

National Benefits Survey
Part-Time Employees

PART-TIME BENEFITS

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

	1 - 99 employees				100 - 499 employees				500 or more employees				Total Responses			
	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP
Life Insurance	23.1%	21.4%	25.0%	25.1%	0.0%	19.8%	24.4%	23.4%	47.4%	32.4%	36.9%	35.8%	25.5%	22.8%	26.5%	26.0%
Accidental death & disability insurance	15.4%	17.3%	20.9%	20.6%	0.0%	18.6%	22.1%	21.1%	42.1%	28.8%	33.6%	33.3%	21.3%	20.0%	23.2%	22.6%
Short-term disability insurance	15.4%	15.5%	18.1%	17.9%	0.0%	15.4%	20.1%	20.2%	52.6%	32.4%	35.2%	35.0%	25.5%	18.7%	21.4%	21.3%
Travel accident insurance	0.0%	2.3%	2.5%	2.9%	0.0%	1.6%	2.9%	2.6%	5.3%	7.2%	10.7%	10.6%	2.1%	2.9%	3.8%	3.9%
Sick days (excluding short-term disability)	30.8%	40.9%	47.5%	47.3%	26.7%	35.6%	41.0%	40.4%	52.6%	46.3%	48.4%	49.6%	38.3%	39.7%	44.9%	44.8%
Long-term disability insurance	15.4%	14.5%	17.9%	17.9%	0.0%	13.8%	19.8%	18.7%	42.1%	22.5%	27.9%	27.6%	21.3%	15.8%	20.1%	19.7%
Medical insurance	7.7%	21.8%	23.9%	25.9%	6.7%	18.2%	23.2%	23.1%	42.1%	34.2%	36.9%	36.6%	21.3%	22.6%	25.5%	26.3%
Dental insurance	7.7%	22.3%	25.3%	26.7%	13.3%	19.8%	24.6%	25.1%	47.4%	34.2%	36.9%	36.6%	25.5%	23.5%	26.7%	27.5%
Vision care insurance	7.7%	22.7%	24.5%	25.4%	13.3%	18.6%	24.6%	24.6%	42.1%	33.3%	36.1%	35.0%	23.4%	22.9%	26.2%	26.5%
Retiree health care insurance	0.0%	0.0%	0.0%	0.3%	6.7%	0.8%	1.1%	1.2%	10.5%	1.8%	3.3%	3.3%	6.4%	0.7%	1.0%	1.1%
Profit sharing plan	0.0%	8.2%	8.8%	8.8%	0.0%	11.1%	9.7%	9.4%	10.5%	10.8%	11.5%	12.2%	4.3%	9.9%	9.6%	9.5%
401(k) plan	69.2%	66.4%	67.0%	65.8%	46.7%	70.8%	69.6%	69.3%	73.7%	75.7%	76.2%	77.2%	63.8%	70.0%	69.5%	68.9%
Pension plan	15.4%	6.8%	8.2%	7.8%	20.0%	6.7%	8.9%	8.5%	26.3%	6.3%	9.0%	8.1%	21.3%	6.7%	8.6%	8.1%
Credit union	0.0%	2.3%	2.5%	2.1%	0.0%	2.8%	3.7%	3.8%	15.8%	2.7%	4.9%	4.9%	6.4%	2.6%	3.4%	3.2%
Benefit statement	7.7%	12.3%	17.3%	17.9%	26.7%	11.5%	15.2%	15.2%	36.8%	18.9%	18.9%	19.5%	25.5%	13.2%	16.6%	17.0%
Bereavement pay	38.5%	36.8%	48.4%	46.0%	33.3%	41.5%	47.6%	46.5%	68.4%	46.8%	50.0%	50.4%	48.9%	40.8%	48.3%	46.8%
Personal days	30.8%	25.9%	33.2%	31.6%	20.0%	24.5%	27.8%	27.2%	36.8%	28.8%	29.5%	28.5%	29.8%	25.9%	30.4%	29.3%
Tuition reimbursement	15.4%	11.4%	14.0%	14.4%	6.7%	14.2%	17.2%	17.3%	42.1%	25.2%	27.0%	26.0%	23.4%	15.2%	17.2%	17.3%
Vacation pay	46.2%	56.4%	62.1%	62.8%	26.7%	51.4%	58.5%	58.8%	57.9%	48.6%	50.0%	50.4%	44.7%	52.7%	58.8%	59.4%
Holiday pay	53.8%	65.5%	69.2%	68.7%	40.0%	56.9%	62.2%	62.0%	68.4%	51.4%	54.1%	55.3%	55.3%	59.1%	64.1%	64.0%
Organizations Responding	13	220	364	374	15	253	349	342	19	111	122	123	47	584	835	839

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

	1 - 99 employees				100 - 499 employees				500 or more employees				Total Responses			
	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP
Yes	3.8%	18.2%	17.6%	16.9%	18.5%	20.8%	20.3%	20.9%	38.1%	31.4%	36.3%	34.1%	18.9%	21.5%	21.3%	20.8%
Yes, but pro-rated	15.4%	26.4%	33.2%	30.7%	11.1%	25.9%	32.4%	31.3%	19.0%	23.1%	21.5%	22.5%	14.9%	25.6%	31.2%	29.8%
No	80.8%	55.4%	49.2%	52.4%	70.4%	53.4%	47.3%	47.8%	42.9%	45.5%	42.2%	43.5%	66.2%	52.9%	47.4%	49.4%
Organizations Responding	26	296	437	479	27	313	408	416	21	121	135	138	74	730	980	1033

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