

Health and Welfare Benefits

SICK/PERSONAL DAY PLANS

(excluding short-term disability insurance and workers' compensation)

35. How many fixed paid sick days per year are provided in your formal sick 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) | 33.3% | 51.2% | 63.9% | 60.8% | 50.0% | 47.6% | 51.5% | 44.8% | 71.4% | 66.7% | 73.7% | 58.8% | 53.6% | 50.8% | 59.2% | 53.3% |
| No formal plan | 66.7% | 48.8% | 36.1% | 39.2% | 50.0% | 52.4% | 48.5% | 55.2% | 28.6% | 33.3% | 26.3% | 41.2% | 46.4% | 49.2% | 40.8% | 46.7% |
| Companies Responding | 3 | 82 | 97 | 97 | 18 | 82 | 97 | 96 | 7 | 15 | 19 | 17 | 28 | 179 | 213 | 210 |

Average number of paid sick 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 | 2.5 | 4.6 | 6.3 | 6.1 | 5.3 | 5.5 | 6.3 | 7.5 | 11.4 | 9.1 | 9.5 | 10.4 | 6.4 | 5.5 | 6.6 | 7.0 |
| Companies Responding | 2 | 51 | 66 | 66 | 16 | 50 | 56 | 47 | 5 | 11 | 14 | 11 | 23 | 112 | 136 | 124 |

36. What is the minimum length of service to qualify for any paid sick 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 | 7.5 | 3.8 | 3.3 | 3.2 | 4.1 | 3.0 | 3.0 | 2.6 | 4.8 | 2.8 | 3.2 | 3.3 | 4.6 | 3.3 | 3.2 | 2.9 |
| Companies Responding | 2 | 46 | 64 | 64 | 14 | 48 | 58 | 53 | 5 | 10 | 13 | 10 | 21 | 104 | 135 | 127 |

Number of companies that have no minimum length of service requirement to qualify for any paid sick 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 |
| No service required | 0 | 13 | 19 | 20 | 7 | 12 | 16 | 17 | 1 | 4 | 3 | 4 | 8 | 29 | 38 | 41 |

(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