0%	12.5%	20.9%	18.5%	18.5%
First of the month after hire	.0%	23.1%	24.1%	27.6%	.0%	17.9%	18.8%	18.8%	33.3%	.0%	25.0%	25.0%	12.5%	18.6%	21.5%	23.1%
First of the month following 30 days of employment	.0%	30.8%	27.6%	27.6%	.0%	17.9%	18.8%	21.9%	.0%	.0%	25.0%	25.0%	.0%	20.9%	23.1%	24.6%
First of the month following 60 days of employment	100.0%	30.8%	20.7%	17.2%	25.0%	17.9%	15.6%	12.5%	33.3%	50.0%	.0%	.0%	37.5%	23.3%	16.9%	13.8%
90th day of employment	.0%	7.7%	17.2%	17.2%	50.0%	17.9%	18.8%	18.8%	.0%	.0%	.0%	.0%	25.0%	14.0%	16.9%	16.9%
Other	.0%	.0%	3.4%	3.4%	25.0%	3.6%	3.1%	3.1%	.0%	.0%	.0%	.0%	12.5%	2.3%	3.1%	3.1%
Organizations Responding	1	13	29	29	4	28	32	32	3	2	4	4	8	43	65	65

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*2015/2016 ERC Policies & Benefits Survey
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118. Vision care insurance covers:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Eye exams, full cost	100.0%	50.0%	48.1%	48.1%	25.0%	46.4%	46.9%	46.9%	33.3%	50.0%	25.0%	25.0%	37.5%	47.6%	46.0%	46.0%
Lenses, full cost	.0%	41.7%	33.3%	33.3%	25.0%	25.0%	25.0%	25.0%	33.3%	50.0%	25.0%	25.0%	25.0%	31.0%	28.6%	28.6%
Frames, full cost	.0%	16.7%	18.5%	18.5%	.0%	3.6%	3.1%	3.1%	.0%	.0%	.0%	.0%	.0%	7.1%	9.5%	9.5%
Contacts, full cost	.0%	8.3%	11.1%	11.1%	25.0%	14.3%	12.5%	12.5%	.0%	.0%	.0%	.0%	12.5%	11.9%	11.1%	11.1%
Laser eye surgery, full cost	.0%	.0%	3.7%	3.7%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.6%	1.6%
Eye exams, discount	.0%	16.7%	25.9%	25.9%	25.0%	28.6%	25.0%	25.0%	.0%	.0%	.0%	.0%	12.5%	23.8%	23.8%	23.8%
Lenses, discount	100.0%	33.3%	44.4%	44.4%	75.0%	39.3%	40.6%	40.6%	33.3%	.0%	25.0%	25.0%	62.5%	35.7%	41.3%	41.3%
Frames, discount	100.0%	25.0%	37.0%	37.0%	75.0%	42.9%	43.8%	43.8%	33.3%	.0%	25.0%	25.0%	62.5%	35.7%	39.7%	39.7%
Contacts, discount	100.0%	33.3%	48.1%	48.1%	75.0%	35.7%	37.5%	37.5%	33.3%	.0%	25.0%	25.0%	62.5%	33.3%	41.3%	41.3%
Laser eye surgery, discount	.0%	25.0%	33.3%	33.3%	50.0%	35.7%	34.4%	34.4%	66.7%	50.0%	50.0%	50.0%	50.0%	33.3%	34.9%	34.9%
Eye exams, defined dollar amount	.0%	41.7%	33.3%	33.3%	50.0%	25.0%	28.1%	31.3%	66.7%	50.0%	75.0%	75.0%	50.0%	31.0%	33.3%	34.9%
Lenses, defined dollar amount	.0%	50.0%	40.7%	37.0%	.0%	39.3%	37.5%	37.5%	66.7%	50.0%	75.0%	75.0%	25.0%	42.9%	41.3%	39.7%
Frames, defined dollar amount	.0%	75.0%	55.6%	55.6%	25.0%	60.7%	59.4%	59.4%	100.0%	100.0%	100.0%	100.0%	50.0%	66.7%	60.3%	60.3%
Contacts, defined dollar amount	.0%	66.7%	48.1%	48.1%	.0%	53.6%	50.0%	50.0%	66.7%	100.0%	75.0%	75.0%	25.0%	59.5%	50.8%	50.8%
Laser eye surgery, defined dollar amount	.0%	8.3%	7.4%	7.4%	.0%	7.1%	6.3%	6.3%	.0%	.0%	.0%	.0%	.0%	7.1%	6.3%	6.3%
Organizations Responding	1	12	27	27	4	28	32	32	3	2	4	4	8	42	63	63

119a. Average employee monthly contribution for vision care - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	\$0	\$6	\$5	\$5	\$4	\$5	\$6	\$6	\$7	\$6	\$9	\$9	\$4	\$6	\$5	\$5
Organizations Responding	1	11	26	26	4	24	29	29	2	1	3	3	7	36	58	58

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119b. Average employer monthly contribution for vision care - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$2	\$4	\$4	\$2	\$1	\$1	\$1	\$0	\$0	\$0	\$0	\$1	\$2	\$3	\$3
Organizations Responding	0	10	25	25	3	23	27	27	1	1	2	2	4	34	54	54

120. The premium for SINGLE COVERAGE vision care insurance is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Paid by organization (see average amount below)	100.0%	84.6%	92.9%	92.9%	100.0%	96.0%	96.7%	96.6%	100.0%	100.0%	100.0%	100.0%	100.0%	92.3%	95.1%	95.0%
Included in medical coverage	.0%	15.4%	7.1%	7.1%	.0%	4.0%	3.3%	3.4%	.0%	.0%	.0%	.0%	.0%	7.7%	4.9%	5.0%
No premium, discount-only plan	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	1	13	28	28	3	25	30	29	2	1	3	3	6	39	61	60

Average percent of premium paid for employee's vision care insurance (excluding organizations paying 0%) - SINGLE COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % paid	100.0%	52.0%	85.0%	85.0%	100.0%	75.2%	76.5%	74.2%	n/a	n/a	n/a	n/a	100.0%	71.0%	81.0%	80.1%
Organizations Responding	1	2	12	12	1	9	11	10	0	0	0	0	2	11	23	22

Number of organizations that don't pay any amount of SINGLE COVERAGE premium for vision care insurance:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	9	14	14	2	15	18	18	2	1	3	3	4	25	35	35

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121a. Average employee monthly contribution for vision care - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employee monthly contribution	\$0	\$18	\$14	\$14	\$13	\$15	\$16	\$16	\$19	\$18	\$18	\$18	\$13	\$16	\$15	\$15
Organizations Responding	1	10	25	24	4	27	31	31	2	1	3	3	7	38	59	58

121b. Average employer monthly contribution for vision care - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg employer monthly contribution	n/a	\$3	\$8	\$8	\$5	\$4	\$4	\$4	\$0	\$0	\$0	\$0	\$4	\$4	\$6	\$6
Organizations Responding	0	10	24	24	3	23	27	27	1	1	2	2	4	34	53	53

122. The premium for employee's FAMILY COVERAGE vision care insurance is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Paid by organization (see average amount below)	100.0%	90.9%	95.8%	96.2%	100.0%	96.2%	96.6%	96.7%	100.0%	100.0%	100.0%	100.0%	100.0%	94.7%	96.4%	96.6%
Included in medical coverage	.0%	9.1%	4.2%	3.8%	.0%	3.8%	3.4%	3.3%	.0%	.0%	.0%	.0%	.0%	5.3%	3.6%	3.4%
No premium, discount-only plan	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	1	11	24	26	3	26	29	30	2	1	3	3	6	38	56	59

Average percent of premium paid for vision care insurance (excluding organizations paying 0%) - FAMILY COVERAGE:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % paid	100.0%	54.0%	76.3%	76.3%	100.0%	73.2%	70.8%	68.9%	n/a	n/a	n/a	n/a	100.0%	71.3%	73.7%	72.6%
Organizations Responding	1	1	10	10	1	9	9	10	0	0	0	0	2	10	19	20

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Number of organizations that don't pay any amount of employee's FAMILY COVERAGE premium for vision care insurance:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	9	13	15	2	16	19	19	2	1	3	3	4	26	35	37

ADOPTION BENEFITS

123. What does your policy include for adoption assistance?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
No policy	100.0%	93.3%	90.2%	90.4%	90.0%	81.8%	82.4%	82.4%	100.0%	100.0%	100.0%	100.0%	93.8%	87.2%	87.2%	87.3%
Time off, with pay	.0%	3.3%	2.0%	1.9%	.0%	2.3%	3.9%	3.9%	.0%	.0%	.0%	.0%	.0%	2.6%	2.8%	2.7%
Time off, without pay	.0%	6.7%	9.8%	9.6%	10.0%	18.2%	15.7%	15.7%	.0%	.0%	.0%	.0%	6.3%	12.8%	11.9%	11.8%
Flat \$ amount per adoption (see avg below)	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	1	30	51	52	10	44	51	51	5	4	7	7	16	78	109	110

Average flat dollar amount per adoption:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Organizations Responding	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Retirement Benefits*

RETIREE BENEFITS

124. What type of benefits are offered to retired employees?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Basic Medical	.0%	50.0%	50.0%	50.0%	.0%	33.3%	28.6%	28.6%	.0%	.0%	.0%	.0%	.0%	33.3%	30.0%	30.0%
Major Medical	.0%	.0%	.0%	.0%	.0%	33.3%	28.6%	28.6%	.0%	.0%	.0%	.0%	.0%	22.2%	20.0%	20.0%
Comprehensive Medical	.0%	50.0%	50.0%	50.0%	.0%	16.7%	14.3%	14.3%	.0%	.0%	.0%	.0%	.0%	22.2%	20.0%	20.0%
HMO	.0%	.0%	.0%	.0%	.0%	16.7%	14.3%	14.3%	.0%	.0%	.0%	.0%	.0%	11.1%	10.0%	10.0%
PPO/POS	.0%	.0%	.0%	.0%	.0%	16.7%	28.6%	28.6%	.0%	.0%	.0%	.0%	.0%	11.1%	20.0%	20.0%
HSA/HRA	.0%	.0%	.0%	.0%	.0%	16.7%	14.3%	14.3%	100.0%	100.0%	100.0%	100.0%	50.0%	22.2%	20.0%	20.0%
Dental	.0%	50.0%	50.0%	50.0%	.0%	16.7%	14.3%	14.3%	.0%	.0%	.0%	.0%	.0%	22.2%	20.0%	20.0%
Vision	.0%	50.0%	50.0%	50.0%	.0%	16.7%	28.6%	28.6%	.0%	.0%	.0%	.0%	.0%	22.2%	30.0%	30.0%
Prescription drugs	.0%	50.0%	50.0%	50.0%	.0%	33.3%	28.6%	28.6%	.0%	.0%	.0%	.0%	.0%	33.3%	30.0%	30.0%
Group Life Insurance	.0%	50.0%	50.0%	50.0%	100.0%	16.7%	14.3%	14.3%	100.0%	100.0%	100.0%	100.0%	100.0%	33.3%	30.0%	30.0%
Organizations Responding	0	2	2	2	1	6	7	7	1	1	1	1	2	9	10	10

125. Retiree health care insurance is paid for with:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Pre-funded dollars	.0%	.0%	.0%	.0%	100.0%	50.0%	50.0%	50.0%	.0%	.0%	.0%	.0%	50.0%	33.3%	33.3%	33.3%
Money out of operating revenues	.0%	.0%	.0%	.0%	.0%	50.0%	50.0%	50.0%	100.0%	100.0%	100.0%	100.0%	50.0%	66.7%	66.7%	66.7%
Combination of the above	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	0	0	0	0	1	2	2	2	1	1	1	1	2	3	3	3

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RETIREMENT INCOME PLANS

126. What type of retirement income plans do you offer?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
None	.0%	6.1%	3.8%	3.9%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.4%	1.8%	1.8%
401(k), 403(b) or 457 plan	100.0%	87.9%	92.3%	92.2%	87.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	92.3%	95.1%	96.4%	96.3%
Defined benefit	.0%	6.1%	3.8%	3.9%	62.5%	8.9%	7.8%	7.8%	75.0%	25.0%	28.6%	28.6%	61.5%	8.5%	7.3%	7.3%
Deferred profit sharing, excludes 401(k)	.0%	9.1%	11.5%	11.8%	.0%	2.2%	7.8%	7.8%	.0%	.0%	.0%	.0%	.0%	4.9%	9.1%	9.2%
Other	.0%	3.0%	1.9%	2.0%	.0%	4.4%	3.9%	3.9%	.0%	25.0%	14.3%	14.3%	.0%	4.9%	3.6%	3.7%
Organizations Responding	1	33	52	51	8	45	51	51	4	4	7	7	13	82	110	109

127. In the previous year was a contribution made by the organization to the deferred profit sharing plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	24.1%	20.0%	19.6%	33.3%	42.1%	44.4%	44.4%	.0%	25.0%	14.3%	14.3%	16.7%	33.8%	30.9%	30.6%
No	.0%	48.3%	53.3%	54.3%	50.0%	34.2%	35.6%	35.6%	20.0%	.0%	28.6%	28.6%	33.3%	38.0%	43.3%	43.9%
No profit sharing plan provided	100.0%	27.6%	26.7%	26.1%	16.7%	23.7%	20.0%	20.0%	80.0%	75.0%	57.1%	57.1%	50.0%	28.2%	25.8%	25.5%
Organizations Responding	1	29	45	46	6	38	45	45	5	4	7	7	12	71	97	98

128. What amount of profit sharing was awarded to employees last year?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
1-3%	.0%	71.4%	77.8%	77.8%	100.0%	60.0%	57.9%	52.6%	.0%	.0%	.0%	.0%	100.0%	60.9%	62.1%	58.6%
4-6%	.0%	.0%	11.1%	11.1%	.0%	40.0%	31.6%	36.8%	.0%	100.0%	100.0%	100.0%	.0%	30.4%	27.6%	31.0%
7-10%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
More than 10%	.0%	28.6%	11.1%	11.1%	.0%	.0%	10.5%	10.5%	.0%	.0%	.0%	.0%	.0%	8.7%	10.3%	10.3%
Organizations Responding	0	7	9	9	2	15	19	19	0	1	1	1	2	23	29	29

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129. What is the vesting schedule for the deferred profit?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
100% immediately	.0%	26.3%	21.4%	21.4%	25.0%	4.8%	7.4%	7.4%	.0%	.0%	.0%	.0%	25.0%	14.6%	14.0%	14.0%
Graded: 100% by 7 years	.0%	.0%	7.1%	7.1%	.0%	4.8%	7.4%	7.4%	.0%	.0%	.0%	.0%	.0%	2.4%	7.0%	7.0%
Graded: 100% by 6 years	.0%	10.5%	10.7%	10.7%	.0%	33.3%	29.6%	29.6%	.0%	100.0%	100.0%	100.0%	.0%	24.4%	22.8%	22.8%
Graded: 100% by 5 years	.0%	26.3%	25.0%	25.0%	25.0%	14.3%	11.1%	11.1%	.0%	.0%	.0%	.0%	25.0%	19.5%	17.5%	17.5%
Cliff: 100% at 3 years	.0%	31.6%	21.4%	21.4%	50.0%	42.9%	40.7%	40.7%	.0%	.0%	.0%	.0%	50.0%	36.6%	29.8%	29.8%
Other	.0%	5.3%	14.3%	14.3%	.0%	.0%	3.7%	3.7%	.0%	.0%	.0%	.0%	.0%	2.4%	8.8%	8.8%
Organizations Responding	0	19	28	28	4	21	27	27	0	1	2	2	4	41	57	57

401(k) OR 403(b) PLANS

130. Do you automatically enroll employees in your 401(k)/403(b) upon eligibility?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	29.0%	26.0%	25.5%	55.6%	37.8%	38.5%	38.5%	80.0%	50.0%	57.1%	50.0%	60.0%	35.0%	33.9%	33.0%
No	100.0%	67.7%	72.0%	72.5%	44.4%	62.2%	61.5%	61.5%	20.0%	50.0%	42.9%	50.0%	40.0%	63.8%	65.1%	66.1%
No 401(k) or 403(b) plan provided	.0%	3.2%	2.0%	2.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.3%	.9%	.9%
Organizations Responding	1	31	50	51	9	45	52	52	5	4	7	6	15	80	109	109

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
(NU) = Non-Union Production, Maintenance and Service (SMP) = Exempt Supervisory, Managerial and Professional

*2015/2016 ERC Policies & Benefits Survey
Retirement Benefits*

131. If you automatically enroll, what default percentage do you use?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Less than 1.0%	.0%	.0%	.0%	.0%	.0%	5.9%	5.0%	5.0%	.0%	.0%	.0%	.0%	.0%	3.6%	2.7%	2.7%
1.0 - 1.9%	.0%	.0%	15.4%	15.4%	20.0%	5.9%	5.0%	5.0%	.0%	.0%	.0%	.0%	11.1%	3.6%	8.1%	8.1%
2.0 - 2.9%	.0%	.0%	7.7%	7.7%	20.0%	17.6%	20.0%	20.0%	50.0%	50.0%	50.0%	50.0%	33.3%	14.3%	18.9%	18.9%
3.0 - 3.9%	.0%	55.6%	46.2%	46.2%	20.0%	29.4%	35.0%	35.0%	25.0%	50.0%	25.0%	25.0%	22.2%	39.3%	37.8%	37.8%
4.0 - 4.9%	.0%	11.1%	7.7%	7.7%	20.0%	17.6%	15.0%	15.0%	.0%	.0%	.0%	.0%	11.1%	14.3%	10.8%	10.8%
5.0 - 5.9%	.0%	11.1%	7.7%	7.7%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.6%	2.7%	2.7%
6.0% or greater	.0%	11.1%	7.7%	7.7%	20.0%	23.5%	20.0%	20.0%	25.0%	.0%	25.0%	25.0%	22.2%	17.9%	16.2%	16.2%
Other	.0%	11.1%	7.7%	7.7%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.6%	2.7%	2.7%
Organizations Responding	0	9	13	13	5	17	20	20	4	2	4	4	9	28	37	37

132. If you automatically enroll, what default fund do you use?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Balanced fund	.0%	66.7%	69.2%	69.2%	.0%	37.5%	33.3%	33.3%	.0%	.0%	.0%	.0%	.0%	42.9%	42.9%	42.9%
Lifestyle fund appropriate for that individual	.0%	33.3%	30.8%	30.8%	80.0%	56.3%	61.1%	61.1%	75.0%	66.7%	75.0%	75.0%	77.8%	50.0%	51.4%	51.4%
Other	.0%	.0%	.0%	.0%	20.0%	6.3%	5.6%	5.6%	25.0%	33.3%	25.0%	25.0%	22.2%	7.1%	5.7%	5.7%
Organizations Responding	0	9	13	13	5	16	18	18	4	3	4	4	9	28	35	35

133. If you automatically enroll, do the default deferral percentages automatically increase over time?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	11.1%	15.4%	15.4%	20.0%	12.5%	15.8%	15.8%	50.0%	50.0%	50.0%	50.0%	33.3%	14.8%	19.4%	19.4%
No	.0%	88.9%	84.6%	84.6%	80.0%	87.5%	84.2%	84.2%	50.0%	50.0%	50.0%	50.0%	66.7%	85.2%	80.6%	80.6%
Organizations Responding	0	9	13	13	5	16	19	19	4	2	4	4	9	27	36	36

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*2015/2016 ERC Policies & Benefits Survey
Retirement Benefits*

134. How soon may an employee participate in your 401(k) or 403(b) plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Immediately, upon hire	.0%	16.7%	10.4%	12.2%	25.0%	23.3%	26.0%	26.0%	50.0%	.0%	28.6%	28.6%	30.8%	19.5%	19.0%	19.8%
After 1 month	.0%	3.3%	8.3%	8.2%	12.5%	11.6%	10.0%	10.0%	25.0%	25.0%	14.3%	14.3%	15.4%	9.1%	9.5%	9.4%
After 1 quarter	.0%	16.7%	12.5%	12.2%	12.5%	14.0%	14.0%	14.0%	.0%	25.0%	14.3%	14.3%	7.7%	15.6%	13.3%	13.2%
After 6 months	.0%	10.0%	16.7%	16.3%	12.5%	23.3%	20.0%	20.0%	.0%	25.0%	28.6%	28.6%	7.7%	18.2%	19.0%	18.9%
After 1 year	.0%	26.7%	29.2%	28.6%	25.0%	16.3%	18.0%	18.0%	.0%	.0%	.0%	.0%	15.4%	19.5%	21.9%	21.7%
Other	100.0%	26.7%	22.9%	22.4%	12.5%	11.6%	12.0%	12.0%	25.0%	25.0%	14.3%	14.3%	23.1%	18.2%	17.1%	17.0%
Organizations Responding	1	30	48	49	8	43	50	50	4	4	7	7	13	77	105	106

135. What is the vesting schedule for employer contributions?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
100% immediately	.0%	23.1%	31.8%	29.5%	25.0%	41.9%	42.0%	42.0%	25.0%	25.0%	28.6%	28.6%	23.1%	34.2%	36.6%	35.6%
Graded: 100% by 6 years	.0%	7.7%	11.4%	11.4%	.0%	14.0%	12.0%	12.0%	.0%	25.0%	14.3%	14.3%	.0%	12.3%	11.9%	11.9%
Graded: 100% by 5 years	.0%	30.8%	22.7%	25.0%	12.5%	11.6%	12.0%	12.0%	.0%	.0%	.0%	.0%	7.7%	17.8%	15.8%	16.8%
Cliff: 100% at 1 year	.0%	.0%	.0%	.0%	12.5%	2.3%	2.0%	2.0%	.0%	.0%	.0%	.0%	7.7%	1.4%	1.0%	1.0%
Cliff: 100% at 2 years	.0%	.0%	.0%	.0%	.0%	2.3%	6.0%	6.0%	25.0%	.0%	14.3%	14.3%	7.7%	1.4%	4.0%	4.0%
Cliff: 100% at 3 years	100.0%	19.2%	13.6%	13.6%	25.0%	14.0%	14.0%	14.0%	50.0%	25.0%	28.6%	28.6%	38.5%	16.4%	14.9%	14.9%
No employer contribution	.0%	19.2%	20.5%	20.5%	25.0%	9.3%	8.0%	8.0%	.0%	25.0%	14.3%	14.3%	15.4%	13.7%	13.9%	13.9%
Other	.0%	.0%	.0%	.0%	.0%	4.7%	4.0%	4.0%	.0%	.0%	.0%	.0%	.0%	2.7%	2.0%	2.0%
Organizations Responding	1	26	44	44	8	43	50	50	4	4	7	7	13	73	101	101

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136. What kind of match do you make to employee contributions?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
None, because our budget doesn't allow it	.0%	4.2%	2.6%	5.1%	.0%	7.7%	8.7%	8.7%	25.0%	.0%	16.7%	16.7%	10.0%	6.1%	6.6%	7.7%
None, because we contribute to a pension plan or make profit sharing contributions	.0%	.0%	2.6%	2.6%	20.0%	5.1%	6.5%	6.5%	.0%	.0%	.0%	.0%	10.0%	3.0%	4.4%	4.4%
Discretionary	.0%	8.3%	10.3%	10.3%	20.0%	5.1%	4.3%	4.3%	.0%	.0%	.0%	.0%	10.0%	6.1%	6.6%	6.6%
Safe harbor contribution (formula that conforms to specific IRS requirements)	.0%	20.8%	28.2%	28.2%	.0%	33.3%	32.6%	32.6%	50.0%	33.3%	33.3%	33.3%	20.0%	28.8%	30.8%	30.8%
Formula (see next question)	100.0%	66.7%	56.4%	53.8%	60.0%	48.7%	47.8%	47.8%	25.0%	66.7%	50.0%	50.0%	50.0%	56.1%	51.6%	50.5%
Organizations Responding	1	24	39	39	5	39	46	46	4	3	6	6	10	66	91	91

137. How much of your employee's contributions will you match?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
1%	.0%	.0%	2.6%	2.5%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.1%	1.1%
2%	.0%	8.3%	10.3%	10.0%	.0%	7.9%	6.7%	6.7%	.0%	.0%	.0%	.0%	.0%	7.7%	7.8%	7.7%
3%	.0%	16.7%	20.5%	20.0%	16.7%	13.2%	15.6%	15.6%	.0%	.0%	.0%	.0%	9.1%	13.8%	16.7%	16.5%
4%	.0%	25.0%	17.9%	17.5%	33.3%	26.3%	24.4%	24.4%	.0%	.0%	.0%	.0%	18.2%	24.6%	20.0%	19.8%
5%	100.0%	12.5%	12.8%	12.5%	.0%	15.8%	13.3%	13.3%	25.0%	33.3%	16.7%	16.7%	18.2%	15.4%	13.3%	13.2%
6%	.0%	16.7%	12.8%	12.5%	33.3%	21.1%	17.8%	17.8%	50.0%	66.7%	66.7%	66.7%	36.4%	21.5%	18.9%	18.7%
More than 6%	.0%	12.5%	10.3%	10.0%	16.7%	5.3%	11.1%	11.1%	.0%	.0%	.0%	.0%	9.1%	7.7%	10.0%	9.9%
We do not match employee contributions	.0%	8.3%	12.8%	15.0%	.0%	10.5%	11.1%	11.1%	25.0%	.0%	16.7%	16.7%	9.1%	9.2%	12.2%	13.2%
Organizations Responding	1	24	39	40	6	38	45	45	4	3	6	6	11	65	90	91

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Retirement Benefits*

138. At what rate do you match employee contributions?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
50%	.0%	35.0%	34.4%	32.3%	66.7%	48.5%	44.7%	44.7%	66.7%	66.7%	60.0%	60.0%	60.0%	44.6%	41.3%	40.5%
100%	100.0%	15.0%	28.1%	29.0%	.0%	18.2%	18.4%	18.4%	.0%	.0%	.0%	.0%	10.0%	16.1%	21.3%	21.6%
Other	.0%	50.0%	37.5%	38.7%	33.3%	33.3%	36.8%	36.8%	33.3%	33.3%	40.0%	40.0%	30.0%	39.3%	37.3%	37.8%
Organizations Responding	1	20	32	31	6	33	38	38	3	3	5	5	10	56	75	74

139. When do you start matching employee's 401(k)/403(b) contributions?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Immediately	.0%	71.4%	66.7%	66.7%	33.3%	62.9%	63.4%	63.4%	66.7%	66.7%	80.0%	80.0%	40.0%	66.1%	65.8%	65.8%
After 1 month	.0%	.0%	.0%	.0%	.0%	5.7%	4.9%	4.9%	33.3%	33.3%	20.0%	20.0%	10.0%	5.1%	3.8%	3.8%
After 1 quarter	.0%	4.8%	6.1%	6.1%	16.7%	5.7%	4.9%	4.9%	.0%	.0%	.0%	.0%	10.0%	5.1%	5.1%	5.1%
After 6 months	.0%	.0%	.0%	.0%	.0%	5.7%	7.3%	7.3%	.0%	.0%	.0%	.0%	.0%	3.4%	3.8%	3.8%
After 1 year	.0%	19.0%	21.2%	21.2%	33.3%	11.4%	12.2%	12.2%	.0%	.0%	.0%	.0%	20.0%	13.6%	15.2%	15.2%
Other	100.0%	4.8%	6.1%	6.1%	16.7%	8.6%	7.3%	7.3%	.0%	.0%	.0%	.0%	20.0%	6.8%	6.3%	6.3%
Organizations Responding	1	21	33	33	6	35	41	41	3	3	5	5	10	59	79	79

140. Average maximum percent of employee's salary matched:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % max	5.0%	4.4%	4.7%	4.7%	5.5%	4.4%	4.6%	4.6%	4.9%	5.7%	5.3%	5.3%	5.2%	4.5%	4.7%	4.7%
Organizations Responding	1	17	28	28	4	28	33	33	3	3	5	5	8	48	66	66

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Retirement Benefits*

141. Does your 401(k)/403(b) plan permit loans?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	82.1%	78.3%	78.7%	85.7%	79.5%	78.4%	78.4%	100.0%	100.0%	100.0%	100.0%	91.7%	81.6%	79.8%	80.0%
No	.0%	17.9%	21.7%	21.3%	14.3%	20.5%	21.6%	21.6%	.0%	.0%	.0%	.0%	8.3%	18.4%	20.2%	20.0%
Organizations Responding	1	28	46	47	7	44	51	51	4	4	7	7	12	76	104	105

142. Average percent of current employees participating in your 401(k)/403(b) plan(s):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % max	95.0%	55.2%	66.1%	71.4%	65.6%	64.9%	68.1%	72.4%	51.0%	58.8%	57.0%	59.9%	62.7%	61.1%	66.4%	71.0%
Organizations Responding	1	23	42	42	5	38	44	44	4	4	7	7	10	65	93	93

PENSION PLANS (excluding profit sharing)

143. What is the vesting schedule?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
100% immediately	.0%	12.0%	19.0%	18.6%	22.2%	18.2%	16.3%	16.3%	33.3%	25.0%	25.0%	25.0%	23.1%	16.4%	17.9%	17.7%
Graded: 100% by 7 years	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	25.0%	25.0%	25.0%	.0%	1.4%	1.1%	1.0%
Graded: 100% by 6 years	.0%	4.0%	4.8%	4.7%	.0%	11.4%	10.2%	10.2%	.0%	.0%	.0%	.0%	.0%	8.2%	7.4%	7.3%
Graded: 100% by 5 years	.0%	16.0%	11.9%	14.0%	22.2%	4.5%	6.1%	6.1%	33.3%	25.0%	25.0%	25.0%	23.1%	9.6%	9.5%	10.4%
Other	.0%	8.0%	4.8%	4.7%	33.3%	6.8%	6.1%	6.1%	.0%	.0%	.0%	.0%	23.1%	6.8%	5.3%	5.2%
No pension plan provided	100.0%	60.0%	59.5%	58.1%	22.2%	59.1%	61.2%	61.2%	33.3%	25.0%	25.0%	25.0%	30.8%	57.5%	58.9%	58.3%
Organizations Responding	1	25	42	43	9	44	49	49	3	4	4	4	13	73	95	96

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Retirement Benefits*

144. Average retirement age for full pension:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Average age	n/a	63.5	63.2	63.4	65.8	64.7	64.7	64.7	65.0	65.0	65.0	65.0	65.6	64.4	64.3	64.3
Organizations Responding	0	4	6	7	6	9	9	9	3	2	3	3	9	15	18	19

145. Employees become eligible for a full pension under age 65 based on:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Years of service (see average below)	.0%	.0%	66.7%	66.7%	100.0%	57.1%	57.1%	57.1%	100.0%	100.0%	100.0%	100.0%	100.0%	60.0%	69.2%	69.2%
Rule of 80	.0%	100.0%	33.3%	33.3%	.0%	42.9%	42.9%	42.9%	.0%	.0%	.0%	.0%	.0%	40.0%	30.8%	30.8%
Organizations Responding	0	1	3	3	3	7	7	7	2	2	3	3	5	10	13	13

Average number of years of service required to be eligible for a full pension under age 65:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of years	n/a	n/a	20.0	20.0	16.7	13.3	13.3	13.3	7.5	6.0	7.3	7.3	13.0	10.8	12.8	12.8
Organizations Responding	0	0	2	2	3	4	4	4	2	2	3	3	5	6	9	9

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2015/2016 ERC Policies & Benefits Survey
Miscellaneous Benefits

CREDIT UNION

146. Do you have or offer a credit union?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	24.2%	17.0%	16.7%	60.0%	25.0%	27.5%	27.5%	40.0%	.0%	28.6%	28.6%	56.3%	23.5%	22.5%	22.3%
No	.0%	75.8%	83.0%	83.3%	40.0%	75.0%	72.5%	72.5%	60.0%	100.0%	71.4%	71.4%	43.8%	76.5%	77.5%	77.7%
Organizations Responding	1	33	53	54	10	44	51	51	5	4	7	7	16	81	111	112

BENEFITS COST

147. Average employer-paid benefits as a percent of payroll (including statutory benefits):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Average %	n/a	27.3%	26.5%	25.6%	38.8%	34.3%	35.7%	35.7%	25.3%	22.0%	23.3%	23.3%	32.0%	30.3%	29.7%	29.2%
Organizations Responding	0	15	27	28	4	18	21	21	4	3	6	6	8	36	54	55

BENEFIT STATEMENTS

148. Are employees given a comprehensive benefit statement on a regular basis?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	27.3%	23.5%	23.1%	55.6%	38.6%	39.2%	39.2%	40.0%	50.0%	57.1%	57.1%	46.7%	34.6%	33.0%	32.7%
No	100.0%	72.7%	76.5%	76.9%	44.4%	61.4%	60.8%	60.8%	60.0%	50.0%	42.9%	42.9%	53.3%	65.4%	67.0%	67.3%
Organizations Responding	1	33	51	52	9	44	51	51	5	4	7	7	15	81	109	110

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
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*2015/2016 ERC Policies & Benefits Survey
Miscellaneous Benefits*

149. Benefit statements are prepared by:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
By organization staff	.0%	44.4%	50.0%	50.0%	40.0%	58.8%	63.2%	63.2%	50.0%	50.0%	50.0%	50.0%	42.9%	53.6%	57.1%	57.1%
By an outside provider	.0%	33.3%	33.3%	33.3%	20.0%	17.6%	15.8%	15.8%	50.0%	50.0%	50.0%	50.0%	28.6%	25.0%	25.7%	25.7%
By an insurance broker	.0%	22.2%	16.7%	16.7%	40.0%	23.5%	21.1%	21.1%	.0%	.0%	.0%	.0%	28.6%	21.4%	17.1%	17.1%
Organizations Responding	0	9	12	12	5	17	19	19	2	2	4	4	7	28	35	35

TERMINATION POLICY/PRACTICE

150. Decision to terminate is reviewed by:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Human resources department	100.0%	78.8%	80.8%	79.2%	88.9%	97.7%	98.0%	98.0%	100.0%	100.0%	100.0%	100.0%	93.3%	90.1%	90.0%	89.2%
Legal counsel	.0%	30.3%	40.4%	45.3%	11.1%	36.4%	37.3%	41.2%	20.0%	50.0%	42.9%	42.9%	13.3%	34.6%	39.1%	43.2%
Department head	.0%	54.5%	53.8%	54.7%	88.9%	77.3%	76.5%	74.5%	20.0%	25.0%	14.3%	14.3%	60.0%	65.4%	61.8%	61.3%
General manager	.0%	39.4%	26.9%	28.3%	66.7%	25.0%	31.4%	31.4%	20.0%	25.0%	14.3%	14.3%	46.7%	30.9%	28.2%	28.8%
Organization officer	.0%	57.6%	59.6%	64.2%	.0%	25.0%	23.5%	27.5%	20.0%	25.0%	28.6%	28.6%	6.7%	38.3%	40.9%	45.0%
Not reviewed (supervisor has authority)	.0%	3.0%	3.8%	1.9%	.0%	2.3%	2.0%	2.0%	.0%	.0%	.0%	.0%	.0%	2.5%	2.7%	1.8%
Organizations Responding	1	33	52	53	9	44	51	51	5	4	7	7	15	81	110	111

151. Does your organization carry employment practices liability insurance?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Yes	84.3%	85.4%	85.7%	84.9%
No	15.7%	14.6%	14.3%	15.1%
Organizations Responding	51	48	7	106

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152. Discipline before termination per your progressive policy is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Administered in levels (see average below)	100.0%	75.9%	66.7%	63.3%	100.0%	86.0%	79.2%	77.1%	75.0%	75.0%	85.7%	71.4%	92.9%	81.6%	73.8%	70.2%
No progressive disciplinary program	.0%	24.1%	33.3%	36.7%	.0%	14.0%	20.8%	22.9%	25.0%	25.0%	14.3%	28.6%	7.1%	18.4%	26.2%	29.8%
Organizations Responding	1	29	48	49	9	43	48	48	4	4	7	7	14	76	103	104

Average disciplinary levels administered before termination per your progressive policy:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of levels	4.0	3.3	3.2	3.2	3.3	3.3	3.3	3.3	4.0	4.0	3.2	3.0	3.5	3.4	3.3	3.3
Organizations Responding	1	22	32	31	9	37	38	37	3	3	6	5	13	62	76	73

153. Does your organization conduct exit interviews?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, on or before last day worked	.0%	51.7%	61.2%	65.4%	22.2%	72.7%	76.5%	76.5%	60.0%	75.0%	71.4%	71.4%	33.3%	64.9%	69.2%	70.9%
Yes, after last day worked	.0%	13.8%	8.2%	7.7%	11.1%	2.3%	2.0%	2.0%	20.0%	25.0%	14.3%	14.3%	13.3%	7.8%	5.6%	5.5%
No	100.0%	34.5%	30.6%	26.9%	66.7%	25.0%	21.6%	21.6%	20.0%	.0%	14.3%	14.3%	53.3%	27.3%	25.2%	23.6%
Organizations Responding	1	29	49	52	9	44	51	51	5	4	7	7	15	77	107	110

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*2015/2016 ERC Policies & Benefits Survey
Miscellaneous Benefits*

154. The exit interview is conducted by:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Immediate supervisor	.0%	15.0%	8.6%	10.3%	.0%	3.0%	2.5%	2.5%	.0%	.0%	.0%	.0%	.0%	7.1%	5.0%	6.0%
Next higher supervisor	.0%	5.0%	8.6%	10.3%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.8%	3.8%	4.8%
Office manager	.0%	.0%	2.9%	2.6%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.3%	1.2%
Human resources department	.0%	75.0%	74.3%	71.8%	33.3%	90.9%	87.5%	87.5%	100.0%	100.0%	100.0%	100.0%	60.0%	85.7%	82.5%	81.0%
Mail questionnaire	.0%	5.0%	5.7%	5.1%	66.7%	6.1%	10.0%	10.0%	.0%	.0%	.0%	.0%	40.0%	5.4%	7.5%	7.1%
Outside organization	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	0	20	35	39	3	33	40	40	2	3	5	5	5	56	80	84

SEVERANCE POLICIES

155. Severance pay is given for the following reasons (does not include earned or accrued vacation time):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Layoff - indefinite	.0%	18.8%	30.0%	29.4%	33.3%	20.9%	36.0%	35.3%	33.3%	25.0%	57.1%	57.1%	30.8%	20.3%	34.6%	33.9%
Plant closure	100.0%	6.3%	6.0%	5.9%	11.1%	16.3%	16.0%	15.7%	33.3%	25.0%	57.1%	57.1%	23.1%	12.7%	14.0%	13.8%
Reorganization	.0%	25.0%	24.0%	23.5%	.0%	32.6%	38.0%	37.3%	33.3%	50.0%	71.4%	71.4%	7.7%	30.4%	33.6%	33.0%
Permanent reduction in force	.0%	21.9%	30.0%	29.4%	22.2%	37.2%	50.0%	51.0%	66.7%	25.0%	71.4%	71.4%	30.8%	30.4%	42.1%	42.2%
Not given	.0%	65.6%	56.0%	54.9%	55.6%	41.9%	28.0%	27.5%	.0%	25.0%	14.3%	14.3%	38.5%	50.6%	40.2%	39.4%
Organizations Responding	1	32	50	51	9	43	50	51	3	4	7	7	13	79	107	109

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Miscellaneous Benefits*

156. Severance payments are based on:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Flat amount	.0%	.0%	4.2%	8.0%	.0%	4.0%	2.8%	2.7%	.0%	.0%	.0%	.0%	.0%	2.5%	3.0%	4.4%
1 week per year of service	.0%	33.3%	25.0%	20.0%	25.0%	32.0%	36.1%	35.1%	33.3%	.0%	.0%	.0%	25.0%	30.0%	28.8%	26.5%
2 weeks per year of service	.0%	.0%	4.2%	8.0%	25.0%	12.0%	11.1%	10.8%	33.3%	33.3%	16.7%	16.7%	25.0%	10.0%	9.1%	10.3%
Discretion of management	.0%	66.7%	62.5%	60.0%	25.0%	60.0%	52.8%	54.1%	.0%	66.7%	50.0%	50.0%	12.5%	62.5%	56.1%	55.9%
Other	100.0%	16.7%	12.5%	12.0%	25.0%	8.0%	8.3%	8.1%	33.3%	.0%	33.3%	33.3%	37.5%	10.0%	12.1%	11.8%
Organizations Responding	1	12	24	25	4	25	36	37	3	3	6	6	8	40	66	68

157. Average maximum amount of severance pay based on length of service:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of week's pay	11.0	10.7	9.4	11.1	23.3	21.6	19.5	18.7	15.0	n/a	12.0	16.7	18.5	18.8	15.8	16.4
Organizations Responding	1	3	7	7	3	9	15	16	2	0	3	3	6	12	25	26

158. An employee is not generally eligible for severance pay who has been employed less than (excluding organizations with no waiting period):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of months	12.0	8.4	8.3	8.6	13.5	10.1	9.8	9.8	6.0	12.0	6.0	6.0	11.1	9.8	8.9	9.0
Organizations Responding	1	5	13	14	4	17	23	23	2	1	4	4	7	23	40	41

159. How is severance pay dispersed:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
In a single lump sum	.0%	33.3%	41.7%	44.0%	25.0%	36.0%	36.1%	37.8%	60.0%	66.7%	66.7%	66.7%	40.0%	37.5%	40.9%	42.6%
Installments on regular pay days	100.0%	66.7%	58.3%	56.0%	75.0%	64.0%	63.9%	62.2%	40.0%	33.3%	33.3%	33.3%	60.0%	62.5%	59.1%	57.4%
Organizations Responding	1	12	24	25	4	25	36	37	5	3	6	6	10	40	66	68

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PAY ADMINISTRATION

160. Our compensation program is based upon:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Market Pricing (single job rates)	.0%	31.3%	38.5%	37.7%	62.5%	42.9%	50.0%	49.0%	.0%	66.7%	50.0%	50.0%	45.5%	39.0%	44.3%	43.5%
Formal Job Evaluation	.0%	18.8%	15.4%	15.1%	.0%	9.5%	10.4%	12.2%	.0%	.0%	.0%	.0%	.0%	13.0%	12.3%	13.0%
Broadbanding	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	33.3%	33.3%	.0%	.0%	1.9%	1.9%
Skill-Based Pay	.0%	12.5%	7.7%	7.5%	.0%	7.1%	4.2%	4.1%	33.3%	33.3%	.0%	.0%	9.1%	10.4%	5.7%	5.6%
Competency-Based Pay	.0%	.0%	.0%	.0%	.0%	9.5%	8.3%	8.2%	.0%	.0%	.0%	.0%	.0%	5.2%	3.8%	3.7%
No formal plan	.0%	37.5%	38.5%	39.6%	37.5%	31.0%	27.1%	26.5%	66.7%	.0%	16.7%	16.7%	45.5%	32.5%	32.1%	32.4%
Organizations Responding	0	32	52	53	8	42	48	49	3	3	6	6	11	77	106	108

161. Our compensation policy is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Published and distributed to all employees	.0%	3.3%	8.0%	5.9%	.0%	4.7%	4.1%	4.1%	33.3%	.0%	.0%	.0%	10.0%	3.9%	5.7%	4.7%
Written and made available to all employees	.0%	13.3%	12.0%	11.8%	14.3%	18.6%	16.3%	16.3%	33.3%	.0%	16.7%	16.7%	20.0%	15.8%	14.3%	14.2%
Written and kept confidential	.0%	16.7%	14.0%	15.7%	14.3%	18.6%	18.4%	18.4%	33.3%	33.3%	50.0%	50.0%	20.0%	18.4%	18.1%	18.9%
No written compensation policy exists	.0%	66.7%	66.0%	66.7%	71.4%	58.1%	61.2%	61.2%	.0%	66.7%	33.3%	33.3%	50.0%	61.8%	61.9%	62.3%
Organizations Responding	0	30	50	51	7	43	49	49	3	3	6	6	10	76	105	106

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162. Our compensation strategy seeks to:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Stay even with area labor market	100.0%	63.0%	56.5%	57.4%	50.0%	63.4%	64.6%	64.6%	66.7%	66.7%	83.3%	83.3%	58.3%	63.4%	62.0%	62.4%
Stay ahead of area labor market	.0%	18.5%	15.2%	14.9%	12.5%	17.1%	18.8%	18.8%	.0%	.0%	.0%	.0%	8.3%	16.9%	16.0%	15.8%
Stay below area labor market	.0%	.0%	.0%	.0%	.0%	2.4%	2.1%	2.1%	.0%	.0%	.0%	.0%	.0%	1.4%	1.0%	1.0%
Stay even with industry competitors	.0%	33.3%	45.7%	44.7%	50.0%	34.1%	35.4%	35.4%	33.3%	33.3%	.0%	.0%	41.7%	33.8%	38.0%	37.6%
Stay ahead of industry competitors	.0%	14.8%	13.0%	12.8%	.0%	17.1%	16.7%	16.7%	.0%	33.3%	33.3%	33.3%	.0%	16.9%	16.0%	15.8%
Stay below industry competitors	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	1	27	46	47	8	41	48	48	3	3	6	6	12	71	100	101

163. How often are employees paid?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Daily	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Weekly	100.0%	33.3%	17.3%	9.4%	22.2%	34.1%	19.6%	15.7%	40.0%	25.0%	14.3%	.0%	33.3%	33.3%	18.2%	11.7%
Biweekly (every two weeks)	.0%	57.6%	55.8%	62.3%	77.8%	61.4%	66.7%	68.6%	60.0%	50.0%	71.4%	71.4%	66.7%	59.3%	61.8%	65.8%
Semi-monthly (twice a month)	.0%	15.2%	26.9%	26.4%	.0%	15.9%	23.5%	29.4%	.0%	25.0%	14.3%	14.3%	.0%	16.0%	24.5%	27.0%
Monthly	.0%	.0%	3.8%	5.7%	.0%	.0%	2.0%	2.0%	.0%	.0%	.0%	14.3%	.0%	.0%	2.7%	4.5%
Organizations Responding	1	33	52	53	9	44	51	51	5	4	7	7	15	81	110	111

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PREMIUM PAY

164. What premium rate do you pay for Saturday work (beyond 40 hours) that is not part of the regularly scheduled work week?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Time and one-half	100.0%	93.3%	93.2%	100.0%	95.0%	95.7%	100.0%	100.0%	100.0%	100.0%	94.5%	94.7%
Double time	.0%	3.3%	2.3%	.0%	2.5%	2.1%	.0%	.0%	.0%	.0%	2.7%	2.1%
Fixed dollar amount	.0%	3.3%	4.5%	.0%	2.5%	2.1%	.0%	.0%	.0%	.0%	2.7%	3.2%
Organizations Responding	1	30	44	8	40	47	3	3	4	12	73	95

165. What premium rate do you pay for Sunday work (beyond 40 hours) that is not part of the regularly scheduled work week?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Time and one-half	.0%	82.8%	81.0%	75.0%	73.2%	70.8%	66.7%	66.7%	75.0%	66.7%	76.7%	75.5%
Double time	100.0%	10.3%	11.9%	25.0%	24.4%	27.1%	33.3%	33.3%	25.0%	33.3%	19.2%	20.2%
Fixed dollar amount	.0%	6.9%	7.1%	.0%	2.4%	2.1%	.0%	.0%	.0%	.0%	4.1%	4.3%
Organizations Responding	1	29	42	8	41	48	3	3	4	12	73	94

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166. Which non-worked time is included in computing weekly overtime?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Holidays	100.0%	51.7%	43.2%	62.5%	68.2%	68.0%	50.0%	33.3%	20.0%	61.5%	60.5%	54.5%
Vacation	.0%	31.0%	27.3%	50.0%	47.7%	50.0%	50.0%	33.3%	20.0%	46.2%	40.8%	38.4%
Sick pay/personal days	.0%	10.3%	13.6%	37.5%	18.2%	16.0%	25.0%	.0%	.0%	30.8%	14.5%	14.1%
None, paid for actual hours worked only	.0%	48.3%	56.8%	37.5%	27.3%	26.0%	50.0%	66.7%	80.0%	38.5%	36.8%	42.4%
Jury Duty	.0%	13.8%	11.4%	37.5%	38.6%	36.0%	25.0%	.0%	.0%	30.8%	27.6%	23.2%
Bereavement	.0%	13.8%	13.6%	37.5%	38.6%	38.0%	25.0%	.0%	.0%	30.8%	27.6%	25.3%
Other non-worked time	.0%	.0%	2.3%	.0%	9.1%	10.0%	.0%	.0%	.0%	.0%	5.3%	6.1%
Organizations Responding	1	29	44	8	44	50	4	3	5	13	76	99

167. Premium pay for second or third shift is paid as:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Cents per hour	100.0%	20.7%	16.7%	11.1%	62.5%	48.8%	40.4%	36.2%	75.0%	100.0%	33.3%	.0%	69.2%	39.2%	29.3%	24.4%
Percentage per hour	.0%	17.2%	9.5%	5.6%	.0%	11.6%	8.5%	8.5%	.0%	.0%	.0%	.0%	.0%	13.5%	8.7%	7.0%
Premium not paid for alternative shifts	.0%	13.8%	14.3%	16.7%	.0%	4.7%	8.5%	12.8%	.0%	.0%	33.3%	66.7%	.0%	8.1%	12.0%	16.3%
We only have one shift	.0%	48.3%	59.5%	66.7%	37.5%	34.9%	42.6%	42.6%	25.0%	.0%	33.3%	33.3%	30.8%	39.2%	50.0%	52.3%
Organizations Responding	1	29	42	36	8	43	47	47	4	2	3	3	13	74	92	86

168. Premium paid on a cents per hour basis for second shift work is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Lowest Reported	\$.60	\$.25	\$.25	\$.10	\$.10	\$.10	\$.25	\$.25	n/a	\$.10	\$.10	\$.10
Highest Reported	\$.60	\$1.50	\$1.50	\$.50	\$1.00	\$1.00	\$.25	\$.25	n/a	\$.60	\$1.50	\$1.50
Avg cents per hour	\$.60	\$.67	\$.72	\$.41	\$.47	\$.48	\$.25	\$.25	n/a	\$.39	\$.51	\$.53
Organizations Responding	1	6	5	5	19	16	2	1	0	8	26	21

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
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*2015/2016 ERC Policies & Benefits Survey
Pay Practices*

169. Premium paid as a percent of base pay basis for second shift work is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Lowest Reported	n/a	5.0%	5.0%	n/a	2.0%	2.0%	50.0%	3.0%	3.0%	50.0%	2.0%	2.0%
Highest Reported	n/a	10.0%	10.0%	n/a	10.0%	10.0%	50.0%	3.0%	3.0%	50.0%	10.0%	10.0%
Average %	n/a	6.9%	6.9%	n/a	6.1%	5.8%	50.0%	3.0%	3.0%	50.0%	6.1%	6.0%
Organizations Responding	0	4	4	0	7	6	1	1	1	1	12	11

170. Premium paid on a cents per hour basis for third shift work is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Lowest Reported	\$.75	\$.25	\$.25	\$.15	\$.20	\$.20	\$.25	\$.25	\$.25	\$.15	\$.20	\$.20
Highest Reported	\$.75	\$1.50	\$1.50	\$.55	\$1.00	\$1.00	\$.50	\$.30	\$.25	\$.75	\$1.50	\$1.50
Avg cents per hour	\$.75	\$.84	\$.84	\$.43	\$.55	\$.57	\$.35	\$.28	\$.25	\$.44	\$.59	\$.62
Organizations Responding	1	5	5	4	18	15	3	2	1	8	25	21

171. Premium paid as a percent of base pay basis for third shift work is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Lowest Reported	n/a	5.0%	5.0%	n/a	4.0%	4.0%	n/a	3.0%	3.0%	n/a	3.0%	3.0%
Highest Reported	n/a	15.0%	15.0%	n/a	65.0%	10.0%	n/a	3.0%	3.0%	n/a	65.0%	15.0%
Average %	n/a	8.8%	8.8%	n/a	13.7%	6.2%	n/a	3.0%	3.0%	n/a	11.4%	6.8%
Organizations Responding	0	4	4	0	8	6	0	1	1	0	13	11

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172. How much pay do you guarantee when employees report for their regular shift (reporting pay)?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
One hour	.0%	4.0%	2.6%	.0%	5.4%	4.7%	.0%	.0%	.0%	.0%	4.7%	3.6%
Two hours	.0%	12.0%	7.9%	25.0%	8.1%	4.7%	33.3%	50.0%	33.3%	25.0%	10.9%	7.1%
Three hours	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Four hours	100.0%	8.0%	5.3%	50.0%	24.3%	20.9%	66.7%	50.0%	.0%	58.3%	18.8%	13.1%
Over four hours	.0%	4.0%	5.3%	.0%	2.7%	2.3%	.0%	.0%	.0%	.0%	3.1%	3.6%
None	.0%	64.0%	71.1%	25.0%	48.6%	58.1%	.0%	.0%	33.3%	16.7%	53.1%	63.1%
Other	.0%	8.0%	7.9%	.0%	10.8%	9.3%	.0%	.0%	33.3%	.0%	9.4%	9.5%
Organizations Responding	1	25	38	8	37	43	3	2	3	12	64	84

173. How much pay do you guarantee when employees are called in to work outside of their regular shift (call-in pay)?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
One hour	.0%	8.3%	8.1%	11.1%	2.8%	2.4%	.0%	.0%	.0%	8.3%	4.8%	5.0%
Two hours	.0%	16.7%	10.8%	22.2%	25.0%	17.1%	.0%	50.0%	50.0%	16.7%	22.6%	15.0%
Three hours	.0%	4.2%	2.7%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.6%	1.3%
Four hours	.0%	20.8%	13.5%	44.4%	27.8%	22.0%	100.0%	50.0%	.0%	58.3%	25.8%	17.5%
Over four hours	.0%	.0%	.0%	.0%	2.8%	2.4%	.0%	.0%	.0%	.0%	1.6%	1.3%
None	.0%	50.0%	62.2%	22.2%	36.1%	51.2%	.0%	.0%	.0%	16.7%	40.3%	55.0%
Other	.0%	.0%	2.7%	.0%	5.6%	4.9%	.0%	.0%	50.0%	.0%	3.2%	5.0%
Organizations Responding	0	24	37	9	36	41	3	2	2	12	62	80

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Pay Practices*

174. When employees are called to work outside of their regular shift, the rate paid is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Straight time	.0%	13.8%	17.1%	12.5%	13.9%	15.0%	33.3%	66.7%	33.3%	18.2%	16.2%	16.7%
Time and one-half	.0%	13.8%	17.1%	37.5%	13.9%	12.5%	33.3%	.0%	33.3%	36.4%	13.2%	15.5%
Double time	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Depends on how many total hours worked within pay period	.0%	72.4%	65.9%	50.0%	72.2%	72.5%	33.3%	33.3%	33.3%	45.5%	70.6%	67.9%
Organizations Responding	0	29	41	8	36	40	3	3	3	11	68	84

INCENTIVE SYSTEMS

175. What type of incentive system(s) do you currently have in place?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Individual Incentives	.0%	29.2%	30.8%	33.3%	12.5%	30.0%	26.7%	26.1%	.0%	.0%	16.7%	16.7%	7.7%	27.9%	27.8%	28.7%
Small Group/Team Incentives	.0%	8.3%	2.6%	4.8%	.0%	17.5%	20.0%	17.4%	.0%	.0%	16.7%	16.7%	.0%	13.2%	12.2%	11.7%
Organization Specified Goal Bonus	.0%	4.2%	5.1%	4.8%	.0%	27.5%	24.4%	26.1%	25.0%	25.0%	33.3%	50.0%	7.7%	19.1%	16.7%	18.1%
Organization Discretionary Bonus	.0%	33.3%	41.0%	38.1%	.0%	30.0%	33.3%	34.8%	.0%	25.0%	50.0%	50.0%	.0%	30.9%	37.8%	37.2%
Profit Sharing (excluding retirement)	.0%	20.8%	15.4%	14.3%	.0%	25.0%	26.7%	26.1%	.0%	50.0%	33.3%	33.3%	.0%	25.0%	22.2%	21.3%
Gainsharing	100.0%	.0%	.0%	.0%	.0%	2.5%	2.2%	2.2%	.0%	.0%	.0%	.0%	7.7%	1.5%	1.1%	1.1%
Piecework	.0%	.0%	.0%	.0%	.0%	2.5%	2.2%	2.2%	.0%	25.0%	.0%	.0%	.0%	2.9%	1.1%	1.1%
Spot Awards	.0%	16.7%	23.1%	19.0%	.0%	22.5%	22.2%	21.7%	.0%	.0%	.0%	.0%	.0%	19.1%	21.1%	19.1%
Attendance Awards	.0%	25.0%	10.3%	9.5%	50.0%	27.5%	17.8%	15.2%	50.0%	25.0%	16.7%	16.7%	46.2%	26.5%	14.4%	12.8%
Employee of the Month Awards	.0%	4.2%	5.1%	4.8%	12.5%	15.0%	13.3%	13.0%	25.0%	.0%	.0%	.0%	15.4%	10.3%	8.9%	8.5%
None	.0%	33.3%	30.8%	31.0%	50.0%	25.0%	26.7%	23.9%	25.0%	25.0%	16.7%	16.7%	38.5%	27.9%	27.8%	26.6%
Organizations Responding	1	24	39	42	8	40	45	46	4	4	6	6	13	68	90	94

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*2015/2016 ERC Policies & Benefits Survey
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176. Incentive work standards are established by:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Time study standards/units produced	.0%	11.1%	.0%	.0%	.0%	10.5%	9.1%	8.3%	100.0%	66.7%	60.0%	40.0%	50.0%	16.1%	11.9%	8.7%
Sales quota	.0%	22.2%	20.0%	29.4%	.0%	21.1%	22.7%	20.8%	.0%	.0%	.0%	20.0%	.0%	19.4%	19.0%	23.9%
Cost reduction	.0%	.0%	6.7%	5.9%	.0%	10.5%	18.2%	12.5%	.0%	.0%	.0%	.0%	.0%	6.5%	11.9%	8.7%
Performance objectives	.0%	100.0%	100.0%	88.2%	100.0%	84.2%	86.4%	87.5%	100.0%	66.7%	60.0%	100.0%	100.0%	87.1%	88.1%	89.1%
Organizations Responding	0	9	15	17	1	19	22	24	1	3	5	5	2	31	42	46

177. Incentive measurement period:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Project/assignment basis	.0%	27.3%	31.6%	25.0%	.0%	13.6%	12.0%	11.1%	.0%	.0%	.0%	.0%	.0%	16.7%	18.4%	15.4%
Daily basis	.0%	.0%	.0%	.0%	.0%	4.5%	4.0%	3.7%	.0%	.0%	.0%	.0%	.0%	2.8%	2.0%	1.9%
Weekly basis	.0%	9.1%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.8%	.0%	.0%
Monthly basis	100.0%	18.2%	5.3%	10.0%	100.0%	18.2%	20.0%	18.5%	.0%	.0%	20.0%	20.0%	66.7%	16.7%	14.3%	15.4%
Quarterly basis	.0%	36.4%	26.3%	20.0%	.0%	22.7%	20.0%	18.5%	100.0%	33.3%	20.0%	20.0%	33.3%	27.8%	22.4%	19.2%
Semi-annually basis	.0%	9.1%	.0%	5.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.8%	.0%	1.9%
Yearly basis	.0%	72.7%	68.4%	70.0%	100.0%	72.7%	76.0%	77.8%	.0%	33.3%	40.0%	60.0%	33.3%	69.4%	69.4%	73.1%
Other	.0%	9.1%	5.3%	.0%	.0%	.0%	.0%	.0%	.0%	33.3%	20.0%	20.0%	.0%	5.6%	4.1%	1.9%
Organizations Responding	1	11	19	20	1	22	25	27	1	3	5	5	3	36	49	52

178. Do you offer employee stock options?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	11.8%	7.1%	7.1%	20.0%	13.3%	11.4%	16.2%	.0%	33.3%	20.0%	20.0%	12.5%	14.0%	10.3%	12.9%
No	100.0%	88.2%	92.9%	92.9%	80.0%	86.7%	88.6%	83.8%	100.0%	66.7%	80.0%	80.0%	87.5%	86.0%	89.7%	87.1%
Organizations Responding	1	17	28	28	5	30	35	37	2	3	5	5	8	50	68	70

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179. For employee gifts, who pays applicable payroll taxes?
(e.g., cash award of \$25 actually is \$25 that the employee takes home after taxes are paid.)

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Employer	54.2%	34.4%	20.0%	41.0%
Employee	45.8%	65.6%	80.0%	59.0%
Organizations Responding	24	32	5	61

PERFORMANCE APPRAISAL

180. What type of performance appraisal system do you use?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Management By Objectives (MBO)	.0%	25.9%	22.7%	24.4%	.0%	20.9%	28.0%	32.0%	33.3%	50.0%	33.3%	16.7%	9.1%	24.3%	26.0%	27.7%
Narrative Analysis	.0%	11.1%	20.5%	20.0%	50.0%	20.9%	24.0%	22.0%	33.3%	25.0%	33.3%	33.3%	45.5%	17.6%	23.0%	21.8%
Rating Scales	.0%	44.4%	47.7%	44.4%	.0%	55.8%	56.0%	54.0%	66.7%	50.0%	50.0%	50.0%	18.2%	51.4%	52.0%	49.5%
360° or Peer review	.0%	14.8%	9.1%	8.9%	.0%	7.0%	6.0%	8.0%	.0%	.0%	.0%	16.7%	.0%	9.5%	7.0%	8.9%
Competency based	.0%	18.5%	20.5%	20.0%	25.0%	30.2%	32.0%	32.0%	.0%	25.0%	50.0%	50.0%	18.2%	25.7%	28.0%	27.7%
Online system	.0%	7.4%	9.1%	8.9%	25.0%	27.9%	26.0%	26.0%	.0%	.0%	16.7%	16.7%	18.2%	18.9%	18.0%	17.8%
Self-appraisal	.0%	18.5%	20.5%	20.0%	.0%	30.2%	36.0%	38.0%	33.3%	25.0%	50.0%	33.3%	9.1%	25.7%	30.0%	29.7%
None	.0%	11.1%	13.6%	17.8%	25.0%	9.3%	8.0%	8.0%	33.3%	.0%	.0%	16.7%	27.3%	9.5%	10.0%	12.9%
Organizations Responding	0	27	44	45	8	43	50	50	3	4	6	6	11	74	100	101

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Pay Practices*

181. Performance appraisals are conducted:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Quarterly	.0%	8.0%	7.7%	7.9%	.0%	.0%	.0%	.0%	33.3%	.0%	14.3%	.0%	11.1%	2.9%	4.3%	3.3%
Semi-annually	.0%	8.0%	5.1%	2.6%	16.7%	12.8%	10.9%	10.9%	.0%	25.0%	14.3%	33.3%	11.1%	11.8%	8.7%	8.9%
Annually	.0%	72.0%	69.2%	71.1%	83.3%	82.1%	84.8%	87.0%	66.7%	75.0%	71.4%	66.7%	77.8%	77.9%	77.2%	78.9%
Irregular intervals	.0%	12.0%	17.9%	18.4%	.0%	5.1%	4.3%	2.2%	.0%	.0%	.0%	.0%	.0%	7.4%	9.8%	8.9%
Not conducted	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	0	25	39	38	6	39	46	46	3	4	7	6	9	68	92	90

182. Performance appraisal periods are based on:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Anniversary date of employment	.0%	26.9%	20.0%	20.5%	40.0%	25.6%	28.3%	28.3%	.0%	25.0%	14.3%	16.7%	25.0%	26.1%	23.7%	24.2%
Fixed calendar date	.0%	42.3%	40.0%	38.5%	60.0%	43.6%	45.7%	45.7%	66.7%	25.0%	57.1%	66.7%	62.5%	42.0%	44.1%	44.0%
Fiscal year	.0%	15.4%	20.0%	20.5%	.0%	23.1%	19.6%	19.6%	33.3%	25.0%	14.3%	.0%	12.5%	20.3%	19.4%	18.7%
Start date in current position	.0%	7.7%	10.0%	10.3%	.0%	5.1%	4.3%	4.3%	.0%	.0%	.0%	.0%	.0%	5.8%	6.5%	6.6%
No specific time frame	.0%	7.7%	10.0%	10.3%	.0%	2.6%	2.2%	2.2%	.0%	25.0%	14.3%	16.7%	.0%	5.8%	6.5%	6.6%
Organizations Responding	0	26	40	39	5	39	46	46	3	4	7	6	8	69	93	91

183. Our performance objective system uses:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Numerical rating	.0%	48.0%	33.3%	31.7%	66.7%	48.7%	51.1%	47.8%	100.0%	66.7%	66.7%	60.0%	75.0%	49.3%	44.1%	41.3%
Forced distribution	.0%	.0%	.0%	.0%	.0%	2.6%	2.2%	2.2%	.0%	.0%	.0%	.0%	.0%	1.5%	1.1%	1.1%
Narrative critique	.0%	8.0%	9.5%	9.8%	.0%	5.1%	4.4%	6.5%	.0%	33.3%	16.7%	20.0%	.0%	7.5%	7.5%	8.7%
Combination	.0%	44.0%	57.1%	58.5%	33.3%	43.6%	42.2%	43.5%	.0%	.0%	16.7%	20.0%	25.0%	41.8%	47.3%	48.9%
Organizations Responding	0	25	42	41	6	39	45	46	2	3	6	5	8	67	93	92

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
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*2015/2016 ERC Policies & Benefits Survey
Pay Practices*

184. Are performance appraisal results used for determining pay decisions?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, directly linked	.0%	50.0%	47.6%	47.5%	50.0%	52.5%	53.2%	53.2%	33.3%	75.0%	42.9%	50.0%	44.4%	52.9%	50.0%	50.5%
Yes, indirectly linked	.0%	30.8%	40.5%	40.0%	33.3%	40.0%	40.4%	40.4%	.0%	25.0%	42.9%	50.0%	22.2%	35.7%	40.6%	40.9%
No	.0%	19.2%	11.9%	12.5%	16.7%	7.5%	6.4%	6.4%	66.7%	.0%	14.3%	.0%	33.3%	11.4%	9.4%	8.6%
Organizations Responding	0	26	42	40	6	40	47	47	3	4	7	6	9	70	96	93

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2015/2016 ERC Policies & Benefits Survey
Working Conditions

DRESS CODE

185. "Business casual" dress days:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Allowed a set number of days per week (see below for average)	.0%	91.3%	77.8%	97.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	.0%	100.0%	100.0%	96.9%	88.9%	99.0%
Allowed only in summer	.0%	8.7%	22.2%	2.2%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.1%	11.1%	1.0%
Organizations Responding	0	23	9	46	6	38	9	51	3	3	0	6	9	64	18	103

Average number of days per week business casual is allowed:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	n/a	4.0	3.8	3.8	3.8	3.4	3.9	3.9	3.3	2.7	4.7	4.7	3.7	3.6	3.9	3.9
Organizations Responding	0	21	42	45	6	38	51	51	3	3	6	6	9	62	99	102

186. "Casual" dress days:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Allowed a set number of days per week (see below for average)	.0%	96.6%	97.9%	97.9%	100.0%	97.6%	97.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	97.3%	98.0%	99.0%
Allowed only in summer	.0%	3.4%	2.1%	2.1%	.0%	2.4%	2.1%	.0%	.0%	.0%	.0%	.0%	.0%	2.7%	2.0%	1.0%
Organizations Responding	0	29	48	48	7	42	48	47	3	3	6	6	10	74	102	101

Average number of days per week casual is allowed:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	n/a	3.2	2.7	2.6	2.7	3.1	2.4	2.3	2.0	2.7	1.8	.8	2.5	3.1	2.5	2.4
Organizations Responding	0	28	47	47	7	41	47	47	3	3	6	6	10	72	100	100

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2015/2016 ERC Policies & Benefits Survey
Working Conditions

ALTERNATE WORK SCHEDULES

187. The number of shifts during normal operation:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
One	100.0%	53.6%	72.3%	78.7%	33.3%	38.6%	60.0%	66.7%	25.0%	33.3%	83.3%	83.3%	35.7%	44.0%	67.0%	73.1%
Two	.0%	21.4%	14.9%	10.6%	11.1%	20.5%	18.0%	15.7%	25.0%	.0%	.0%	.0%	14.3%	20.0%	15.5%	12.5%
Three	.0%	25.0%	12.8%	10.6%	33.3%	27.3%	16.0%	11.8%	50.0%	66.7%	16.7%	16.7%	35.7%	28.0%	14.6%	11.5%
Continuous shifts (24 hours/7 days a week)	.0%	.0%	.0%	.0%	22.2%	13.6%	6.0%	5.9%	.0%	.0%	.0%	.0%	14.3%	8.0%	2.9%	2.9%
Organizations Responding	1	28	47	47	9	44	50	51	4	3	6	6	14	75	103	104

188. What alternative work schedules do you use?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Compressed work week (4 or 4 ½ day week) entire year	.0%	10.3%	6.1%	4.2%	.0%	17.5%	13.0%	10.9%	.0%	.0%	.0%	.0%	.0%	13.9%	9.0%	7.1%
Compressed work week (4 or 4 ½ day week) seasonal	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Compressed work week (3 - 12 hour shifts)	.0%	.0%	.0%	.0%	.0%	10.0%	2.2%	.0%	.0%	33.3%	.0%	.0%	.0%	6.9%	1.0%	.0%
Flextime work schedule entire year	.0%	20.7%	36.7%	43.8%	16.7%	12.5%	23.9%	28.3%	33.3%	.0%	40.0%	40.0%	20.0%	15.3%	31.0%	36.4%
Flextime work schedule seasonal	.0%	.0%	2.0%	4.2%	16.7%	10.0%	13.0%	10.9%	.0%	.0%	.0%	.0%	10.0%	5.6%	7.0%	7.1%
Job Sharing	.0%	6.9%	6.1%	6.3%	.0%	.0%	4.3%	6.5%	.0%	.0%	.0%	.0%	.0%	2.8%	5.0%	6.1%
Telecommuting	.0%	10.3%	22.4%	27.1%	.0%	.0%	8.7%	13.0%	.0%	.0%	.0%	.0%	.0%	4.2%	15.0%	19.2%
Part-time	.0%	44.8%	44.9%	41.7%	50.0%	27.5%	34.8%	30.4%	33.3%	33.3%	20.0%	20.0%	40.0%	34.7%	39.0%	35.4%
None	100.0%	31.0%	30.6%	31.3%	50.0%	52.5%	41.3%	41.3%	33.3%	33.3%	40.0%	40.0%	50.0%	43.1%	36.0%	36.4%
Organizations Responding	1	29	49	48	6	40	46	46	3	3	5	5	10	72	100	99

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Working Conditions*

189. How are flexible arrangements granted?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Position-based	.0%	22.2%	18.9%	17.9%	50.0%	19.2%	22.2%	24.3%	.0%	.0%	.0%	.0%	33.3%	20.5%	19.7%	20.3%
Department-based	.0%	5.6%	5.4%	5.1%	.0%	15.4%	8.3%	8.1%	50.0%	.0%	33.3%	33.3%	16.7%	11.4%	7.9%	7.6%
Proposal-based	.0%	11.1%	8.1%	7.7%	25.0%	7.7%	13.9%	13.5%	.0%	.0%	.0%	.0%	16.7%	9.1%	10.5%	10.1%
Combination of factors	.0%	61.1%	67.6%	69.2%	25.0%	57.7%	55.6%	54.1%	50.0%	.0%	66.7%	66.7%	33.3%	59.1%	61.8%	62.0%
Organizations Responding	0	18	37	39	4	26	36	37	2	0	3	3	6	44	76	79

MEAL AND BREAK PERIODS

190. Number and length of formal break periods (excluding meals):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
One break of less than 10 minutes	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
One break of 10-15 minutes	.0%	13.3%	2.0%	.0%	12.5%	16.3%	8.3%	7.0%	.0%	50.0%	.0%	.0%	8.3%	16.0%	4.9%	3.3%
Two breaks of 10-15 minutes	100.0%	63.3%	46.9%	30.2%	50.0%	58.1%	54.2%	48.8%	100.0%	50.0%	66.7%	50.0%	66.7%	60.0%	51.5%	40.0%
None provided	.0%	13.3%	36.7%	48.8%	37.5%	14.0%	27.1%	30.2%	.0%	.0%	33.3%	50.0%	25.0%	13.3%	32.0%	40.0%
Other	.0%	10.0%	14.3%	20.9%	.0%	11.6%	10.4%	14.0%	.0%	.0%	.0%	.0%	.0%	10.7%	11.7%	16.7%
Organizations Responding	1	30	49	43	8	43	48	43	3	2	6	4	12	75	103	90

191. Are break periods for non-exempt employees:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Paid	100.0%	93.1%	90.0%	85.7%	90.2%	86.4%	100.0%	100.0%	100.0%	90.9%	91.5%	88.9%
Unpaid	.0%	6.9%	10.0%	14.3%	9.8%	13.6%	.0%	.0%	.0%	9.1%	8.5%	11.1%
Organizations Responding	1	29	40	7	41	44	3	1	6	11	71	90

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192. Meal period length is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Defined (see average below)	100.0%	90.3%	71.4%	87.5%	95.3%	92.0%	100.0%	100.0%	83.3%	92.3%	93.4%	81.9%
Flexible/not tracked	.0%	9.7%	28.6%	12.5%	4.7%	8.0%	.0%	.0%	16.7%	7.7%	6.6%	18.1%
Organizations Responding	1	31	49	8	43	50	4	2	6	13	76	105

Average meal period length:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Avg # of minutes	30.0	32.5	39.6	32.1	32.6	43.6	25.0	25.0	34.0	29.6	32.3	41.4
Organizations Responding	1	28	38	7	41	47	4	2	5	12	71	90

193. Are lunch periods for non-exempt employees paid?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Yes	.0%	22.6%	27.5%	.0%	21.4%	8.2%	33.3%	100.0%	16.7%	8.3%	23.0%	17.9%
No	100.0%	77.4%	72.5%	100.0%	78.6%	91.8%	66.7%	.0%	83.3%	91.7%	77.0%	82.1%
Organizations Responding	1	31	51	8	42	49	3	1	6	12	74	106

HEALTH, WELLNESS AND SAFETY PROGRAMS

194. Do you have a modified duty return-to-work policy for employees injured on the job?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	69.0%	60.4%	59.6%	100.0%	83.7%	80.0%	80.0%	100.0%	100.0%	100.0%	100.0%	92.3%	78.7%	72.1%	71.8%
No	100.0%	31.0%	39.6%	40.4%	.0%	16.3%	20.0%	20.0%	.0%	.0%	.0%	.0%	7.7%	21.3%	27.9%	28.2%
Organizations Responding	1	29	48	47	8	43	50	50	4	3	6	6	13	75	104	103

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Working Conditions*

195. Physical examinations are required:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Only upon hire	.0%	17.9%	12.8%	14.3%	50.0%	23.3%	27.1%	27.1%	50.0%	66.7%	50.0%	50.0%	46.2%	23.0%	21.8%	22.3%
Annually	.0%	3.6%	.0%	.0%	25.0%	2.3%	.0%	.0%	25.0%	.0%	16.7%	16.7%	23.1%	2.7%	1.0%	1.0%
Every 2 years	.0%	.0%	4.3%	4.1%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.0%	1.9%
When an employee submits an injury report	.0%	14.3%	14.9%	12.2%	.0%	18.6%	16.7%	16.7%	25.0%	33.3%	16.7%	16.7%	7.7%	17.6%	15.8%	14.6%
Not given	100.0%	64.3%	68.1%	69.4%	25.0%	55.8%	56.3%	56.3%	.0%	.0%	16.7%	16.7%	23.1%	56.8%	59.4%	60.2%
Organizations Responding	1	28	47	49	8	43	48	48	4	3	6	6	13	74	101	103

196. Physical examinations are required for:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Everyone	.0%	70.0%	60.0%	60.0%	50.0%	63.2%	63.6%	63.6%	75.0%	100.0%	80.0%	60.0%	60.0%	68.8%	64.3%	61.9%
Specified positions	.0%	10.0%	26.7%	20.0%	50.0%	10.5%	13.6%	13.6%	25.0%	.0%	20.0%	20.0%	40.0%	9.4%	19.0%	16.7%
Not required	.0%	20.0%	13.3%	20.0%	.0%	26.3%	22.7%	22.7%	.0%	.0%	.0%	20.0%	.0%	21.9%	16.7%	21.4%
Organizations Responding	0	10	15	15	6	19	22	22	4	3	5	5	10	32	42	42

197. Exercise programs are made available to employees through:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
On-site exercise facilities	.0%	6.9%	8.5%	8.3%	14.3%	16.7%	20.8%	20.8%	25.0%	.0%	16.7%	16.7%	16.7%	12.2%	14.9%	14.7%
Reduced membership rates at local health clubs	.0%	17.2%	21.3%	22.9%	.0%	26.2%	25.0%	25.0%	.0%	.0%	.0%	.0%	.0%	21.6%	21.8%	22.5%
Organization paid membership at local health clubs	.0%	17.2%	12.8%	12.5%	.0%	9.5%	10.4%	10.4%	.0%	.0%	.0%	.0%	.0%	12.2%	10.9%	10.8%
Reimbursement for exercise classes	.0%	3.4%	8.5%	8.3%	.0%	7.1%	6.3%	6.3%	.0%	.0%	.0%	.0%	.0%	5.4%	6.9%	6.9%
Organization sponsored recreational activities	.0%	6.9%	10.6%	10.4%	.0%	16.7%	20.8%	20.8%	.0%	.0%	.0%	.0%	.0%	12.2%	14.9%	14.7%
None of the above	100.0%	55.2%	53.2%	52.1%	85.7%	47.6%	47.9%	47.9%	100.0%	100.0%	100.0%	100.0%	91.7%	52.7%	53.5%	52.9%
Organizations Responding	1	29	47	48	7	42	48	48	4	3	6	6	12	74	101	102

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Working Conditions*

198. Programs paid for or contributed to by organization to encourage employee wellness:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Smoking cessation classes	.0%	13.8%	25.5%	25.0%	57.1%	58.5%	56.3%	56.3%	60.0%	25.0%	42.9%	42.9%	53.8%	39.2%	41.2%	40.8%
Classes on nutrition	.0%	10.3%	21.3%	20.8%	28.6%	26.8%	29.2%	29.2%	40.0%	.0%	28.6%	28.6%	30.8%	18.9%	25.5%	25.2%
Weight loss classes	.0%	10.3%	19.1%	18.8%	14.3%	24.4%	27.1%	27.1%	40.0%	25.0%	42.9%	42.9%	23.1%	18.9%	24.5%	24.3%
Blood pressure checks/cholesterol checks	.0%	27.6%	27.7%	27.1%	28.6%	39.0%	41.7%	41.7%	60.0%	50.0%	57.1%	57.1%	38.5%	35.1%	36.3%	35.9%
Flu shots	.0%	34.5%	36.2%	35.4%	57.1%	75.6%	75.0%	75.0%	60.0%	50.0%	71.4%	71.4%	53.8%	58.1%	56.9%	56.3%
Stress reduction/time management	.0%	13.8%	21.3%	20.8%	14.3%	17.1%	18.8%	18.8%	.0%	.0%	.0%	.0%	7.7%	14.9%	18.6%	18.4%
Employee Assistance Program	.0%	24.1%	36.2%	33.3%	71.4%	73.2%	72.9%	72.9%	60.0%	50.0%	57.1%	57.1%	61.5%	52.7%	54.9%	53.4%
Yoga classes	.0%	.0%	6.4%	6.3%	.0%	7.3%	6.3%	6.3%	.0%	.0%	.0%	.0%	.0%	4.1%	5.9%	5.8%
Massages	.0%	6.9%	8.5%	8.3%	.0%	9.8%	8.3%	8.3%	.0%	.0%	.0%	.0%	.0%	8.1%	7.8%	7.8%
Only what is provided through insurance	100.0%	37.9%	38.3%	39.6%	14.3%	26.8%	25.0%	25.0%	20.0%	50.0%	28.6%	28.6%	23.1%	32.4%	31.4%	32.0%
Wellness programs not provided	.0%	13.8%	12.8%	12.5%	.0%	7.3%	8.3%	8.3%	.0%	.0%	.0%	.0%	.0%	9.5%	9.8%	9.7%
Organizations Responding	1	29	47	48	7	41	48	48	5	4	7	7	13	74	102	103

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199. If you have a drug/alcohol policy what does the policy provide for?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
New hire blood, hair or urine testing	100.0%	89.7%	87.5%	85.0%	62.5%	80.5%	80.4%	80.4%	66.7%	100.0%	80.0%	80.0%	66.7%	84.9%	83.5%	82.4%
Blood or urine testing of employees, post accident	.0%	62.1%	67.5%	65.0%	62.5%	80.5%	78.3%	78.3%	100.0%	100.0%	100.0%	100.0%	66.7%	74.0%	74.7%	73.6%
Blood or urine testing for observed suspicious behavior	100.0%	65.5%	70.0%	70.0%	62.5%	80.5%	78.3%	78.3%	66.7%	100.0%	80.0%	80.0%	66.7%	75.3%	74.7%	74.7%
Blood or urine testing at random	.0%	41.4%	35.0%	35.0%	37.5%	46.3%	41.3%	41.3%	.0%	.0%	.0%	.0%	25.0%	42.5%	36.3%	36.3%
Testing pursuant to U.S. Department of Transportation or statutory regulations	.0%	10.3%	10.0%	10.0%	62.5%	26.8%	23.9%	23.9%	33.3%	33.3%	.0%	.0%	50.0%	20.5%	16.5%	16.5%
Search of lockers, lunch boxes, handbags, autos or other personal spaces on organization property	.0%	24.1%	17.5%	17.5%	25.0%	19.5%	19.6%	19.6%	.0%	.0%	.0%	.0%	16.7%	20.5%	17.6%	17.6%
Discipline for failure to submit to testing	100.0%	55.2%	57.5%	57.5%	25.0%	51.2%	47.8%	47.8%	33.3%	33.3%	40.0%	40.0%	33.3%	52.1%	51.6%	51.6%
Employee assistance plan for abusers	100.0%	48.3%	52.5%	52.5%	87.5%	63.4%	63.0%	63.0%	66.7%	66.7%	40.0%	40.0%	83.3%	57.5%	57.1%	57.1%
Organizations Responding	1	29	40	40	8	41	46	46	3	3	5	5	12	73	91	91

200. Are supervisors and managers trained to identify possible substance abusers?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	71.4%	57.8%	56.5%	75.0%	75.6%	70.8%	72.9%	75.0%	100.0%	66.7%	66.7%	76.9%	75.0%	64.6%	65.0%
No	.0%	28.6%	42.2%	43.5%	25.0%	24.4%	29.2%	27.1%	25.0%	.0%	33.3%	33.3%	23.1%	25.0%	35.4%	35.0%
Organizations Responding	1	28	45	46	8	41	48	48	4	3	6	6	13	72	99	100

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201. Methods used to promote safety practices:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Safety Committee	100.0%	58.6%	52.5%	51.2%	85.7%	76.3%	72.1%	72.7%	75.0%	66.7%	83.3%	83.3%	83.3%	68.6%	64.0%	63.7%
Safety Director or Manager	.0%	48.3%	37.5%	39.0%	71.4%	55.3%	55.8%	59.1%	25.0%	33.3%	50.0%	50.0%	50.0%	51.4%	47.2%	49.5%
Employee classroom instruction	.0%	34.5%	30.0%	29.3%	57.1%	68.4%	67.4%	68.2%	50.0%	66.7%	50.0%	50.0%	50.0%	54.3%	49.4%	49.5%
Equipment standards program	.0%	27.6%	20.0%	19.5%	57.1%	50.0%	48.8%	50.0%	25.0%	33.3%	33.3%	33.3%	41.7%	40.0%	34.8%	35.2%
Safety inspection programs	100.0%	31.0%	27.5%	26.8%	71.4%	78.9%	72.1%	72.7%	75.0%	100.0%	66.7%	50.0%	75.0%	60.0%	51.7%	50.5%
Fire fighting training	.0%	27.6%	20.0%	19.5%	42.9%	42.1%	41.9%	43.2%	25.0%	33.3%	16.7%	16.7%	33.3%	35.7%	30.3%	30.8%
First-aid training	.0%	55.2%	42.5%	41.5%	57.1%	76.3%	74.4%	77.3%	75.0%	66.7%	66.7%	66.7%	58.3%	67.1%	59.6%	60.4%
Movies/video tapes	.0%	37.9%	30.0%	29.3%	42.9%	47.4%	46.5%	47.7%	50.0%	33.3%	33.3%	16.7%	41.7%	42.9%	38.2%	37.4%
Letters to staff	.0%	17.2%	17.5%	17.1%	14.3%	13.2%	16.3%	15.9%	25.0%	.0%	16.7%	16.7%	16.7%	14.3%	16.9%	16.5%
Newsletter	.0%	13.8%	17.5%	17.1%	.0%	23.7%	23.3%	22.7%	25.0%	.0%	16.7%	16.7%	8.3%	18.6%	20.2%	19.8%
Posters	100.0%	65.5%	65.0%	63.4%	85.7%	63.2%	62.8%	63.6%	50.0%	33.3%	50.0%	50.0%	75.0%	62.9%	62.9%	62.6%
Safety contests	.0%	3.4%	2.5%	2.4%	57.1%	21.1%	23.3%	22.7%	25.0%	.0%	.0%	.0%	41.7%	12.9%	12.4%	12.1%
Other	.0%	10.3%	17.5%	17.1%	.0%	7.9%	11.6%	11.4%	50.0%	33.3%	16.7%	33.3%	16.7%	10.0%	14.6%	15.4%
Organizations Responding	1	29	40	41	7	38	43	44	4	3	6	6	12	70	89	91

202. Who pays for safety shoes?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organization pays percentage (see average below)	.0%	10.7%	2.3%	2.3%	12.5%	7.3%	8.5%	8.5%	.0%	.0%	20.0%	20.0%	7.7%	8.5%	6.3%	6.3%
Organization pays flat amount (see average below)	.0%	21.4%	11.6%	11.4%	37.5%	39.0%	34.0%	34.0%	25.0%	.0%	.0%	.0%	30.8%	31.0%	22.1%	21.9%
Employee pays all	.0%	7.1%	7.0%	6.8%	12.5%	4.9%	6.4%	6.4%	25.0%	50.0%	20.0%	20.0%	15.4%	7.0%	7.4%	7.3%
Does not apply	100.0%	60.7%	79.1%	79.5%	37.5%	48.8%	51.1%	51.1%	50.0%	50.0%	60.0%	60.0%	46.2%	53.5%	64.2%	64.6%
Organizations Responding	1	28	43	44	8	41	47	47	4	2	5	5	13	71	95	96

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Average percent paid by organization for safety shoes:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % paid	n/a	76.7%	80.0%	80.0%	25.0%	68.3%	63.8%	63.8%	n/a	n/a	100.0%	100.0%	25.0%	72.5%	72.5%	72.5%
Organizations Responding	0	3	1	1	1	3	4	4	0	0	1	1	1	6	6	6

Average dollar amount paid by organization for safety shoes:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ paid	n/a	\$64	\$62	\$62	\$133	\$69	\$67	\$67	\$100	n/a	n/a	n/a	\$125	\$68	\$66	\$66
Organizations Responding	0	6	5	5	3	16	16	16	1	0	0	0	4	22	21	21

203. Who pays for non-prescription safety glasses?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organization pays percentage (see average below)	100.0%	33.3%	25.0%	24.4%	37.5%	48.8%	46.8%	46.8%	75.0%	100.0%	66.7%	66.7%	53.8%	44.6%	38.1%	37.8%
Organization pays flat amount (see average below)	.0%	3.3%	2.3%	2.2%	25.0%	19.5%	17.0%	17.0%	.0%	.0%	.0%	.0%	15.4%	12.2%	9.3%	9.2%
Employee pays all	.0%	6.7%	4.5%	4.4%	12.5%	2.4%	4.3%	4.3%	.0%	.0%	.0%	.0%	7.7%	4.1%	4.1%	4.1%
Does not apply	.0%	56.7%	68.2%	68.9%	25.0%	29.3%	31.9%	31.9%	25.0%	.0%	33.3%	33.3%	23.1%	39.2%	48.5%	49.0%
Organizations Responding	1	30	44	45	8	41	47	47	4	3	6	6	13	74	97	98

Average percent paid by organization for non-prescription safety glasses:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % paid	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Organizations Responding	1	10	11	11	3	20	22	22	3	3	4	4	7	33	37	37

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Average dollar amount paid by organization for non-prescription safety glasses:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ paid	n/a	\$160	\$160	\$160	\$75	\$98	\$98	\$98	n/a	n/a	n/a	n/a	\$75	\$105	\$105	\$105
Organizations Responding	0	1	1	1	2	8	8	8	0	0	0	0	2	9	9	9

204. Who pays for prescription safety glasses (plus cost of prescription):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organization pays percentage (see average below)	100.0%	10.0%	6.8%	6.7%	14.3%	13.2%	14.0%	14.0%	25.0%	33.3%	33.3%	40.0%	25.0%	12.7%	11.8%	11.8%
Organization pays flat amount (see average below)	.0%	16.7%	9.1%	8.9%	14.3%	26.3%	23.3%	23.3%	.0%	.0%	.0%	.0%	8.3%	21.1%	15.1%	15.1%
Employee pays all	.0%	13.3%	11.4%	11.1%	14.3%	15.8%	14.0%	14.0%	25.0%	33.3%	16.7%	20.0%	16.7%	15.5%	12.9%	12.9%
Employee pays prescription only	.0%	3.3%	2.3%	2.2%	14.3%	7.9%	9.3%	9.3%	25.0%	33.3%	16.7%	20.0%	16.7%	7.0%	6.5%	6.5%
Does not apply	.0%	56.7%	70.5%	71.1%	42.9%	39.5%	39.5%	39.5%	25.0%	.0%	33.3%	20.0%	33.3%	45.1%	53.8%	53.8%
Organizations Responding	1	30	44	45	7	38	43	43	4	3	6	5	12	71	93	93

Average percent paid by organization for prescription safety glasses:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % paid	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Organizations Responding	1	3	3	3	1	5	6	6	1	1	2	2	3	9	11	11

Average dollar amount paid by organization for prescription safety glasses:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ paid	n/a	\$117	\$121	\$121	\$50	\$98	\$98	\$98	n/a	n/a	n/a	n/a	\$50	\$104	\$105	\$105
Organizations Responding	0	5	4	4	1	10	10	10	0	0	0	0	1	15	14	14

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205. Does your organization have one or more Automated External Defibrillators (AEDs) on-site?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Yes	33.3%	65.3%	50.0%	49.5%
No	66.7%	34.7%	50.0%	50.5%
Organizations Responding	48	49	6	103

SENIORITY POLICY

206. When calculating seniority, it is applied:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
On an organization wide basis	100.0%	27.6%	27.7%	27.1%	37.5%	37.5%	38.3%	40.4%	75.0%	33.3%	33.3%	33.3%	53.8%	33.3%	33.0%	33.7%
Within departments only	.0%	.0%	.0%	.0%	12.5%	5.0%	4.3%	4.3%	.0%	66.7%	33.3%	33.3%	7.7%	5.6%	4.0%	4.0%
Within occupational groups only	.0%	.0%	.0%	.0%	37.5%	2.5%	4.3%	2.1%	.0%	.0%	.0%	.0%	23.1%	1.4%	2.0%	1.0%
No formal policy	.0%	72.4%	72.3%	72.9%	12.5%	55.0%	53.2%	53.2%	25.0%	.0%	33.3%	33.3%	15.4%	59.7%	61.0%	61.4%
Organizations Responding	1	29	47	48	8	40	47	47	4	3	6	6	13	72	100	101

207. Governing factor in applying seniority:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Ability, then length of service	.0%	28.6%	16.7%	16.7%	28.6%	29.4%	28.6%	28.6%	33.3%	100.0%	100.0%	100.0%	27.3%	34.6%	30.6%	30.6%
Length of service, then ability	.0%	14.3%	8.3%	8.3%	28.6%	5.9%	4.8%	4.8%	66.7%	.0%	.0%	.0%	36.4%	7.7%	5.6%	5.6%
Length of service only	100.0%	57.1%	75.0%	75.0%	42.9%	58.8%	61.9%	61.9%	.0%	.0%	.0%	.0%	36.4%	53.8%	61.1%	61.1%
Other	.0%	.0%	.0%	.0%	.0%	5.9%	4.8%	4.8%	.0%	.0%	.0%	.0%	.0%	3.8%	2.8%	2.8%
Organizations Responding	1	7	12	12	7	17	21	21	3	2	3	3	11	26	36	36

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208. Seniority applies in cases of:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Layoff	100.0%	.0%	.0%	.0%	100.0%	53.8%	53.3%	53.3%	66.7%	.0%	.0%	.0%	90.9%	38.9%	36.4%	36.4%
Promotion or upgrading	100.0%	33.3%	40.0%	40.0%	71.4%	69.2%	60.0%	60.0%	66.7%	.0%	.0%	.0%	72.7%	55.6%	50.0%	50.0%
Transfer	.0%	.0%	.0%	.0%	71.4%	61.5%	53.3%	53.3%	100.0%	50.0%	50.0%	50.0%	72.7%	50.0%	40.9%	40.9%
Rehire or recall	100.0%	.0%	.0%	.0%	85.7%	46.2%	40.0%	40.0%	100.0%	100.0%	100.0%	100.0%	90.9%	44.4%	36.4%	36.4%
Shift preference	100.0%	.0%	.0%	.0%	57.1%	30.8%	26.7%	26.7%	100.0%	50.0%	50.0%	50.0%	72.7%	27.8%	22.7%	22.7%
Temporary assignments	.0%	.0%	.0%	.0%	28.6%	15.4%	13.3%	13.3%	100.0%	50.0%	50.0%	50.0%	45.5%	16.7%	13.6%	13.6%
Vacation scheduling	100.0%	66.7%	80.0%	80.0%	85.7%	53.8%	60.0%	60.0%	100.0%	100.0%	100.0%	100.0%	90.9%	61.1%	68.2%	68.2%
Overtime (daily)	100.0%	.0%	.0%	.0%	71.4%	15.4%	13.3%	13.3%	33.3%	50.0%	50.0%	50.0%	63.6%	16.7%	13.6%	13.6%
Overtime (weekend)	.0%	.0%	.0%	.0%	57.1%	15.4%	13.3%	13.3%	33.3%	50.0%	50.0%	50.0%	45.5%	16.7%	13.6%	13.6%
Organizations Responding	1	3	5	5	7	13	15	15	3	2	2	2	11	18	22	22

209. Seniority is broken after a layoff of:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Less than six months	.0%	25.0%	14.3%	14.3%	.0%	12.5%	11.1%	11.1%	.0%	.0%	.0%	.0%	.0%	13.6%	11.1%	11.1%
Six months	.0%	50.0%	28.6%	28.6%	14.3%	25.0%	22.2%	22.2%	50.0%	50.0%	50.0%	50.0%	20.0%	31.8%	25.9%	25.9%
One year	.0%	25.0%	42.9%	42.9%	42.9%	62.5%	61.1%	61.1%	.0%	.0%	.0%	.0%	30.0%	50.0%	51.9%	51.9%
Time equal to length of service up to two years	100.0%	.0%	14.3%	14.3%	42.9%	.0%	5.6%	5.6%	50.0%	50.0%	.0%	.0%	50.0%	4.5%	7.4%	7.4%
Time equal to length of service up to five years	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	50.0%	50.0%	.0%	.0%	3.7%	3.7%
Organizations Responding	1	4	7	7	7	16	18	18	2	2	2	2	10	22	27	27

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210. When notified to return from layoff, seniority is broken after:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Less than three days	.0%	50.0%	50.0%	50.0%	28.6%	25.0%	23.1%	23.1%	.0%	50.0%	50.0%	50.0%	18.2%	31.3%	29.4%	29.4%
Three days	.0%	.0%	.0%	.0%	14.3%	33.3%	38.5%	38.5%	33.3%	50.0%	50.0%	50.0%	18.2%	31.3%	35.3%	35.3%
Five days	100.0%	.0%	.0%	.0%	28.6%	8.3%	7.7%	7.7%	66.7%	.0%	.0%	.0%	45.5%	6.3%	5.9%	5.9%
More than 5 days	.0%	50.0%	50.0%	50.0%	28.6%	33.3%	30.8%	30.8%	.0%	.0%	.0%	.0%	18.2%	31.3%	29.4%	29.4%
Organizations Responding	1	2	2	2	7	12	13	13	3	2	2	2	11	16	17	17

211. When absent without leave (no call/no show), seniority is broken after:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Three days	100.0%	14.3%	16.7%	16.7%	100.0%	72.2%	72.7%	72.7%	66.7%	50.0%	33.3%	33.3%	90.9%	55.6%	51.4%	51.4%
More than three days	.0%	.0%	.0%	.0%	.0%	5.6%	4.5%	4.5%	.0%	50.0%	33.3%	33.3%	.0%	7.4%	5.4%	5.4%
Does not apply	.0%	85.7%	83.3%	83.3%	.0%	22.2%	22.7%	22.7%	33.3%	.0%	33.3%	33.3%	9.1%	37.0%	43.2%	43.2%
Organizations Responding	1	7	12	12	7	18	22	22	3	2	3	3	11	27	37	37

212. If an employee who had quit is rehired, would previous service be counted?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, if rehired within 1 year	.0%	37.5%	41.7%	33.3%	71.4%	52.9%	47.6%	47.6%	33.3%	50.0%	33.3%	33.3%	54.5%	48.1%	44.4%	41.7%
Yes, if rehired within 3 years	.0%	12.5%	8.3%	8.3%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.7%	2.8%	2.8%
Yes, if rehired within time equivalent to length of service	.0%	.0%	8.3%	8.3%	.0%	5.9%	9.5%	9.5%	.0%	.0%	.0%	.0%	.0%	3.7%	8.3%	8.3%
Yes, regardless of when rehired	.0%	.0%	.0%	8.3%	.0%	.0%	4.8%	4.8%	.0%	.0%	33.3%	33.3%	.0%	.0%	5.6%	8.3%
No, previous service not counted	100.0%	50.0%	41.7%	41.7%	28.6%	41.2%	38.1%	38.1%	66.7%	50.0%	33.3%	33.3%	45.5%	44.4%	38.9%	38.9%
Organizations Responding	1	8	12	12	7	17	21	21	3	2	3	3	11	27	36	36

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213. If you count previous service when rehiring an employee who previously quit, indicate what benefits the previous service would be counted towards:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Vacation accrual	.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Retirement program vesting	.0%	50.0%	57.1%	57.1%	100.0%	63.6%	57.1%	57.1%	.0%	.0%	50.0%	50.0%	80.0%	56.3%	56.5%	56.5%
Insurance programs benefits	.0%	75.0%	57.1%	57.1%	75.0%	45.5%	35.7%	35.7%	100.0%	100.0%	50.0%	50.0%	80.0%	56.3%	43.5%	43.5%
Sick time eligibility	.0%	100.0%	85.7%	85.7%	50.0%	36.4%	35.7%	35.7%	100.0%	100.0%	100.0%	100.0%	60.0%	56.3%	56.5%	56.5%
Holiday pay eligibility	.0%	100.0%	71.4%	71.4%	75.0%	54.5%	42.9%	42.9%	100.0%	100.0%	100.0%	100.0%	80.0%	68.8%	56.5%	56.5%
FMLA leave (if applicable)	.0%	50.0%	57.1%	57.1%	50.0%	45.5%	42.9%	42.9%	.0%	.0%	50.0%	50.0%	40.0%	43.8%	47.8%	47.8%
Organizations Responding	0	4	7	7	4	11	14	14	1	1	2	2	5	16	23	23

MOVING AND RELOCATION EXPENSES FOR TRANSFERRED EMPLOYEES

214. Average dollar maximum for relocation expenses (transferred employees):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ max	n/a	\$9,125	\$7,500	\$10,500	n/a	\$6,750	\$6,750	\$11,500	n/a	\$2,000	\$2,000	\$3,500	n/a	\$7,182	\$6,731	\$10,278
Organizations Responding	0	4	6	6	0	6	6	10	0	1	1	2	0	11	13	18

215. Organization pays for household moving expenses (transferred employees):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Packing, moving, unpacking	.0%	.0%	3.3%	6.3%	.0%	22.2%	22.6%	26.5%	.0%	.0%	.0%	.0%	.0%	12.8%	12.1%	15.5%
Moving only	.0%	5.9%	3.3%	9.4%	.0%	11.1%	12.9%	20.6%	.0%	.0%	.0%	20.0%	.0%	8.5%	7.6%	15.5%
Packing and moving	.0%	.0%	.0%	6.3%	.0%	3.7%	6.5%	5.9%	33.3%	33.3%	20.0%	20.0%	10.0%	4.3%	4.5%	7.0%
Out of pocket expenses	.0%	.0%	.0%	6.3%	.0%	18.5%	16.1%	17.6%	.0%	33.3%	20.0%	20.0%	.0%	12.8%	9.1%	12.7%
Moving cars	.0%	.0%	.0%	3.1%	.0%	14.8%	16.1%	14.7%	.0%	.0%	.0%	.0%	.0%	8.5%	7.6%	8.5%
Nothing	100.0%	94.1%	93.3%	87.5%	100.0%	59.3%	58.1%	44.1%	66.7%	66.7%	80.0%	60.0%	90.0%	72.3%	75.8%	64.8%
Organizations Responding	1	17	30	32	6	27	31	34	3	3	5	5	10	47	66	71

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MOVING AND RELOCATION EXPENSES FOR NEW EMPLOYEES

216. Average dollar maximum for relocation expenses (new employees):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ max	n/a	\$3,833	\$4,250	\$7,700	n/a	\$7,250	\$6,667	\$12,429	n/a	\$2,000	\$2,000	\$3,500	n/a	\$5,958	\$5,643	\$10,452
Organizations Responding	0	3	4	5	0	8	9	14	0	1	1	2	0	12	14	21

217. Organization pays for household moving expenses (new employees):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Packing, moving, unpacking	.0%	.0%	.0%	5.9%	.0%	23.1%	22.6%	27.3%	.0%	.0%	.0%	.0%	.0%	13.6%	10.8%	15.3%
Moving only	.0%	12.5%	10.0%	17.6%	.0%	11.5%	12.9%	15.2%	.0%	.0%	.0%	20.0%	.0%	11.4%	10.8%	16.7%
Packing and moving	.0%	.0%	.0%	8.8%	.0%	3.8%	6.5%	9.1%	.0%	50.0%	25.0%	20.0%	.0%	4.5%	4.6%	9.7%
Moving cars	.0%	.0%	.0%	5.9%	.0%	15.4%	16.1%	15.2%	.0%	50.0%	25.0%	20.0%	.0%	11.4%	9.2%	11.1%
Nothing	100.0%	87.5%	93.3%	82.4%	100.0%	61.5%	58.1%	48.5%	100.0%	50.0%	75.0%	60.0%	100.0%	70.5%	75.4%	65.3%
Organizations Responding	1	16	30	34	6	26	31	33	1	2	4	5	8	44	65	72

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TRAVEL POLICY

218. Which of the following employee travel expenses does your organization cover?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Per diem covers all expenses	.0%	28.0%	22.7%	25.0%	14.3%	30.6%	25.0%	23.4%	33.3%	33.3%	33.3%	33.3%	20.0%	29.7%	24.5%	24.8%
Meals	.0%	84.0%	84.1%	87.5%	85.7%	75.0%	84.1%	83.0%	66.7%	100.0%	83.3%	83.3%	80.0%	79.7%	84.0%	85.1%
Lodging	.0%	84.0%	90.9%	93.8%	85.7%	83.3%	88.6%	87.2%	66.7%	100.0%	83.3%	83.3%	80.0%	84.4%	89.4%	90.1%
Transportation to and from airport	.0%	76.0%	75.0%	79.2%	42.9%	55.6%	56.8%	57.4%	33.3%	66.7%	50.0%	50.0%	40.0%	64.1%	64.9%	67.3%
Specified hotel/chain - full reimbursement	.0%	40.0%	45.5%	47.9%	28.6%	50.0%	54.5%	53.2%	66.7%	66.7%	66.7%	66.7%	40.0%	46.9%	51.1%	51.5%
Long-term airport parking	.0%	72.0%	75.0%	77.1%	57.1%	63.9%	68.2%	70.2%	66.7%	100.0%	66.7%	66.7%	60.0%	68.8%	71.3%	73.3%
First class/business class airfare	.0%	4.0%	4.5%	6.3%	.0%	5.6%	2.3%	6.4%	.0%	33.3%	16.7%	16.7%	.0%	6.3%	4.3%	6.9%
Coach airfare	.0%	72.0%	81.8%	85.4%	71.4%	75.0%	81.8%	83.0%	66.7%	100.0%	83.3%	83.3%	70.0%	75.0%	81.9%	84.2%
Car rental	.0%	80.0%	84.1%	89.6%	71.4%	80.6%	86.4%	87.2%	66.7%	100.0%	83.3%	83.3%	70.0%	81.3%	85.1%	88.1%
Mileage only	.0%	40.0%	40.9%	39.6%	57.1%	44.4%	45.5%	44.7%	33.3%	33.3%	33.3%	33.3%	50.0%	42.2%	42.6%	41.6%
Organizations Responding	0	25	44	48	7	36	44	47	3	3	6	6	10	64	94	101

BUSINESS EQUIPMENT

219. If you provide employees with organization-owned equipment, do you provide the following?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Cell phone	.0%	50.0%	38.5%	78.3%	100.0%	72.2%	75.0%	89.4%	50.0%	100.0%	50.0%	83.3%	66.7%	65.5%	56.9%	83.8%
Laptop/personal computer	.0%	90.0%	100.0%	97.8%	.0%	72.2%	82.1%	93.6%	.0%	100.0%	100.0%	100.0%	.0%	79.3%	91.4%	96.0%
Automobile	.0%	20.0%	7.7%	26.1%	.0%	27.8%	21.4%	31.9%	.0%	.0%	.0%	50.0%	.0%	24.1%	13.8%	30.3%
iPad/Tablet	.0%	30.0%	26.9%	45.7%	.0%	38.9%	25.0%	36.2%	.0%	100.0%	.0%	50.0%	.0%	37.9%	24.1%	41.4%
PDA	.0%	10.0%	3.8%	2.2%	.0%	5.6%	3.6%	4.3%	50.0%	100.0%	.0%	16.7%	33.3%	10.3%	3.4%	4.0%
Organizations Responding	0	10	26	46	1	18	28	47	2	1	4	6	3	29	58	99

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220. If cell phones are provided, how much of the monthly expense is assumed by the organization?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organization pays a dollar amount (see average below)	.0%	11.1%	11.1%	22.9%	50.0%	11.8%	5.3%	17.5%	.0%	.0%	.0%	.0%	33.3%	11.1%	7.5%	18.8%
Entire cost paid by organization	.0%	77.8%	72.2%	57.1%	.0%	58.8%	63.2%	67.5%	100.0%	100.0%	66.7%	80.0%	33.3%	66.7%	67.5%	63.8%
Only if business use is covered	.0%	11.1%	16.7%	20.0%	50.0%	29.4%	31.6%	15.0%	.0%	.0%	33.3%	20.0%	33.3%	22.2%	25.0%	17.5%
Organizations Responding	0	9	18	35	2	17	19	40	1	1	3	5	3	27	40	80

Average monthly expense paid when cell phones are provided by the organization - (as a dollar amount) :

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ paid	n/a	\$54	\$65	\$80	\$50	\$80	\$100	\$85	n/a	n/a	n/a	n/a	\$50	\$74	\$82	\$83
Organizations Responding	0	1	2	8	1	3	2	8	0	0	0	0	1	4	4	16

221. Does the organization reimburse personnel for business use of their personal cell phone?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	31.6%	35.9%	44.7%	33.3%	32.4%	38.1%	45.5%	50.0%	50.0%	40.0%	60.0%	37.5%	32.7%	37.2%	45.8%
No	.0%	68.4%	64.1%	55.3%	66.7%	67.6%	61.9%	54.5%	50.0%	50.0%	60.0%	40.0%	62.5%	67.3%	62.8%	54.2%
Organizations Responding	0	19	39	47	6	34	42	44	2	2	5	5	8	55	86	96

222. For employees using own car on organization business, organization pays:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Current IRS rate	.0%	95.0%	78.4%	79.1%	83.3%	73.0%	77.3%	77.3%	100.0%	100.0%	100.0%	100.0%	88.9%	81.7%	79.3%	79.6%
Cents per mile (see average below)	.0%	5.0%	21.6%	20.9%	16.7%	27.0%	22.7%	22.7%	.0%	.0%	.0%	.0%	11.1%	18.3%	20.7%	20.4%
Organizations Responding	0	20	37	43	6	37	44	44	3	3	6	6	9	60	87	93

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Average cents per mile reimbursed by the organization:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg cents per mile	n/a	\$.44	\$.49	\$.49	\$.46	\$.47	\$.47	\$.47	n/a	n/a	n/a	n/a	\$.46	\$.47	\$.48	\$.48
Organizations Responding	0	1	8	9	1	10	10	10	0	0	0	0	1	11	18	19

ABSENTEEISM AND TARDINESS

223. Do you have a "no fault" attendance policy?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	30.8%	23.8%	19.5%	28.6%	44.7%	39.5%	35.7%	100.0%	66.7%	60.0%	60.0%	40.0%	40.3%	33.3%	29.5%
No	100.0%	69.2%	76.2%	80.5%	71.4%	55.3%	60.5%	64.3%	.0%	33.3%	40.0%	40.0%	60.0%	59.7%	66.7%	70.5%
Organizations Responding	1	26	42	41	7	38	43	42	2	3	5	5	10	67	90	88

224. Average number of allowable absences per year prior to disciplinary action beginning:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	n/a	6.1	5.6	6.5	5.8	4.9	5.1	4.8	5.5	6.5	6.5	6.5	5.7	5.4	5.4	5.6
Organizations Responding	0	15	21	16	5	27	24	19	2	2	2	2	7	44	47	37

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225. How many tardy or early departure occurrences per month are allowed with no discipline in your tardiness control plan?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
None	.0%	19.0%	11.4%	.0%	12.5%	3.0%	.0%	.0%	.0%	.0%	14.5%	7.0%
1	.0%	4.8%	2.9%	33.3%	9.4%	12.1%	.0%	.0%	33.3%	25.0%	7.3%	8.5%
2	.0%	.0%	2.9%	.0%	6.3%	3.0%	.0%	.0%	.0%	.0%	3.6%	2.8%
3	.0%	4.8%	2.9%	16.7%	18.8%	15.2%	100.0%	50.0%	33.3%	37.5%	14.5%	9.9%
More than 3	.0%	19.0%	11.4%	33.3%	18.8%	21.2%	.0%	.0%	.0%	25.0%	18.2%	15.5%
No tardiness control plan in place	.0%	52.4%	68.6%	16.7%	34.4%	45.5%	.0%	50.0%	33.3%	12.5%	41.8%	56.3%
Organizations Responding	0	21	35	6	32	33	2	2	3	8	55	71

226. What type of non-FMLA or other state medical leaves of absences are acceptable and not charged as a penalty to an employee?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Approved medical leave	100.0%	50.0%	62.5%	68.4%	75.0%	68.4%	69.8%	71.4%	100.0%	66.7%	80.0%	80.0%	83.3%	61.5%	67.0%	70.6%
Illness supported by doctor	.0%	50.0%	52.5%	57.9%	25.0%	42.1%	44.2%	45.2%	100.0%	66.7%	60.0%	60.0%	41.7%	46.2%	48.9%	51.8%
Short-term illness - no doctor release required	.0%	16.7%	30.0%	34.2%	12.5%	23.7%	25.6%	26.2%	33.3%	33.3%	40.0%	40.0%	16.7%	21.5%	28.4%	30.6%
Family bereavement	100.0%	79.2%	82.5%	84.2%	87.5%	86.8%	90.7%	90.5%	66.7%	66.7%	60.0%	60.0%	83.3%	83.1%	85.2%	85.9%
Child's school counseling	.0%	4.2%	7.5%	10.5%	.0%	10.5%	14.0%	14.3%	33.3%	66.7%	40.0%	40.0%	8.3%	10.8%	12.5%	14.1%
Dependent care or illness	.0%	25.0%	25.0%	28.9%	12.5%	21.1%	27.9%	28.6%	33.3%	33.3%	40.0%	40.0%	16.7%	23.1%	27.3%	29.4%
Management's discretion	.0%	45.8%	60.0%	65.8%	12.5%	44.7%	46.5%	47.6%	33.3%	33.3%	40.0%	40.0%	16.7%	44.6%	52.3%	55.3%
Union business	100.0%	.0%	.0%	.0%	75.0%	5.3%	4.7%	4.8%	33.3%	33.3%	20.0%	20.0%	66.7%	4.6%	3.4%	3.5%
None (excluding vacation, etc.)	.0%	12.5%	10.0%	7.9%	.0%	10.5%	7.0%	7.1%	.0%	33.3%	20.0%	20.0%	.0%	12.3%	9.1%	8.2%
Organizations Responding	1	24	40	38	8	38	43	42	3	3	5	5	12	65	88	85

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227. What disciplinary steps are used in your attendance policy?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Verbal warnings	100.0%	96.0%	81.0%	75.6%	85.7%	81.6%	80.5%	76.9%	100.0%	100.0%	100.0%	100.0%	91.7%	87.7%	81.8%	77.6%
Written warnings	100.0%	100.0%	85.7%	78.0%	85.7%	89.5%	87.8%	84.6%	100.0%	100.0%	100.0%	80.0%	91.7%	93.8%	87.5%	81.2%
Suspension	100.0%	76.0%	54.8%	41.5%	57.1%	63.2%	61.0%	56.4%	100.0%	100.0%	60.0%	60.0%	75.0%	69.2%	58.0%	49.4%
Discharge	100.0%	96.0%	78.6%	70.7%	85.7%	84.2%	80.5%	76.9%	100.0%	100.0%	100.0%	100.0%	91.7%	89.2%	80.7%	75.3%
Does not apply	.0%	.0%	14.3%	22.0%	14.3%	10.5%	12.2%	15.4%	.0%	.0%	.0%	.0%	8.3%	6.2%	12.5%	17.6%
Organizations Responding	1	25	42	41	7	38	41	39	4	2	5	5	12	65	88	85

228. How do you reward employees for good attendance?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Certificate/plaque	.0%	10.7%	6.7%	4.5%	.0%	10.3%	10.0%	7.7%	25.0%	.0%	.0%	.0%	7.7%	10.0%	7.7%	5.6%
Monetary award	.0%	32.1%	20.0%	18.2%	37.5%	23.1%	12.5%	10.3%	50.0%	.0%	.0%	.0%	38.5%	25.7%	15.4%	13.5%
Lunch	.0%	7.1%	6.7%	6.8%	.0%	5.1%	2.5%	2.6%	.0%	.0%	.0%	.0%	.0%	5.7%	4.4%	4.5%
Gift	.0%	7.1%	6.7%	6.8%	.0%	2.6%	2.5%	2.6%	.0%	.0%	.0%	.0%	.0%	4.3%	4.4%	4.5%
Vacation bonus	.0%	3.6%	6.7%	6.8%	.0%	2.6%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.9%	3.3%	3.4%
Merit day(s) off with pay	100.0%	10.7%	6.7%	4.5%	.0%	10.3%	2.5%	2.6%	.0%	.0%	.0%	.0%	7.7%	10.0%	4.4%	3.4%
No rewards given	.0%	60.7%	75.6%	79.5%	62.5%	69.2%	85.0%	87.2%	50.0%	100.0%	100.0%	100.0%	53.8%	67.1%	81.3%	84.3%
Organizations Responding	1	28	45	44	8	39	40	39	4	3	6	6	13	70	91	89

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LEAVE OF ABSENCE

229. Do you provide for any of the following types of leaves of absence (other than FMLA)?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Educational	.0%	8.3%	9.5%	13.6%	.0%	8.1%	7.0%	9.5%	25.0%	.0%	16.7%	16.7%	8.3%	7.8%	8.8%	12.0%
Personal, Medical	100.0%	45.8%	54.8%	54.5%	71.4%	73.0%	76.7%	76.2%	75.0%	33.3%	83.3%	83.3%	75.0%	60.9%	67.0%	66.3%
Personal, Non-medical	.0%	37.5%	31.0%	29.5%	57.1%	56.8%	55.8%	54.8%	100.0%	66.7%	83.3%	83.3%	66.7%	50.0%	46.2%	44.6%
Paternity	.0%	25.0%	31.0%	29.5%	14.3%	35.1%	37.2%	35.7%	50.0%	33.3%	50.0%	50.0%	25.0%	31.3%	35.2%	33.7%
Family	.0%	25.0%	26.2%	25.0%	14.3%	35.1%	34.9%	35.7%	50.0%	33.3%	50.0%	50.0%	25.0%	31.3%	31.9%	31.5%
Sabbatical after certain # of years of service	.0%	.0%	.0%	.0%	.0%	8.1%	7.0%	9.5%	.0%	.0%	.0%	.0%	.0%	4.7%	3.3%	4.3%
Leave of absence not provided	.0%	45.8%	40.5%	38.6%	28.6%	21.6%	18.6%	19.0%	.0%	33.3%	16.7%	16.7%	16.7%	31.3%	28.6%	28.3%
Organizations Responding	1	24	42	44	7	37	43	42	4	3	6	6	12	64	91	92

230. Are you required by law to administer FMLA?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Yes	63.8%	97.8%	100.0%	82.0%
No	36.2%	2.2%	.0%	18.0%
Organizations Responding	47	46	7	100

231. Do you require employees to use their paid time off concurrently with FMLA leave or other medical leaves of absence?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Sick pay	.0%	38.1%	38.5%	38.5%	100.0%	53.1%	58.3%	58.3%	80.0%	75.0%	71.4%	71.4%	91.7%	49.1%	52.2%	52.2%
Vacation pay	.0%	61.9%	57.7%	57.7%	57.1%	65.6%	66.7%	66.7%	60.0%	25.0%	42.9%	42.9%	58.3%	61.4%	60.9%	60.9%
Paid Time Off Program (PTO)	.0%	42.9%	42.3%	42.3%	28.6%	31.3%	27.8%	27.8%	20.0%	25.0%	28.6%	28.6%	25.0%	35.1%	33.3%	33.3%
Organizations Responding	0	21	26	26	7	32	36	36	5	4	7	7	12	57	69	69

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232. Under FMLA, calculation used to determine 12 month period:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Calendar year	.0%	13.6%	10.7%	10.7%	12.5%	5.1%	4.4%	4.5%	40.0%	.0%	28.6%	28.6%	23.1%	7.7%	8.8%	8.9%
A 12 month period looking forward from the date an employee's first leave begins	.0%	27.3%	25.0%	25.0%	.0%	20.5%	20.0%	20.5%	20.0%	50.0%	28.6%	28.6%	7.7%	24.6%	22.5%	22.8%
A rolling 12 month period measured backwards from the date an employee uses any leave	.0%	59.1%	64.3%	64.3%	87.5%	74.4%	75.6%	75.0%	40.0%	50.0%	42.9%	42.9%	69.2%	67.7%	68.8%	68.4%
Organizations Responding	0	22	28	28	8	39	45	44	5	4	7	7	13	65	80	79

233. Do you run FMLA time concurrent with workers' compensation leave?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	57.1%	66.7%	66.7%	87.5%	86.8%	83.7%	83.3%	80.0%	75.0%	85.7%	85.7%	84.6%	76.2%	77.9%	77.6%
No	.0%	42.9%	33.3%	33.3%	12.5%	13.2%	16.3%	16.7%	20.0%	25.0%	14.3%	14.3%	15.4%	23.8%	22.1%	22.4%
Organizations Responding	0	21	27	27	8	38	43	42	5	4	7	7	13	63	77	76

234. Employees are allowed to take a family leave (non-FMLA) to care for:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Only those family members allowed by law	.0%	100.0%	100.0%	100.0%	100.0%	97.1%	97.4%	97.4%	100.0%	100.0%	100.0%	100.0%	100.0%	98.2%	98.5%	98.5%
In-laws	.0%	5.6%	9.1%	13.6%	.0%	8.6%	7.7%	7.9%	.0%	.0%	20.0%	20.0%	.0%	7.3%	9.1%	10.8%
Brother	.0%	5.6%	9.1%	13.6%	.0%	11.4%	10.3%	10.5%	.0%	.0%	.0%	.0%	.0%	9.1%	9.1%	10.8%
Sister	.0%	5.6%	9.1%	13.6%	.0%	11.4%	10.3%	10.5%	.0%	.0%	.0%	.0%	.0%	9.1%	9.1%	10.8%
Grandparent	.0%	.0%	4.5%	9.1%	.0%	11.4%	10.3%	10.5%	.0%	.0%	.0%	.0%	.0%	7.3%	7.6%	9.2%
Organizations Responding	0	18	22	22	7	35	39	38	4	2	5	5	11	55	66	65

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235. Is length of organization service a determining factor in the length of personal leave (other than FMLA)?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	30.4%	35.7%	35.7%	33.3%	44.4%	42.9%	43.9%	25.0%	.0%	16.7%	16.7%	27.3%	37.1%	37.8%	38.2%
No	100.0%	69.6%	64.3%	64.3%	66.7%	55.6%	57.1%	56.1%	75.0%	100.0%	83.3%	83.3%	72.7%	62.9%	62.2%	61.8%
Organizations Responding	1	23	42	42	6	36	42	41	4	3	6	6	11	62	90	89

236. While on a leave of absence under 12 weeks, which benefits are continued?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Medical insurance (for leave of absence not covered under FMLA)	100.0%	88.2%	91.7%	91.9%	85.7%	89.5%	88.9%	88.6%	100.0%	100.0%	100.0%	100.0%	91.7%	89.5%	90.7%	90.7%
Dental insurance (for leave of absence not covered under FMLA)	100.0%	76.5%	80.6%	81.1%	71.4%	84.2%	82.2%	81.8%	100.0%	50.0%	80.0%	80.0%	83.3%	80.7%	81.4%	81.4%
Vacation accrual	100.0%	52.9%	50.0%	51.4%	57.1%	50.0%	48.9%	47.7%	75.0%	50.0%	60.0%	60.0%	66.7%	50.9%	50.0%	50.0%
Sick time accrual	.0%	35.3%	33.3%	32.4%	42.9%	31.6%	33.3%	31.8%	75.0%	50.0%	60.0%	60.0%	50.0%	33.3%	34.9%	33.7%
Paid time off program (PTO) accrual	.0%	5.9%	16.7%	16.2%	14.3%	23.7%	22.2%	22.7%	25.0%	.0%	40.0%	40.0%	16.7%	17.5%	20.9%	20.9%
Life insurance	100.0%	88.2%	88.9%	89.2%	100.0%	94.7%	95.6%	95.5%	100.0%	100.0%	100.0%	100.0%	100.0%	93.0%	93.0%	93.0%
Accidental death and dismemberment insurance	100.0%	82.4%	77.8%	78.4%	71.4%	86.8%	88.9%	88.6%	100.0%	100.0%	100.0%	100.0%	83.3%	86.0%	84.9%	84.9%
401(k), 403(b) employer match	.0%	47.1%	41.7%	40.5%	28.6%	39.5%	44.4%	43.2%	75.0%	50.0%	80.0%	80.0%	41.7%	42.1%	45.3%	44.2%
Pension contribution	.0%	5.9%	2.8%	2.7%	28.6%	7.9%	6.7%	6.8%	75.0%	.0%	40.0%	40.0%	41.7%	7.0%	7.0%	7.0%
Organizations Responding	1	17	36	37	7	38	45	44	4	2	5	5	12	57	86	86

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237. While on a leave of absence over 12 weeks, which benefits are continued?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Medical insurance	.0%	100.0%	95.0%	95.2%	75.0%	80.0%	83.3%	83.3%	100.0%	100.0%	100.0%	100.0%	87.5%	86.5%	89.1%	89.3%
Dental insurance	.0%	80.0%	75.0%	81.0%	50.0%	76.0%	76.7%	76.7%	100.0%	100.0%	100.0%	100.0%	75.0%	78.4%	78.2%	80.4%
Vacation accrual	.0%	50.0%	30.0%	38.1%	25.0%	36.0%	36.7%	36.7%	.0%	.0%	.0%	.0%	12.5%	37.8%	30.9%	33.9%
Sick time accrual	.0%	40.0%	30.0%	33.3%	25.0%	20.0%	23.3%	23.3%	25.0%	50.0%	20.0%	20.0%	25.0%	27.0%	25.5%	26.8%
Paid time off program (PTO) accrual	.0%	.0%	10.0%	9.5%	.0%	16.0%	16.7%	16.7%	.0%	.0%	20.0%	20.0%	.0%	10.8%	14.5%	14.3%
Life insurance	.0%	90.0%	85.0%	85.7%	75.0%	92.0%	93.3%	93.3%	75.0%	50.0%	80.0%	80.0%	75.0%	89.2%	89.1%	89.3%
Accidental death and dismemberment insurance	.0%	80.0%	75.0%	76.2%	75.0%	80.0%	80.0%	80.0%	75.0%	50.0%	80.0%	80.0%	75.0%	78.4%	78.2%	78.6%
401(k), 403(b) employer match	.0%	50.0%	45.0%	52.4%	.0%	28.0%	33.3%	33.3%	50.0%	50.0%	60.0%	60.0%	25.0%	35.1%	40.0%	42.9%
Pension contribution	.0%	10.0%	5.0%	4.8%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.7%	1.8%	1.8%
Organizations Responding	0	10	20	21	4	25	30	30	4	2	5	5	8	37	55	56

238. Length of time allowed for family or personal medical leaves beyond legally required 12 weeks under FMLA:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Is a defined # of weeks (see average below)	.0%	7.1%	7.7%	7.7%	50.0%	40.0%	36.1%	36.1%	.0%	.0%	.0%	.0%	36.4%	28.3%	22.7%	22.7%
Varies according to medical certification	.0%	92.9%	92.3%	92.3%	50.0%	60.0%	63.9%	63.9%	100.0%	100.0%	100.0%	100.0%	63.6%	71.7%	77.3%	77.3%
Organizations Responding	0	14	26	26	8	30	36	36	3	2	4	4	11	46	66	66

Average number of weeks allowed for family or personal medical leaves beyond legally required 12 weeks under FMLA (excluding those that don't allow an extension):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of weeks	n/a	26.0	19.0	19.0	12.5	16.8	15.6	15.6	n/a	n/a	n/a	n/a	12.5	17.5	16.1	16.1
Organizations Responding	0	1	2	2	4	12	13	13	0	0	0	0	4	13	15	15

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Number of organizations that do not allow an extension for family or personal medical leaves beyond legally required 12 weeks under FMLA:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	8	12	13	0	6	6	6	0	1	1	1	0	15	19	20

INTERNET/E-MAIL USE

239. Do you have blocking mechanisms for restricted Internet sites?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	65.4%	73.9%	70.2%	100.0%	92.1%	91.1%	91.1%	100.0%	75.0%	85.7%	85.7%	100.0%	80.9%	82.7%	80.8%
No	.0%	34.6%	26.1%	29.8%	.0%	7.9%	8.9%	8.9%	.0%	25.0%	14.3%	14.3%	.0%	19.1%	17.3%	19.2%
Organizations Responding	1	26	46	47	7	38	45	45	4	4	7	7	12	68	98	99

240. Do you permit the use of instant messaging?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	100.0%	23.1%	41.3%	44.7%	28.6%	37.8%	40.0%	40.0%	40.0%	50.0%	42.9%	42.9%	38.5%	32.8%	40.8%	42.4%
No	.0%	76.9%	58.7%	55.3%	71.4%	62.2%	60.0%	60.0%	60.0%	50.0%	57.1%	57.1%	61.5%	67.2%	59.2%	57.6%
Organizations Responding	1	26	46	47	7	37	45	45	5	4	7	7	13	67	98	99

241. Do you permit personal use of Internet and e-mail during work hours?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, Internet use	.0%	.0%	.0%	.0%	.0%	8.3%	6.7%	6.7%	.0%	.0%	14.3%	14.3%	.0%	4.4%	4.0%	4.0%
Yes, e-mail use	.0%	.0%	.0%	.0%	.0%	2.8%	2.2%	2.2%	25.0%	.0%	14.3%	14.3%	7.7%	1.5%	2.0%	2.0%
Yes, Internet and e-mail use	.0%	53.6%	63.8%	67.3%	62.5%	52.8%	62.2%	64.4%	50.0%	50.0%	42.9%	42.9%	53.8%	52.9%	61.6%	64.4%
No	100.0%	46.4%	36.2%	32.7%	37.5%	36.1%	28.9%	26.7%	25.0%	50.0%	28.6%	28.6%	38.5%	41.2%	32.3%	29.7%
Organizations Responding	1	28	47	49	8	36	45	45	4	4	7	7	13	68	99	101

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Working Conditions*

242. Do you monitor Internet and e-mail use?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, Internet use	.0%	12.5%	8.9%	8.7%	.0%	2.7%	4.4%	4.4%	25.0%	.0%	16.7%	16.7%	9.1%	6.3%	7.3%	7.2%
Yes, e-mail use	.0%	4.2%	2.2%	2.2%	.0%	.0%	.0%	.0%	25.0%	33.3%	16.7%	16.7%	9.1%	3.1%	2.1%	2.1%
Yes, Internet and e-mail use	.0%	41.7%	46.7%	43.5%	50.0%	67.6%	68.9%	68.9%	50.0%	66.7%	66.7%	66.7%	45.5%	57.8%	58.3%	56.7%
No	100.0%	41.7%	42.2%	45.7%	50.0%	29.7%	26.7%	26.7%	.0%	.0%	.0%	.0%	36.4%	32.8%	32.3%	34.0%
Organizations Responding	1	24	45	46	6	37	45	45	4	3	6	6	11	64	96	97

243. Do you permit employees to access social networking sites (such as Facebook or LinkedIn) during work hours?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	45.8%	47.8%	58.3%	28.6%	42.1%	50.0%	53.3%	40.0%	50.0%	57.1%	57.1%	30.8%	43.9%	49.5%	56.0%
No	100.0%	54.2%	52.2%	41.7%	71.4%	57.9%	50.0%	46.7%	60.0%	50.0%	42.9%	42.9%	69.2%	56.1%	50.5%	44.0%
Organizations Responding	1	24	46	48	7	38	46	45	5	4	7	7	13	66	99	100

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*2015/2016 ERC Policies & Benefits Survey
Paid Time Off*

VACATION

244. How do you accrue paid vacation?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Week(s) per year	100.0%	22.2%	24.4%	22.7%	25.0%	23.1%	28.3%	27.7%	40.0%	50.0%	57.1%	66.7%	35.7%	24.3%	28.6%	27.8%
Day(s) per month	.0%	14.8%	17.8%	20.5%	12.5%	10.3%	8.7%	8.5%	20.0%	.0%	14.3%	.0%	14.3%	11.4%	13.3%	13.4%
Hour(s) per pay period	.0%	25.9%	17.8%	15.9%	37.5%	23.1%	23.9%	23.4%	20.0%	25.0%	14.3%	16.7%	28.6%	24.3%	20.4%	19.6%
Based on years experience in career	.0%	7.4%	8.9%	9.1%	.0%	7.7%	8.7%	8.5%	.0%	25.0%	14.3%	16.7%	.0%	8.6%	9.2%	9.3%
Vacation is granted, not accrued	.0%	25.9%	24.4%	25.0%	25.0%	33.3%	28.3%	27.7%	20.0%	.0%	.0%	.0%	21.4%	28.6%	24.5%	24.7%
Paid vacation not provided	.0%	3.7%	6.7%	6.8%	.0%	2.6%	2.2%	4.3%	.0%	.0%	.0%	.0%	.0%	2.9%	4.1%	5.2%
Organizations Responding	1	27	45	44	8	39	46	47	5	4	7	6	14	70	98	97

245. How many days of paid vacation (excluding paid holidays) for the following length of service does your organization offer each fiscal year?

1 year:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid vacation days (excluding paid holidays)	6.0	9.0	9.3	9.6	7.9	9.4	9.8	10.3	7.5	6.7	10.2	11.0	7.6	9.1	9.6	10.1
Organizations Responding	1	23	36	37	7	36	43	43	4	3	6	6	12	62	85	86

5 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid vacation days (excluding paid holidays)	10.0	13.5	14.4	14.5	12.9	14.3	14.2	14.8	10.0	11.7	14.2	14.2	11.8	13.9	14.3	14.6
Organizations Responding	1	22	36	37	7	35	42	42	3	3	5	5	11	60	83	84

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Paid Time Off*

10 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid vacation days (excluding paid holidays)	15.0	17.2	18.0	18.0	16.0	17.5	17.6	18.1	15.0	15.0	16.8	16.8	15.6	17.3	17.7	18.0
Organizations Responding	1	22	35	36	7	35	42	42	4	3	6	6	12	60	83	84

15 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid vacation days (excluding paid holidays)	20.0	19.4	19.9	19.9	17.1	19.7	19.4	19.8	16.7	18.3	20.2	20.2	17.3	19.5	19.7	19.9
Organizations Responding	1	20	34	35	7	33	39	39	3	3	5	5	11	56	78	79

20 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid vacation days (excluding paid holidays)	20.0	20.8	21.1	21.0	21.7	20.8	20.8	21.2	20.0	20.0	21.2	21.2	21.0	20.8	20.9	21.1
Organizations Responding	1	18	31	32	6	33	39	39	3	3	5	5	10	54	75	76

246. Vacation eligibility is based on:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Anniversary hire date	.0%	61.5%	52.5%	55.0%	42.9%	57.1%	59.5%	57.1%	50.0%	33.3%	33.3%	33.3%	41.7%	57.8%	54.5%	54.5%
Specified vacation year date	100.0%	3.8%	2.5%	2.5%	14.3%	2.9%	2.4%	2.4%	.0%	.0%	.0%	.0%	16.7%	3.1%	2.3%	2.3%
Calendar year	.0%	34.6%	45.0%	42.5%	42.9%	40.0%	38.1%	40.5%	50.0%	66.7%	66.7%	66.7%	41.7%	39.1%	43.2%	43.2%
Organizations Responding	1	26	40	40	7	35	42	42	4	3	6	6	12	64	88	88

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Paid Time Off*

247. What is done with vacation time not taken during the year?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Accumulated for future use	.0%	33.3%	39.0%	42.9%	37.5%	24.3%	27.3%	27.3%	.0%	.0%	14.3%	14.3%	21.4%	26.5%	31.5%	33.3%
Unused time is paid	100.0%	14.8%	12.2%	9.5%	12.5%	10.8%	9.1%	9.1%	20.0%	.0%	14.3%	14.3%	21.4%	11.8%	10.9%	9.7%
Unused time is forfeited	.0%	51.9%	48.8%	47.6%	50.0%	64.9%	63.6%	63.6%	80.0%	100.0%	71.4%	71.4%	57.1%	61.8%	57.6%	57.0%
Organizations Responding	1	27	41	42	8	37	44	44	5	4	7	7	14	68	92	93

248. If vacation is allowed to be carried over, the length of time provided is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
A defined # of days (see average below)	.0%	66.7%	76.5%	73.7%	75.0%	83.3%	81.8%	81.8%	100.0%	.0%	100.0%	100.0%	80.0%	77.8%	81.0%	79.5%
No limit	.0%	33.3%	23.5%	26.3%	25.0%	16.7%	18.2%	18.2%	.0%	.0%	.0%	.0%	20.0%	22.2%	19.0%	20.5%
Organizations Responding	0	9	17	19	4	18	22	22	1	0	3	3	5	27	42	44

Average number of days of vacation that can be carried over if allowed:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	n/a	6.3	9.6	11.1	10.0	5.3	6.1	6.4	10.0	n/a	6.7	6.7	10.0	5.6	7.5	8.3
Organizations Responding	0	6	13	14	3	15	18	18	1	0	3	3	4	21	34	35

249. What is the smallest increment of vacation time that can be used?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Hourly	.0%	44.4%	35.7%	26.2%	57.1%	52.8%	53.5%	46.5%	40.0%	66.7%	50.0%	33.3%	46.2%	50.0%	45.1%	36.3%
Half day	100.0%	40.7%	57.1%	61.9%	28.6%	41.7%	44.2%	48.8%	40.0%	33.3%	50.0%	66.7%	38.5%	40.9%	50.5%	56.0%
Full Day	.0%	14.8%	7.1%	11.9%	14.3%	5.6%	2.3%	4.7%	20.0%	.0%	.0%	.0%	15.4%	9.1%	4.4%	7.7%
Organizations Responding	1	27	42	42	7	36	43	43	5	3	6	6	13	66	91	91

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Paid Time Off*

250. Is shift premium included in vacation pay?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Yes	.0%	26.9%	12.5%	25.0%	27.8%	11.9%	25.0%	33.3%	16.7%	23.1%	27.7%	12.5%
No	100.0%	15.4%	10.0%	25.0%	33.3%	28.6%	50.0%	66.7%	50.0%	38.5%	27.7%	21.6%
Does not apply	.0%	57.7%	77.5%	50.0%	38.9%	59.5%	25.0%	.0%	33.3%	38.5%	44.6%	65.9%
Organizations Responding	1	26	40	8	36	42	4	3	6	13	65	88

HOLIDAYS

251. Average number of paid holidays given to employees each year (including floating holidays):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	12.0	9.0	8.9	9.0	9.5	9.2	9.2	9.2	11.0	10.8	10.2	10.2	10.2	9.2	9.1	9.1
Organizations Responding	1	28	47	48	8	40	47	47	4	4	6	6	13	72	100	101

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252. Please indicate which of the paid holidays below you observe:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Full day before Christmas	100.0%	65.5%	58.3%	63.3%	37.5%	50.0%	51.1%	53.2%	60.0%	75.0%	71.4%	71.4%	50.0%	57.5%	55.9%	59.2%
Half day before Christmas	.0%	6.9%	12.5%	12.2%	.0%	10.0%	10.6%	10.6%	.0%	.0%	.0%	.0%	.0%	8.2%	10.8%	10.7%
Christmas Day	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	97.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.0%
Full day before New Year's	100.0%	24.1%	22.9%	22.4%	25.0%	17.5%	17.0%	17.0%	40.0%	25.0%	28.6%	28.6%	35.7%	20.5%	20.6%	20.4%
Half day before New Year's	.0%	6.9%	8.3%	10.2%	.0%	12.5%	10.6%	10.6%	20.0%	25.0%	14.3%	14.3%	7.1%	11.0%	9.8%	10.7%
New Year's Day	100.0%	100.0%	97.9%	98.0%	100.0%	97.5%	97.9%	97.9%	100.0%	100.0%	100.0%	100.0%	100.0%	98.6%	98.0%	98.1%
Good Friday	100.0%	55.2%	39.6%	38.8%	37.5%	42.5%	44.7%	44.7%	60.0%	75.0%	57.1%	57.1%	50.0%	49.3%	43.1%	42.7%
Memorial Day	100.0%	96.6%	95.8%	95.9%	100.0%	97.5%	97.9%	97.9%	100.0%	100.0%	100.0%	100.0%	100.0%	97.3%	97.1%	97.1%
Independence Day (4th of July)	100.0%	100.0%	97.9%	98.0%	100.0%	97.5%	97.9%	97.9%	100.0%	100.0%	100.0%	100.0%	100.0%	98.6%	98.0%	98.1%
Labor Day	100.0%	100.0%	100.0%	100.0%	100.0%	95.0%	97.9%	97.9%	100.0%	100.0%	100.0%	100.0%	100.0%	97.3%	99.0%	99.0%
Thanksgiving Day	100.0%	100.0%	100.0%	100.0%	100.0%	97.5%	97.9%	97.9%	100.0%	100.0%	100.0%	100.0%	100.0%	98.6%	99.0%	99.0%
Day after Thanksgiving	100.0%	75.9%	79.2%	83.7%	62.5%	75.0%	74.5%	74.5%	100.0%	100.0%	85.7%	85.7%	78.6%	76.7%	77.5%	79.6%
Presidents' Day	100.0%	6.9%	10.4%	10.2%	25.0%	12.5%	10.6%	10.6%	.0%	.0%	.0%	.0%	21.4%	9.6%	9.8%	9.7%
Martin Luther King's Birthday	.0%	13.8%	14.6%	14.3%	25.0%	12.5%	10.6%	10.6%	40.0%	25.0%	28.6%	28.6%	28.6%	13.7%	13.7%	13.6%
Columbus Day	.0%	3.4%	6.3%	6.1%	25.0%	5.0%	4.3%	4.3%	.0%	.0%	.0%	.0%	14.3%	4.1%	4.9%	4.9%
Veterans' Day	.0%	.0%	4.2%	4.1%	37.5%	7.5%	6.4%	6.4%	.0%	.0%	.0%	.0%	21.4%	4.1%	4.9%	4.9%
Employee's birthday	100.0%	6.9%	8.3%	8.2%	12.5%	5.0%	6.4%	6.4%	20.0%	.0%	.0%	.0%	21.4%	5.5%	6.9%	6.8%
Paid floating holidays (see average below)	100.0%	27.6%	25.0%	24.5%	25.0%	47.5%	46.8%	46.8%	60.0%	75.0%	71.4%	71.4%	42.9%	41.1%	38.2%	37.9%
Organizations Responding	1	29	48	49	8	40	47	47	5	4	7	7	14	73	102	103

Average number of paid floating holidays (excluding organizations that do not provide any floating holidays):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	1.0	1.9	1.6	1.6	1.5	1.7	1.7	1.7	2.3	2.7	2.0	2.0	1.8	1.9	1.7	1.7
Organizations Responding	1	8	12	12	2	19	22	22	3	3	5	5	6	30	39	39

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253. Are shift premiums included in holiday pay?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Yes	.0%	22.2%	15.6%	37.5%	30.8%	19.6%	50.0%	33.3%	16.7%	38.5%	27.5%	17.5%
No	100.0%	18.5%	8.9%	12.5%	30.8%	23.9%	25.0%	66.7%	50.0%	23.1%	27.5%	18.6%
Does not apply	.0%	59.3%	75.6%	50.0%	38.5%	56.5%	25.0%	.0%	33.3%	38.5%	44.9%	63.9%
Organizations Responding	1	27	45	8	39	46	4	3	6	13	69	97

254. The attendance requirement to receive holiday pay is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Work full scheduled day before and after holiday	100.0%	82.1%	59.6%	71.4%	76.9%	73.3%	75.0%	66.7%	50.0%	75.0%	78.6%	65.3%
Work either scheduled day before or after the holiday	.0%	3.6%	2.1%	14.3%	7.7%	6.7%	.0%	.0%	.0%	8.3%	5.7%	4.1%
Must work during the week immediately before and after the holiday	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
No requirement	.0%	14.3%	38.3%	14.3%	15.4%	20.0%	25.0%	33.3%	50.0%	16.7%	15.7%	30.6%
Organizations Responding	1	28	47	7	39	45	4	3	6	12	70	98

255. Method of compensation for holidays worked is:

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Day's pay + regular pay	100.0%	52.4%	55.6%	14.3%	41.2%	33.3%	25.0%	66.7%	50.0%	25.0%	46.6%	44.4%
Day's pay + time and 1/2 for hours worked	.0%	19.0%	11.1%	57.1%	26.5%	25.6%	25.0%	.0%	.0%	41.7%	22.4%	17.3%
Day's pay + double time for hours worked	.0%	14.3%	13.9%	14.3%	11.8%	12.8%	25.0%	33.3%	16.7%	16.7%	13.8%	13.6%
An alternative day is designated for paid-time off	.0%	14.3%	19.4%	14.3%	20.6%	28.2%	25.0%	.0%	33.3%	16.7%	17.2%	24.7%
Organizations Responding	1	21	36	7	34	39	4	3	6	12	58	81

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2015/2016 ERC Policies & Benefits Survey
Paid Time Off

MILITARY LEAVE

256. How do you pay employees on military leave for annual training obligations?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Full pay	.0%	5.0%	3.1%	3.1%	12.5%	8.1%	7.1%	9.5%	.0%	.0%	.0%	.0%	7.7%	6.7%	5.0%	6.3%
Difference between full pay and military pay	.0%	15.0%	18.8%	18.8%	12.5%	27.0%	23.8%	23.8%	50.0%	33.3%	50.0%	50.0%	23.1%	23.3%	23.8%	23.8%
No supplemental pay	100.0%	80.0%	78.1%	78.1%	75.0%	64.9%	69.0%	66.7%	50.0%	66.7%	50.0%	50.0%	69.2%	70.0%	71.3%	70.0%
Organizations Responding	1	20	32	32	8	37	42	42	4	3	6	6	13	60	80	80

257. How do you pay a National Guard Reservist when called to active duty?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Full pay	.0%	5.3%	3.3%	3.3%	.0%	5.4%	4.8%	4.8%	.0%	.0%	.0%	.0%	.0%	5.1%	3.8%	3.8%
Difference between full pay and Reservist pay	.0%	15.8%	16.7%	16.7%	12.5%	29.7%	26.2%	26.2%	100.0%	66.7%	83.3%	83.3%	38.5%	27.1%	26.9%	26.9%
No supplemental pay	100.0%	78.9%	80.0%	80.0%	87.5%	64.9%	69.0%	69.0%	.0%	33.3%	16.7%	16.7%	61.5%	67.8%	69.2%	69.2%
Organizations Responding	1	19	30	30	8	37	42	42	4	3	6	6	13	59	78	78

258. Time limit for military leave pay for annual training obligations or active duty is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
One week	.0%	6.3%	8.7%	8.7%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.0%	3.1%	3.1%
Two weeks	.0%	18.8%	17.4%	17.4%	71.4%	29.0%	31.4%	31.4%	25.0%	33.3%	16.7%	16.7%	54.5%	26.0%	25.0%	25.0%
Over two weeks	.0%	.0%	4.3%	4.3%	.0%	3.2%	2.9%	2.9%	.0%	.0%	.0%	.0%	.0%	2.0%	3.1%	3.1%
Another specific time frame	.0%	18.8%	17.4%	17.4%	14.3%	22.6%	20.0%	20.0%	25.0%	33.3%	33.3%	33.3%	18.2%	22.0%	20.3%	20.3%
Unlimited	.0%	56.3%	52.2%	52.2%	14.3%	45.2%	45.7%	45.7%	50.0%	33.3%	50.0%	50.0%	27.3%	48.0%	48.4%	48.4%
Organizations Responding	0	16	23	23	7	31	35	35	4	3	6	6	11	50	64	64

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*2015/2016 ERC Policies & Benefits Survey
Paid Time Off*

259. How do you pay employees called up for active military duty?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Full pay	.0%	5.6%	3.4%	3.6%	.0%	2.9%	2.6%	2.6%	.0%	.0%	.0%	.0%	.0%	3.6%	2.7%	2.7%
Difference between full pay and military pay	.0%	.0%	3.4%	3.6%	.0%	17.6%	15.4%	15.4%	50.0%	33.3%	50.0%	50.0%	15.4%	12.7%	13.5%	13.7%
Full pay for period of time then difference of full/military pay	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
No supplemental pay	100.0%	94.4%	93.1%	92.9%	100.0%	79.4%	82.1%	82.1%	50.0%	66.7%	50.0%	50.0%	84.6%	83.6%	83.8%	83.6%
Organizations Responding	1	18	29	28	8	34	39	39	4	3	6	6	13	55	74	73

260. When on active military duty, how long do you pay full pay?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Don't pay full pay	100.0%	92.9%	96.0%	96.0%	100.0%	85.2%	87.5%	87.5%	33.3%	33.3%	60.0%	60.0%	77.8%	84.1%	88.7%	88.7%
Up to 1 month	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	33.3%	33.3%	20.0%	20.0%	11.1%	2.3%	1.6%	1.6%
2 months to 6 months	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	33.3%	33.3%	20.0%	20.0%	11.1%	2.3%	1.6%	1.6%
7 months to 11 months	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
1 year	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Longer than 1 year	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Entire time on active duty	.0%	7.1%	4.0%	4.0%	.0%	14.8%	12.5%	12.5%	.0%	.0%	.0%	.0%	.0%	11.4%	8.1%	8.1%
Organizations Responding	1	14	25	25	5	27	32	32	3	3	5	5	9	44	62	62

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Paid Time Off*

261. When on active military duty, how long do you pay differential pay (difference between full pay and military pay)?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Don't pay differential pay	100.0%	100.0%	100.0%	100.0%	100.0%	81.5%	84.4%	84.4%	100.0%	100.0%	75.0%	75.0%	100.0%	89.1%	90.5%	90.3%
Up to 1 month	.0%	.0%	.0%	.0%	.0%	7.4%	6.3%	6.3%	.0%	.0%	25.0%	25.0%	.0%	4.3%	4.8%	4.8%
2 months to 6 months	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
7 months to 11 months	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
1 year	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Longer than 1 year	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Entire time on active duty	.0%	.0%	.0%	.0%	.0%	11.1%	9.4%	9.4%	.0%	.0%	.0%	.0%	.0%	6.5%	4.8%	4.8%
Organizations Responding	1	16	27	26	6	27	32	32	2	3	4	4	9	46	63	62

262. When on active military duty, how long do you continue to pay the employer's portion of benefit premiums?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Up to 1 month	.0%	.0%	3.8%	3.8%	.0%	9.7%	8.6%	8.6%	33.3%	33.3%	20.0%	20.0%	11.1%	8.0%	7.6%	7.6%
Up to 6 months	.0%	12.5%	11.5%	11.5%	.0%	9.7%	8.6%	8.6%	33.3%	33.3%	20.0%	20.0%	11.1%	12.0%	10.6%	10.6%
Up to 12 months	.0%	.0%	.0%	.0%	33.3%	9.7%	8.6%	8.6%	.0%	.0%	.0%	.0%	22.2%	6.0%	4.5%	4.5%
Up to 18 months	.0%	.0%	.0%	.0%	.0%	3.2%	2.9%	2.9%	.0%	.0%	.0%	.0%	.0%	2.0%	1.5%	1.5%
Longer than 18 months	.0%	.0%	.0%	.0%	.0%	3.2%	2.9%	2.9%	.0%	.0%	.0%	.0%	.0%	2.0%	1.5%	1.5%
Entire time on active duty	.0%	12.5%	11.5%	11.5%	.0%	12.9%	11.4%	11.4%	.0%	.0%	.0%	.0%	.0%	12.0%	10.6%	10.6%
Don't continue to pay employer portion	.0%	75.0%	73.1%	73.1%	66.7%	51.6%	57.1%	57.1%	33.3%	33.3%	60.0%	60.0%	55.6%	58.0%	63.6%	63.6%
Organizations Responding	0	16	26	26	6	31	35	35	3	3	5	5	9	50	66	66

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*2015/2016 ERC Policies & Benefits Survey
Paid Time Off*

263. Do employees on active duty continue to accrue paid time off benefits?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	25.0%	19.2%	19.2%	50.0%	54.8%	54.3%	54.3%	66.7%	66.7%	40.0%	40.0%	55.6%	46.0%	39.4%	39.4%
No	.0%	75.0%	80.8%	80.8%	50.0%	45.2%	45.7%	45.7%	33.3%	33.3%	60.0%	60.0%	44.4%	54.0%	60.6%	60.6%
Organizations Responding	0	16	26	26	6	31	35	35	3	3	5	5	9	50	66	66

JURY DUTY

264. How do you pay employees on jury duty?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Full pay	.0%	58.6%	60.4%	61.2%	37.5%	47.5%	48.9%	51.1%	60.0%	50.0%	71.4%	71.4%	42.9%	52.1%	55.9%	57.3%
Difference between full pay and jury pay	100.0%	31.0%	31.3%	30.6%	62.5%	42.5%	40.4%	40.4%	40.0%	50.0%	28.6%	28.6%	57.1%	38.4%	35.3%	35.0%
No supplemental pay	.0%	10.3%	8.3%	8.2%	.0%	10.0%	10.6%	8.5%	.0%	.0%	.0%	.0%	.0%	9.6%	8.8%	7.8%
Organizations Responding	1	29	48	49	8	40	47	47	5	4	7	7	14	73	102	103

265. The maximum time limit for jury duty pay is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
A defined # of weeks (see average below)	.0%	37.5%	42.9%	41.9%	85.7%	57.1%	55.0%	55.0%	33.3%	33.3%	20.0%	20.0%	63.6%	48.4%	47.1%	46.6%
No maximum limit	100.0%	62.5%	57.1%	58.1%	14.3%	42.9%	45.0%	45.0%	66.7%	66.7%	80.0%	80.0%	36.4%	51.6%	52.9%	53.4%
Organizations Responding	1	24	42	43	7	35	40	40	3	3	5	5	11	62	87	88

Average maximum time limit for jury duty pay:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of weeks	n/a	2.0	1.9	1.9	2.2	1.6	1.7	1.7	2.0	2.0	2.0	2.0	2.1	1.8	1.8	1.8
Organizations Responding	0	9	18	18	6	20	22	22	1	1	1	1	7	30	41	41

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VOLUNTEER LEAVE

266. Does your organization have a policy that allows/encourages employees to volunteer for outside charitable organizations during working hours?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Yes	13.7%	6.4%	16.7%	10.6%
No	86.3%	93.6%	83.3%	89.4%
Organizations Responding	51	47	6	104

267. Does your organization pay employees that volunteer?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Yes, full day	42.9%	100.0%	100.0%	63.6%
Yes, for a half-day	.0%	.0%	.0%	.0%
No	57.1%	.0%	.0%	36.4%
Organizations Responding	7	3	1	11

268. What is the maximum number of days an employee can volunteer under your policy?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
1 day	33.3%	33.3%	.0%	28.6%
2 days	33.3%	33.3%	100.0%	42.9%
4 days	.0%	33.3%	.0%	14.3%
Other amount of days	33.3%	.0%	.0%	14.3%
Organizations Responding	3	3	1	7

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Paid Time Off

BEREAVEMENT LEAVE

269. Average maximum number of paid days off given for death in the immediate family:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of days	3.0	3.3	3.3	3.3	3.3	3.2	3.3	3.3	4.4	3.5	3.7	3.7	3.6	3.3	3.3	3.4
Organizations Responding	1	30	48	47	8	37	44	44	5	4	7	7	14	71	99	98

Number of organizations that don't provide bereavement leave:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1

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270. Definition of immediate family includes:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Spouse	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	80.0%	100.0%	85.7%	85.7%	92.9%	100.0%	99.0%	99.0%
Child	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Parent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sibling	100.0%	96.6%	95.6%	95.7%	87.5%	90.0%	89.1%	89.1%	100.0%	75.0%	85.7%	85.7%	92.9%	91.8%	91.8%	92.0%
Grandparent	100.0%	82.8%	82.2%	83.0%	87.5%	65.0%	63.0%	63.0%	100.0%	100.0%	85.7%	85.7%	92.9%	74.0%	73.5%	74.0%
Grandchildren	100.0%	72.4%	73.3%	74.5%	62.5%	65.0%	63.0%	63.0%	100.0%	100.0%	85.7%	85.7%	78.6%	69.9%	69.4%	70.0%
Stepchild	100.0%	75.9%	80.0%	78.7%	75.0%	77.5%	76.1%	76.1%	80.0%	75.0%	85.7%	85.7%	78.6%	76.7%	78.6%	78.0%
Stepparent	100.0%	75.9%	75.6%	76.6%	62.5%	72.5%	71.7%	71.7%	80.0%	75.0%	85.7%	85.7%	71.4%	74.0%	74.5%	75.0%
Half sibling	.0%	48.3%	53.3%	53.2%	50.0%	47.5%	50.0%	50.0%	60.0%	75.0%	71.4%	71.4%	50.0%	49.3%	53.1%	53.0%
In-laws	.0%	65.5%	71.1%	72.3%	62.5%	67.5%	67.4%	67.4%	60.0%	50.0%	71.4%	71.4%	57.1%	65.8%	69.4%	70.0%
Ex-spouse	.0%	3.4%	2.2%	2.1%	.0%	5.0%	4.3%	4.3%	.0%	.0%	.0%	.0%	.0%	4.1%	3.1%	3.0%
Domestic partner	.0%	24.1%	24.4%	25.5%	12.5%	17.5%	17.4%	17.4%	60.0%	50.0%	28.6%	28.6%	28.6%	21.9%	21.4%	22.0%
Aunt/Uncle	.0%	10.3%	11.1%	12.8%	.0%	10.0%	8.7%	8.7%	40.0%	25.0%	28.6%	28.6%	14.3%	11.0%	11.2%	12.0%
Cousin	.0%	.0%	2.2%	4.3%	.0%	2.5%	2.2%	2.2%	20.0%	25.0%	14.3%	14.3%	7.1%	2.7%	3.1%	4.0%
Organizations Responding	1	29	45	47	8	40	46	46	5	4	7	7	14	73	98	100

PAID TIME OFF

271. During an emergency closing, what do you pay?

	1 - 100 employees			101 - 500 employees			Over 500 employees			Total Responses		
	U	NU	CT	U	NU	CT	U	NU	CT	U	NU	CT
Pay full day	.0%	31.0%	43.8%	.0%	28.9%	31.8%	50.0%	50.0%	66.7%	15.4%	30.4%	39.8%
Pay half day	.0%	3.4%	2.1%	.0%	2.6%	2.3%	.0%	.0%	.0%	.0%	2.9%	2.0%
Time worked only	100.0%	41.4%	37.5%	37.5%	42.1%	36.4%	50.0%	50.0%	33.3%	46.2%	42.0%	36.7%
Don't pay	.0%	24.1%	16.7%	62.5%	26.3%	29.5%	.0%	.0%	.0%	38.5%	24.6%	21.4%
Organizations Responding	1	29	48	8	38	44	4	2	6	13	69	98

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Paid Time Off*

272. Does your organization use a Paid Time Off (PTO) Bank?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	29.6%	37.0%	34.1%	12.5%	23.1%	19.6%	19.6%	20.0%	25.0%	28.6%	28.6%	14.3%	25.7%	28.3%	26.8%
No	100.0%	70.4%	63.0%	65.9%	87.5%	76.9%	80.4%	80.4%	80.0%	75.0%	71.4%	71.4%	85.7%	74.3%	71.7%	73.2%
Organizations Responding	1	27	46	44	8	39	46	46	5	4	7	7	14	70	99	97

273. What is the minimum amount of time an employee may take as PTO?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Full day (8 hours)	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	50.0%	.0%	.0%	.0%
Half day (4 hours)	.0%	11.1%	22.2%	27.8%	.0%	25.0%	25.0%	25.0%	.0%	.0%	.0%	50.0%	.0%	16.7%	21.4%	28.6%
2 hours	.0%	11.1%	22.2%	22.2%	.0%	12.5%	12.5%	12.5%	.0%	.0%	.0%	.0%	.0%	11.1%	17.9%	17.9%
1 hour	.0%	44.4%	27.8%	22.2%	.0%	50.0%	50.0%	50.0%	.0%	.0%	50.0%	50.0%	.0%	44.4%	35.7%	32.1%
Less than 1 hour	.0%	22.2%	16.7%	16.7%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	11.1%	10.7%	10.7%
No defined minimum	.0%	11.1%	11.1%	11.1%	.0%	12.5%	12.5%	12.5%	100.0%	100.0%	50.0%	.0%	50.0%	16.7%	14.3%	10.7%
Organizations Responding	0	9	18	18	1	8	8	8	1	1	2	2	2	18	28	28

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
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*2015/2016 ERC Policies & Benefits Survey
Paid Time Off*

274. What paid time off days are included in PTO Bank?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Vacation Days	.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sick Days	.0%	87.5%	94.1%	94.1%	100.0%	75.0%	75.0%	75.0%	100.0%	100.0%	100.0%	100.0%	100.0%	82.4%	88.9%	88.9%
Personal Time	.0%	50.0%	76.5%	76.5%	100.0%	87.5%	87.5%	87.5%	100.0%	100.0%	100.0%	100.0%	100.0%	70.6%	81.5%	81.5%
Holidays	.0%	25.0%	17.6%	17.6%	.0%	12.5%	12.5%	12.5%	.0%	.0%	.0%	.0%	.0%	17.6%	14.8%	14.8%
Funeral/Bereavement	.0%	.0%	5.9%	5.9%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.7%	3.7%
Military	.0%	.0%	5.9%	5.9%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.7%	3.7%
Jury	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	0	8	17	17	1	8	8	8	1	1	2	2	2	17	27	27

275. How is PTO earned?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Accrued throughout the year	.0%	77.8%	61.1%	61.1%	.0%	12.5%	12.5%	12.5%	100.0%	100.0%	50.0%	50.0%	50.0%	50.0%	46.4%	46.4%
Lump sum at beginning of plan year	.0%	22.2%	38.9%	38.9%	100.0%	87.5%	87.5%	87.5%	.0%	.0%	50.0%	50.0%	50.0%	50.0%	53.6%	53.6%
Organizations Responding	0	9	18	18	1	8	8	8	1	1	2	2	2	18	28	28

276. What is done with PTO time not taken?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Accumulated for future use	.0%	57.1%	56.3%	56.3%	.0%	37.5%	37.5%	37.5%	.0%	.0%	.0%	.0%	.0%	43.8%	46.2%	46.2%
Unused time is paid for	.0%	14.3%	6.3%	6.3%	100.0%	25.0%	25.0%	25.0%	.0%	.0%	50.0%	50.0%	50.0%	18.8%	15.4%	15.4%
Unused time is forfeited	.0%	28.6%	37.5%	37.5%	.0%	37.5%	37.5%	37.5%	100.0%	100.0%	50.0%	50.0%	50.0%	37.5%	38.5%	38.5%
Unused time can be given/sold to other employees	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	0	7	16	16	1	8	8	8	1	1	2	2	2	16	26	26

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2015/2016 ERC Policies & Benefits Survey
Paid Time Off

277. How many weeks of PTO can be carried over if allowed?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Limited number of weeks (see average below)	.0%	80.0%	90.0%	90.0%	.0%	100.0%	100.0%	100.0%	.0%	.0%	100.0%	100.0%	.0%	88.9%	93.3%	93.3%
No limit	.0%	20.0%	10.0%	10.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	11.1%	6.7%	6.7%
No more than 1 year's annual accrued	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
Organizations Responding	0	5	10	10	0	4	4	4	0	0	1	1	0	9	15	15

Average number of weeks of PTO that can be carried over if allowed:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of weeks	n/a	1.3	2.3	2.3	n/a	1.5	1.5	1.5	n/a	n/a	1.0	1.0	n/a	1.4	2.0	2.0
Organizations Responding	0	4	9	9	0	4	4	4	0	0	1	1	0	8	14	14

278. What is your general policy regarding unused PTO time at the time of an employee's termination?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employee paid in full for unused time	.0%	71.4%	62.5%	53.3%	100.0%	25.0%	25.0%	25.0%	100.0%	100.0%	50.0%	50.0%	100.0%	50.0%	50.0%	44.0%
Employee paid for a portion of the unused time	.0%	.0%	18.8%	13.3%	.0%	75.0%	75.0%	75.0%	.0%	.0%	50.0%	50.0%	.0%	37.5%	38.5%	36.0%
Employee forfeits unused time	.0%	28.6%	18.8%	33.3%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	12.5%	11.5%	20.0%
Organizations Responding	0	7	16	15	1	8	8	8	1	1	2	2	2	16	26	25

279. How many paid days off (excluding paid holidays) by the following years of service are offered in your PTO bank each fiscal year?

1 year:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid days	n/a	16.0	14.2	14.8	n/a	14.1	14.1	14.1	n/a	n/a	16.0	21.0	n/a	14.9	14.3	14.9
Organizations Responding	0	5	14	14	0	7	7	7	0	0	1	1	0	12	22	22

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*2015/2016 ERC Policies & Benefits Survey
Paid Time Off*

5 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid days off excluding paid holidays (PTO bank)	n/a	19.0	20.1	19.6	n/a	19.3	19.3	19.3	n/a	n/a	21.0	21.0	n/a	19.2	19.9	19.6
Organizations Responding	0	5	14	13	0	7	7	7	0	0	1	1	0	12	22	21

10 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid days off excluding paid holidays (PTO bank)	n/a	24.0	24.0	23.4	n/a	22.3	22.3	22.3	n/a	n/a	21.0	21.0	n/a	23.0	23.3	22.9
Organizations Responding	0	5	14	13	0	7	7	7	0	0	1	1	0	12	22	21

15 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid days off excluding paid holidays (PTO bank)	n/a	27.0	25.5	24.6	n/a	25.0	25.0	25.0	n/a	n/a	26.0	26.0	n/a	25.8	25.4	24.8
Organizations Responding	0	5	14	13	0	7	7	7	0	0	1	1	0	12	22	21

20 years:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of paid days off excluding paid holidays (PTO bank)	n/a	30.0	26.6	25.5	n/a	26.6	26.6	26.6	n/a	n/a	26.0	26.0	n/a	27.8	26.6	25.9
Organizations Responding	0	4	13	12	0	7	7	7	0	0	1	1	0	11	21	20

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*2015/2016 ERC Policies & Benefits Survey
Part-Time Employees*

280. What benefits do you provide to part-time employees?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Section 125 plan (ex. flexible spending account)	.0%	28.6%	34.5%	35.7%	.0%	14.8%	18.2%	18.8%	100.0%	50.0%	60.0%	60.0%	28.6%	20.9%	28.4%	29.2%
Life insurance	.0%	28.6%	44.8%	42.9%	20.0%	29.6%	33.3%	34.4%	50.0%	.0%	20.0%	20.0%	28.6%	27.9%	37.3%	36.9%
Accidental death & disability insurance	.0%	28.6%	37.9%	39.3%	20.0%	29.6%	33.3%	34.4%	50.0%	.0%	20.0%	20.0%	28.6%	27.9%	34.3%	35.4%
Short-term disability insurance	.0%	28.6%	37.9%	39.3%	.0%	11.1%	18.2%	18.8%	.0%	.0%	.0%	.0%	.0%	16.3%	25.4%	26.2%
Travel accident insurance	.0%	.0%	3.4%	3.6%	20.0%	7.4%	12.1%	12.5%	.0%	.0%	.0%	.0%	14.3%	4.7%	7.5%	7.7%
Sick days (excluding short-term disability)	.0%	28.6%	34.5%	35.7%	.0%	25.9%	30.3%	31.3%	.0%	.0%	.0%	.0%	.0%	25.6%	29.9%	30.8%
Long-term disability insurance	.0%	21.4%	34.5%	32.1%	20.0%	14.8%	21.2%	21.9%	.0%	.0%	.0%	.0%	14.3%	16.3%	25.4%	24.6%
Medical insurance	.0%	28.6%	37.9%	35.7%	20.0%	14.8%	21.2%	21.9%	50.0%	.0%	40.0%	40.0%	28.6%	18.6%	29.9%	29.2%
Dental insurance	.0%	28.6%	37.9%	35.7%	20.0%	18.5%	24.2%	25.0%	50.0%	.0%	40.0%	40.0%	28.6%	20.9%	31.3%	30.8%
Vision care insurance	.0%	28.6%	37.9%	35.7%	20.0%	14.8%	21.2%	21.9%	100.0%	50.0%	60.0%	60.0%	42.9%	20.9%	31.3%	30.8%
Retiree health care insurance	.0%	7.1%	6.9%	7.1%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.3%	3.0%	3.1%
Profit sharing plan	.0%	7.1%	13.8%	14.3%	.0%	3.7%	12.1%	12.5%	.0%	.0%	20.0%	20.0%	.0%	4.7%	13.4%	13.8%
401(k) plan	.0%	71.4%	72.4%	71.4%	100.0%	70.4%	75.8%	75.0%	100.0%	100.0%	100.0%	100.0%	100.0%	72.1%	76.1%	75.4%
Pension plan	.0%	7.1%	3.4%	3.6%	20.0%	3.7%	3.0%	3.1%	50.0%	50.0%	20.0%	20.0%	28.6%	7.0%	4.5%	4.6%
Credit Union	.0%	21.4%	10.3%	10.7%	40.0%	14.8%	18.2%	18.8%	50.0%	.0%	40.0%	40.0%	42.9%	16.3%	16.4%	16.9%
Benefit statement	.0%	7.1%	6.9%	7.1%	20.0%	11.1%	15.2%	15.6%	.0%	.0%	20.0%	20.0%	14.3%	9.3%	11.9%	12.3%
Bereavement pay	.0%	42.9%	41.4%	39.3%	20.0%	40.7%	39.4%	40.6%	50.0%	50.0%	60.0%	60.0%	28.6%	41.9%	41.8%	41.5%
Personal days	.0%	28.6%	24.1%	28.6%	40.0%	33.3%	36.4%	37.5%	.0%	.0%	.0%	.0%	28.6%	30.2%	28.4%	30.8%
Tuition reimbursement	.0%	7.1%	10.3%	10.7%	40.0%	11.1%	12.1%	12.5%	50.0%	.0%	20.0%	20.0%	42.9%	9.3%	11.9%	12.3%
Vacation pay	.0%	57.1%	55.2%	53.6%	20.0%	51.9%	60.6%	62.5%	50.0%	50.0%	80.0%	80.0%	28.6%	53.5%	59.7%	60.0%
Holiday pay	.0%	71.4%	65.5%	64.3%	20.0%	70.4%	69.7%	65.6%	50.0%	50.0%	80.0%	80.0%	28.6%	69.8%	68.7%	66.2%
Organizations Responding	0	14	29	28	5	27	33	32	2	2	5	5	7	43	67	65

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*2015/2016 ERC Policies & Benefits Survey
Part-Time Employees*

281. Is coverage for part-time employees the same as full time?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	14.3%	17.9%	17.9%	16.7%	23.3%	25.0%	26.5%	25.0%	.0%	16.7%	16.7%	18.2%	18.5%	21.0%	21.5%
Yes, but pro-rated	.0%	23.8%	30.8%	30.8%	50.0%	36.7%	36.1%	32.4%	25.0%	33.3%	50.0%	50.0%	36.4%	31.5%	34.6%	32.9%
No	100.0%	61.9%	51.3%	51.3%	33.3%	40.0%	38.9%	41.2%	50.0%	66.7%	33.3%	33.3%	45.5%	50.0%	44.4%	45.6%
Organizations Responding	1	21	39	39	6	30	36	34	4	3	6	6	11	54	81	79

282. Are premium costs for part-time employees the same as for full time employees?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	28.6%	41.4%	41.4%	20.0%	33.3%	36.7%	34.5%	66.7%	66.7%	66.7%	66.7%	33.3%	34.1%	41.5%	40.6%
No	100.0%	71.4%	58.6%	58.6%	80.0%	66.7%	63.3%	65.5%	33.3%	33.3%	33.3%	33.3%	66.7%	65.9%	58.5%	59.4%
Organizations Responding	1	14	29	29	5	24	30	29	3	3	6	6	9	41	65	64

283. How do part-time employees earn paid vacation?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Required amount of hours per week (see average below)	.0%	31.8%	30.8%	28.2%	20.0%	44.8%	50.0%	48.6%	.0%	50.0%	25.0%	25.0%	14.3%	39.6%	39.2%	37.2%
Paid vacation not given to part-time employees	100.0%	54.5%	48.7%	48.7%	80.0%	27.6%	25.0%	25.7%	.0%	.0%	.0%	.0%	71.4%	37.7%	35.4%	35.9%
No minimum	.0%	13.6%	20.5%	23.1%	.0%	27.6%	25.0%	25.7%	100.0%	50.0%	75.0%	75.0%	14.3%	22.6%	25.3%	26.9%
Organizations Responding	1	22	39	39	5	29	36	35	1	2	4	4	7	53	79	78

Average amount of hours per week part-time employees must work to earn paid vacation:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of hours	n/a	28.6	26.7	26.8	26.0	27.0	27.2	27.0	n/a	30.0	30.0	30.0	26.0	27.7	27.1	27.0
Organizations Responding	0	7	12	11	1	13	18	17	0	1	1	1	1	21	31	29

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*2015/2016 ERC Policies & Benefits Survey
Part-Time Employees*

284. Vacation pay for part-time employees is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Pro-rated (based on hours worked)	.0%	26.9%	37.2%	37.2%	14.3%	56.3%	60.5%	59.5%	100.0%	50.0%	80.0%	80.0%	30.0%	43.3%	50.0%	49.4%
Not given	100.0%	73.1%	62.8%	62.8%	85.7%	43.8%	39.5%	40.5%	.0%	50.0%	20.0%	20.0%	70.0%	56.7%	50.0%	50.6%
Organizations Responding	1	26	43	43	7	32	38	37	2	2	5	5	10	60	86	85

285. How do you pay part-time employees for holidays?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Same as full-time employees	100.0%	10.7%	14.9%	12.8%	.0%	18.2%	17.9%	18.4%	.0%	.0%	.0%	.0%	11.1%	14.3%	15.4%	14.4%
Day off with pro-rated pay	.0%	32.1%	34.0%	34.0%	.0%	42.4%	41.0%	39.5%	100.0%	50.0%	80.0%	80.0%	22.2%	38.1%	39.6%	38.9%
No holiday pay	.0%	57.1%	51.1%	53.2%	100.0%	39.4%	41.0%	42.1%	.0%	50.0%	20.0%	20.0%	66.7%	47.6%	45.1%	46.7%
Organizations Responding	1	28	47	47	6	33	39	38	2	2	5	5	9	63	91	90

286. Are part-time employees eligible for the formal incentive plan?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, prorated based on hours worked	.0%	14.8%	17.8%	15.9%	.0%	17.6%	17.5%	17.5%	.0%	.0%	33.3%	33.3%	.0%	15.6%	18.7%	17.8%
Yes, same as full time employees	.0%	3.7%	4.4%	4.5%	14.3%	5.9%	7.5%	7.5%	.0%	.0%	.0%	.0%	9.1%	4.7%	5.5%	5.6%
No	100.0%	29.6%	24.4%	25.0%	28.6%	23.5%	17.5%	20.0%	.0%	33.3%	16.7%	16.7%	27.3%	26.6%	20.9%	22.2%
Does not apply	.0%	51.9%	53.3%	54.5%	57.1%	52.9%	57.5%	55.0%	100.0%	66.7%	50.0%	50.0%	63.6%	53.1%	54.9%	54.4%
Organizations Responding	1	27	45	44	7	34	40	40	3	3	6	6	11	64	91	90

(U) = Union Production, Maintenance and Service (CT) = Non-Exempt Clerical and Technical
(NU) = Non-Union Production, Maintenance and Service (SMP) = Exempt Supervisory, Managerial and Professional

*2015/2016 ERC Policies & Benefits Survey
Part-Time Employees*

287. If your organization does not provide part-time benefits, indicate most influential reason:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
No part-time employees	.0%	30.0%	25.8%	25.0%	20.0%	40.9%	36.0%	36.0%	66.7%	33.3%	33.3%	33.3%	33.3%	35.6%	30.5%	30.0%
Too costly	.0%	10.0%	16.1%	15.6%	20.0%	18.2%	16.0%	16.0%	.0%	.0%	.0%	.0%	11.1%	13.3%	15.3%	15.0%
Culture does not support offering part-time benefits	100.0%	20.0%	29.0%	28.1%	40.0%	13.6%	12.0%	12.0%	.0%	33.3%	33.3%	33.3%	33.3%	17.8%	22.0%	21.7%
Other	.0%	40.0%	29.0%	31.3%	20.0%	27.3%	36.0%	36.0%	33.3%	33.3%	33.3%	33.3%	22.2%	33.3%	32.2%	33.3%
Organizations Responding	1	20	31	32	5	22	25	25	3	3	3	3	9	45	59	60

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

RECRUITMENT AND SELECTION PRACTICES

288. Average percentage of first year salary paid to employment agencies, if used:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg % of salary	n/a	24.0%	24.6%	24.3%	100.0%	21.0%	31.9%	29.5%	n/a	n/a	25.0%	25.0%	100.0%	22.5%	27.3%	26.4%
Organizations Responding	0	5	13	14	1	5	8	10	0	0	1	1	1	10	22	25

Average flat dollar amount paid to employment agencies, if used:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	n/a	n/a	n/a	n/a	\$3,000	\$5,000	n/a	n/a	n/a	n/a	n/a	n/a	\$3,000	\$5,000	n/a
Organizations Responding	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0

Number of organizations which indicated that using employment agencies depends on job level:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	7	11	12	3	12	13	14	1	1	2	2	4	20	26	28

289. Which of the following types of tests do you use for selection purposes?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Intelligence (mental ability)	.0%	4.0%	13.3%	15.2%	.0%	12.8%	15.6%	20.0%	50.0%	33.3%	16.7%	16.7%	15.4%	10.4%	14.6%	17.5%
Mechanical ability or aptitude	.0%	20.0%	11.1%	13.0%	.0%	30.8%	17.8%	17.8%	50.0%	33.3%	16.7%	16.7%	15.4%	26.9%	14.6%	15.5%
Clerical ability or aptitude	.0%	12.0%	22.2%	10.9%	12.5%	12.8%	28.9%	22.2%	50.0%	33.3%	50.0%	50.0%	23.1%	13.4%	27.1%	18.6%
Computer capability	.0%	12.0%	22.2%	21.7%	12.5%	15.4%	31.1%	24.4%	50.0%	33.3%	33.3%	33.3%	23.1%	14.9%	27.1%	23.7%
Personality	.0%	24.0%	24.4%	34.8%	12.5%	17.9%	20.0%	33.3%	75.0%	33.3%	50.0%	33.3%	30.8%	20.9%	24.0%	34.0%
Drug/alcohol test	100.0%	88.0%	66.7%	63.0%	75.0%	84.6%	82.2%	82.2%	100.0%	100.0%	100.0%	100.0%	84.6%	86.6%	76.0%	74.2%
No tests given	.0%	12.0%	24.4%	26.1%	37.5%	10.3%	11.1%	11.1%	.0%	33.3%	16.7%	16.7%	23.1%	11.9%	17.7%	18.6%
Organizations Responding	1	25	45	46	8	39	45	45	4	3	6	6	13	67	96	97

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

290. Are your employment selection tests validated?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, specifically for my organization	100.0%	14.3%	15.4%	10.3%	33.3%	12.5%	10.7%	10.7%	.0%	.0%	.0%	.0%	25.0%	12.5%	11.9%	9.7%
Yes, by test developer	.0%	78.6%	76.9%	82.8%	33.3%	62.5%	75.0%	75.0%	75.0%	100.0%	60.0%	60.0%	50.0%	70.0%	74.6%	77.4%
No	.0%	7.1%	7.7%	6.9%	33.3%	25.0%	14.3%	14.3%	25.0%	.0%	40.0%	40.0%	25.0%	17.5%	13.6%	12.9%
Organizations Responding	1	14	26	29	3	24	28	28	4	2	5	5	8	40	59	62

291. Do you use professional testing agencies or consultants to help in selection?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	55.6%	41.4%	50.0%	40.0%	38.5%	41.9%	45.5%	66.7%	50.0%	33.3%	33.3%	44.4%	45.7%	41.3%	47.0%
No	100.0%	44.4%	58.6%	50.0%	60.0%	61.5%	58.1%	54.5%	33.3%	50.0%	66.7%	66.7%	55.6%	54.3%	58.7%	53.0%
Organizations Responding	1	18	29	30	5	26	31	33	3	2	3	3	9	46	63	66

292. At what point do you refuse to hire an applicant because of positive drug test results?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Initial screen	100.0%	27.3%	29.0%	26.7%	40.0%	35.5%	30.6%	30.6%	25.0%	50.0%	20.0%	20.0%	40.0%	32.7%	29.2%	28.2%
Initial screen confirmation analysis	.0%	54.5%	45.2%	46.7%	60.0%	61.3%	63.9%	63.9%	25.0%	.0%	20.0%	20.0%	40.0%	56.4%	52.8%	53.5%
After first retest	.0%	4.5%	3.2%	3.3%	.0%	.0%	.0%	.0%	25.0%	50.0%	20.0%	20.0%	10.0%	3.6%	2.8%	2.8%
After second retest	.0%	.0%	.0%	.0%	.0%	3.2%	2.8%	2.8%	.0%	.0%	.0%	.0%	.0%	1.8%	1.4%	1.4%
Discretionary	.0%	13.6%	22.6%	23.3%	.0%	.0%	2.8%	2.8%	25.0%	.0%	40.0%	40.0%	10.0%	5.5%	13.9%	14.1%
Organizations Responding	1	22	31	30	5	31	36	36	4	2	5	5	10	55	72	71

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Recruitment, Training and Development*

293. Do you allow applicants to re-apply after a certain amount of time?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	48.0%	34.9%	34.9%	25.0%	50.0%	44.4%	44.4%	25.0%	.0%	33.3%	33.3%	23.1%	47.0%	39.4%	39.4%
No	100.0%	52.0%	65.1%	65.1%	75.0%	50.0%	55.6%	55.6%	75.0%	100.0%	66.7%	66.7%	76.9%	53.0%	60.6%	60.6%
Organizations Responding	1	25	43	43	8	38	45	45	4	3	6	6	13	66	94	94

294. If you allow applicants to re-apply after a certain amount of time, average number of months you require them to wait:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of months	n/a	6.4	7.5	7.8	4.5	6.9	6.5	6.5	n/a	n/a	n/a	n/a	4.5	6.7	6.9	7.0
Organizations Responding	0	7	10	10	2	15	16	16	0	0	0	0	2	22	26	26

REFERENCE CHECKING

295. When you conduct background checks on potential employees, what is included?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Schools/degrees	.0%	32.0%	36.4%	46.7%	37.5%	25.6%	45.7%	52.2%	75.0%	66.7%	83.3%	100.0%	50.0%	29.9%	43.8%	52.6%
Licenses/certifications	.0%	24.0%	29.5%	33.3%	37.5%	23.1%	26.1%	30.4%	.0%	33.3%	33.3%	50.0%	25.0%	23.9%	28.1%	33.0%
Former employment/professional references	.0%	72.0%	79.5%	80.0%	62.5%	53.8%	60.9%	67.4%	75.0%	66.7%	83.3%	100.0%	66.7%	61.2%	70.8%	75.3%
Criminal background	.0%	88.0%	86.4%	84.4%	75.0%	82.1%	84.8%	87.0%	75.0%	66.7%	83.3%	100.0%	75.0%	83.6%	85.4%	86.6%
Social Security number	.0%	68.0%	63.6%	62.2%	37.5%	51.3%	54.3%	54.3%	50.0%	100.0%	66.7%	66.7%	41.7%	59.7%	59.4%	58.8%
Driving record	.0%	60.0%	50.0%	53.3%	62.5%	46.2%	37.0%	45.7%	50.0%	66.7%	66.7%	83.3%	58.3%	52.2%	44.8%	51.5%
Credit check for certain positions	.0%	36.0%	36.4%	40.0%	12.5%	12.8%	21.7%	32.6%	25.0%	66.7%	66.7%	100.0%	16.7%	23.9%	31.3%	40.2%
Personal references	.0%	52.0%	54.5%	57.8%	37.5%	46.2%	45.7%	45.7%	25.0%	33.3%	50.0%	50.0%	33.3%	47.8%	50.0%	51.5%
Organizations Responding	0	25	44	45	8	39	46	46	4	3	6	6	12	67	96	97

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

296. References are checked by:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Internal staff	.0%	80.8%	80.0%	80.4%	50.0%	50.0%	55.8%	60.0%	33.3%	.0%	40.0%	33.3%	45.5%	60.9%	66.7%	68.0%
Outside service	.0%	42.3%	37.8%	37.0%	25.0%	47.2%	51.2%	51.1%	33.3%	50.0%	40.0%	50.0%	27.3%	45.3%	44.1%	44.3%
Do not check references	.0%	7.7%	4.4%	4.3%	37.5%	13.9%	11.6%	11.1%	33.3%	50.0%	20.0%	16.7%	36.4%	12.5%	8.6%	8.2%
Organizations Responding	0	26	45	46	8	36	43	45	3	2	5	6	11	64	93	97

HIRING & RETENTION

297. Do you offer an employee referral bonus?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, all jobs	.0%	29.6%	32.6%	31.9%	12.5%	43.6%	39.1%	40.0%	33.3%	.0%	33.3%	33.3%	16.7%	36.2%	35.7%	35.7%
Yes, hard to fill/critical jobs only	.0%	7.4%	4.3%	4.3%	12.5%	12.8%	10.9%	8.9%	.0%	33.3%	16.7%	16.7%	8.3%	11.6%	8.2%	7.1%
No	100.0%	63.0%	63.0%	63.8%	75.0%	43.6%	50.0%	51.1%	66.7%	66.7%	50.0%	50.0%	75.0%	52.2%	56.1%	57.1%
Organizations Responding	1	27	46	47	8	39	46	45	3	3	6	6	12	69	98	98

298. Average referral bonus payout:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	\$439	\$522	\$583	\$150	\$333	\$410	\$476	\$200	\$15,000	\$5,150	\$5,150	\$167	\$821	\$791	\$888
Organizations Responding	0	9	16	15	2	22	23	20	1	1	3	3	3	32	42	38

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

TUITION REIMBURSEMENT

299. Does your organization offer tuition reimbursement?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes	.0%	53.6%	38.3%	39.6%	85.7%	63.2%	63.0%	63.0%	60.0%	75.0%	71.4%	71.4%	69.2%	60.0%	52.0%	52.5%
No	100.0%	46.4%	61.7%	60.4%	14.3%	36.8%	37.0%	37.0%	40.0%	25.0%	28.6%	28.6%	30.8%	40.0%	48.0%	47.5%
Organizations Responding	1	28	47	48	7	38	46	46	5	4	7	7	13	70	100	101

300. Average number of months an employee needs to be employed in order to be eligible for tuition reimbursement (excluding organizations with no waiting period):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of months	n/a	7.8	7.2	7.3	13.2	10.2	11.0	11.0	9.0	7.0	8.0	8.0	12.0	9.1	9.3	9.4
Organizations Responding	0	12	14	13	5	19	21	21	2	2	4	4	7	33	39	38

Number of organizations with no waiting period to be eligible for tuition reimbursement:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	3	4	6	1	4	7	7	0	0	0	0	1	7	11	13

301. What conditions must be met to qualify for tuition assistance?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Course must be job related	.0%	86.7%	88.9%	89.5%	100.0%	83.3%	79.3%	79.3%	33.3%	66.7%	60.0%	60.0%	77.8%	83.3%	80.8%	81.1%
Course must be satisfactorily completed	.0%	93.3%	94.4%	94.7%	66.7%	91.7%	89.7%	89.7%	66.7%	66.7%	80.0%	80.0%	66.7%	90.5%	90.4%	90.6%
Course must be approved by supervisor	.0%	100.0%	100.0%	94.7%	100.0%	83.3%	82.8%	86.2%	100.0%	66.7%	80.0%	80.0%	100.0%	88.1%	88.5%	88.7%
Course must apply toward degree or certification	.0%	53.3%	55.6%	57.9%	33.3%	45.8%	44.8%	44.8%	66.7%	33.3%	60.0%	60.0%	44.4%	47.6%	50.0%	50.9%
Organizations Responding	0	15	18	19	6	24	29	29	3	3	5	5	9	42	52	53

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Recruitment, Training and Development*

302. If an employee meets all conditions, the average tuition amount refunded by the organization (if percentage) is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Average %	n/a	82.5%	87.3%	87.3%	83.3%	94.2%	90.3%	90.3%	87.5%	100.0%	87.5%	87.5%	85.0%	90.2%	89.0%	89.0%
Organizations Responding	0	8	11	11	3	13	16	16	2	1	2	2	5	22	29	29

Number of organizations paying or refunding 100% of the tuition:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	3	6	6	1	10	10	10	1	1	1	1	2	14	17	17

Average percent of tuition paid or refunded by organization - EXCLUDING organizations paying/refunding 100%:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Average %	n/a	72.0%	72.0%	72.0%	75.0%	75.0%	74.2%	74.2%	75.0%	n/a	75.0%	75.0%	75.0%	73.1%	73.3%	73.3%
Organizations Responding	0	5	5	5	2	3	6	6	1	0	1	1	3	8	12	12

If an employee meets all conditions, the average tuition amount that is refunded by the organization (if dollar amount) is:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ amount	n/a	\$2,175	\$2,175	\$2,175	\$2,500	\$2,700	\$2,667	\$2,667	n/a	n/a	n/a	n/a	\$2,500	\$2,467	\$2,470	\$2,470
Organizations Responding	0	4	4	4	1	5	6	6	0	0	0	0	1	9	10	10

Number of organizations where the reimbursement is based on the grade achieved in the course:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	3	3	4	2	7	8	8	0	1	2	2	2	11	13	14

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

303. Average percent of employees who take advantage of your tuition reimbursement program annually (excluding organizations where no one takes advantage of the program):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Average %	n/a	19.3%	15.0%	17.8%	7.0%	3.6%	4.2%	4.4%	10.0%	2.0%	7.0%	20.7%	7.8%	7.9%	7.4%	8.9%
Organizations Responding	0	7	10	8	3	17	23	24	1	1	3	3	4	25	36	35

304. Average service requirement following reimbursement to avoid repayment (excluding organizations with no service requirement):

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg # of years	n/a	1.6	1.6	1.6	1.8	1.4	1.5	1.5	1.5	2.0	1.8	1.8	1.7	1.5	1.5	1.5
Organizations Responding	0	9	10	11	4	17	18	18	2	2	4	4	6	28	32	33

Number of organizations who don't require a service commitment following reimbursement:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Organizations Responding	0	5	6	6	2	6	10	10	0	0	0	0	2	11	16	16

305. When is the payment made?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
At the start of the course	.0%	.0%	5.6%	5.3%	16.7%	16.7%	20.7%	20.7%	.0%	.0%	.0%	.0%	11.1%	9.5%	13.5%	13.2%
At completion of the course or semester	.0%	100.0%	94.4%	94.7%	83.3%	79.2%	75.9%	75.9%	100.0%	100.0%	100.0%	100.0%	88.9%	88.1%	84.6%	84.9%
Half at start, remainder at completion	.0%	.0%	.0%	.0%	.0%	4.2%	3.4%	3.4%	.0%	.0%	.0%	.0%	.0%	2.4%	1.9%	1.9%
Organizations Responding	0	15	18	19	6	24	29	29	3	3	5	5	9	42	52	53

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

306. What limit is placed on the amount of tuition refund an employee may receive in one year for undergraduate classes?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Specific dollar value max (see average below)	.0%	57.1%	52.9%	55.6%	16.7%	43.5%	40.7%	40.7%	100.0%	50.0%	66.7%	66.7%	37.5%	48.7%	46.8%	47.9%
No limit	.0%	28.6%	35.3%	33.3%	33.3%	39.1%	44.4%	44.4%	.0%	50.0%	33.3%	33.3%	25.0%	35.9%	40.4%	39.6%
Limited to specific # of courses/credit hours	.0%	14.3%	11.8%	11.1%	50.0%	17.4%	14.8%	14.8%	.0%	.0%	.0%	.0%	37.5%	15.4%	12.8%	12.5%
Organizations Responding	0	14	17	18	6	23	27	27	2	2	3	3	8	39	47	48

Average dollar maximum per year for tuition refund for undergraduate classes:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Avg \$ maximum	n/a	\$2,875	\$2,978	\$3,180	\$2,500	\$3,999	\$3,908	\$3,908	\$3,125	\$5,250	\$3,125	\$3,125	\$2,917	\$3,592	\$3,456	\$3,523
Organizations Responding	0	8	9	10	1	10	11	11	2	1	2	2	3	19	22	23

307. In addition to tuition refund, which fees are paid in whole or part to qualified employees?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Registration fees	.0%	100.0%	100.0%	100.0%	60.0%	63.2%	69.6%	69.6%	.0%	.0%	100.0%	100.0%	60.0%	72.0%	78.1%	78.1%
Textbooks cost	.0%	100.0%	100.0%	100.0%	80.0%	78.9%	82.6%	82.6%	.0%	.0%	100.0%	100.0%	80.0%	84.0%	87.5%	87.5%
Laboratory fees and supplies	.0%	100.0%	100.0%	100.0%	40.0%	47.4%	56.5%	56.5%	.0%	.0%	100.0%	100.0%	40.0%	60.0%	68.8%	68.8%
Student activity fees	.0%	83.3%	75.0%	75.0%	.0%	10.5%	17.4%	17.4%	.0%	.0%	.0%	.0%	.0%	28.0%	31.3%	31.3%
Other	.0%	33.3%	25.0%	25.0%	.0%	10.5%	8.7%	8.7%	.0%	.0%	.0%	.0%	.0%	16.0%	12.5%	12.5%
Organizations Responding	0	6	8	8	5	19	23	23	0	0	1	1	5	25	32	32

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

308. Are employees permitted time off from work to attend classes?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Yes, with pay	.0%	.0%	.0%	.0%	.0%	4.3%	3.6%	3.6%	.0%	.0%	.0%	.0%	.0%	2.6%	2.0%	2.0%
Yes, without pay	.0%	7.1%	5.9%	5.6%	16.7%	13.0%	10.7%	10.7%	.0%	50.0%	25.0%	25.0%	12.5%	12.8%	10.2%	10.0%
Yes, but only in special cases	.0%	35.7%	35.3%	44.4%	33.3%	34.8%	42.9%	42.9%	.0%	.0%	.0%	.0%	25.0%	33.3%	36.7%	40.0%
No, only after work hours	.0%	57.1%	58.8%	50.0%	50.0%	47.8%	42.9%	42.9%	100.0%	50.0%	75.0%	75.0%	62.5%	51.3%	51.0%	48.0%
Organizations Responding	0	14	17	18	6	23	28	28	2	2	4	4	8	39	49	50

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

DEVELOPMENT PROGRAMS

309. Organization sponsored training and development programs include:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Employers association supervisory/management development courses	.0%	50.0%	56.8%	67.5%	33.3%	58.3%	69.0%	83.3%	.0%	100.0%	75.0%	80.0%	22.2%	56.9%	63.9%	75.9%
College supervisory development courses	.0%	15.0%	13.5%	17.5%	.0%	27.8%	33.3%	40.5%	.0%	50.0%	25.0%	20.0%	.0%	24.1%	24.1%	28.7%
Tuition reimbursement for B.A./B.S. degree	.0%	40.0%	24.3%	25.0%	33.3%	41.7%	45.2%	45.2%	.0%	.0%	.0%	.0%	22.2%	39.7%	33.7%	33.3%
Tuition reimbursement for graduate degree	.0%	20.0%	13.5%	17.5%	33.3%	36.1%	40.5%	42.9%	.0%	.0%	.0%	.0%	22.2%	29.3%	26.5%	28.7%
Formal apprenticeship program	.0%	25.0%	16.2%	12.5%	.0%	19.4%	9.5%	9.5%	33.3%	50.0%	25.0%	20.0%	11.1%	22.4%	13.3%	11.5%
Foreign language/ESL	.0%	.0%	.0%	.0%	.0%	2.8%	2.4%	4.8%	.0%	.0%	.0%	.0%	.0%	1.7%	1.2%	2.3%
Correspondence courses / e-learning / webinars	.0%	60.0%	56.8%	55.0%	16.7%	36.1%	38.1%	42.9%	.0%	50.0%	25.0%	20.0%	11.1%	44.8%	45.8%	47.1%
Conventions	.0%	45.0%	48.6%	55.0%	.0%	22.2%	28.6%	35.7%	.0%	.0%	.0%	.0%	.0%	29.3%	36.1%	42.5%
Seminars/Workshops	.0%	80.0%	89.2%	87.5%	83.3%	75.0%	81.0%	85.7%	66.7%	100.0%	75.0%	100.0%	77.8%	77.6%	84.3%	87.4%
Community college	.0%	30.0%	18.9%	20.0%	.0%	25.0%	26.2%	26.2%	.0%	50.0%	25.0%	20.0%	.0%	27.6%	22.9%	23.0%
Adult education/H.S. community extension courses	.0%	10.0%	8.1%	10.0%	.0%	8.3%	4.8%	4.8%	.0%	50.0%	25.0%	20.0%	.0%	10.3%	7.2%	8.0%
High school equivalency	.0%	5.0%	.0%	.0%	16.7%	5.6%	2.4%	2.4%	.0%	.0%	.0%	.0%	11.1%	5.2%	1.2%	1.1%
Certification programs	.0%	60.0%	56.8%	57.5%	.0%	52.8%	52.4%	54.8%	33.3%	100.0%	50.0%	40.0%	11.1%	56.9%	54.2%	55.2%
Literacy training	.0%	.0%	.0%	.0%	.0%	2.8%	.0%	.0%	.0%	50.0%	25.0%	20.0%	.0%	3.4%	1.2%	1.1%
Organizations Responding	0	20	37	40	6	36	42	42	3	2	4	5	9	58	83	87

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*2015/2016 ERC Policies & Benefits Survey
Recruitment, Training and Development*

310. Which of the following training opportunities do you offer?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Apprenticeship	20.8%	25.0%	50.0%	25.0%
Supervisory	79.2%	78.1%	75.0%	78.3%
Mid-level management	50.0%	59.4%	100.0%	58.3%
Executive development	29.2%	43.8%	75.0%	40.0%
Computer	62.5%	59.4%	50.0%	60.0%
Leadership	58.3%	71.9%	75.0%	66.7%
Coaching	54.2%	31.3%	75.0%	43.3%
Teams	20.8%	31.3%	25.0%	26.7%
Organizations Responding	24	32	4	60

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Employee/Community Relations

SERVICE AWARDS

311. How often do you provide service awards?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
No service award program	52.4%	25.0%	14.3%	36.6%
Set amount of years (see average below)	47.6%	75.0%	85.7%	63.4%
Organizations Responding	42	44	7	93

Average frequency of service awards:

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Avg # of years	5.7	5.7	5.0	5.6
Organizations Responding	20	33	6	59

2015/2016 ERC Policies & Benefits Survey
Employee/Community Relations

312. What type of service awards do you give?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Jewelry/Service pin	23.8%	26.5%	.0%	23.3%
Clothing	4.8%	11.8%	.0%	8.3%
Gift certificates/Catalog	47.6%	26.5%	60.0%	36.7%
Time Off	.0%	2.9%	.0%	1.7%
Money (cash or bonds)	28.6%	32.4%	40.0%	31.7%
Certificate of achievement	14.3%	23.5%	40.0%	21.7%
Predetermined gift (i.e. clock, paperweight, mug, etc.)	4.8%	17.6%	.0%	11.7%
Plaque	4.8%	23.5%	20.0%	16.7%
Stock options	.0%	.0%	.0%	.0%
Travel vouchers	.0%	5.9%	.0%	3.3%
Luncheon/dinner	9.5%	29.4%	20.0%	21.7%
Employee's choice of gift	14.3%	23.5%	.0%	18.3%
Other	4.8%	14.7%	.0%	10.0%
Organizations Responding	21	34	5	60

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MATCHING CONTRIBUTIONS

313. At what rate does your organization match personal charitable contributions made by employees to community, education, medical or social activity organizations?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Set dollar amount (see average below)	.0%	2.3%	14.3%	2.2%
Set percentage (see average below)	2.4%	9.1%	.0%	5.4%
No match	97.6%	88.6%	85.7%	92.5%
Organizations Responding	42	44	7	93

Average maximum organization dollar match to charitable contributions:

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Avg \$ maximum	n/a	\$1,125	\$10,000	\$4,083
Organizations Responding	0	2	1	3

Average maximum organization percentage match to charitable contributions:

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Avg % maximum	100.0%	52.5%	n/a	62.0%
Organizations Responding	1	4	0	5

2015/2016 ERC Policies & Benefits Survey
Employee/Community Relations

ORGANIZATION SPONSORED SOCIAL OR RECREATIONAL ACTIVITIES

314. Does your organization sponsor social/recreational activities for employees?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Yes	66.0%	65.2%	33.3%	63.6%
No	34.0%	34.8%	66.7%	36.4%
Organizations Responding	47	46	6	99

315. Is alcohol served at any organization sponsored event?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Yes, organization paid	44.4%	37.2%	16.7%	39.4%
Yes, participant paid	20.0%	9.3%	.0%	13.8%
No	35.6%	53.5%	83.3%	46.8%
Organizations Responding	45	43	6	94

316. What activities are sponsored?

	1 - 100 employees	101 - 500 employees	Over 500 employees	Total Responses
Holiday Party	93.2%	88.1%	66.7%	89.1%
Retirement Parties	31.8%	52.4%	66.7%	43.5%
Dinner Dance	.0%	7.1%	.0%	3.3%
Annual Picnic	47.7%	76.2%	50.0%	60.9%
Sports League	4.5%	9.5%	16.7%	7.6%
Other	27.3%	14.3%	33.3%	21.7%
Organizations Responding	44	42	6	92

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