

Section 6 - Benefits and Working Conditions Report

Retirement Plans

	Retirement program offered			Type of plan offered (# org.)				DC Plan - Min. employee contribution (% of salary)				DC Plan - Max. employee contribution						
	#Org	Yes	No	DC	RRSP	DPSP	DB	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	
ALL ORGANIZATIONS																		
All Organizations	52	48	4	17	15	4	29	15	2.25	3.00	3.75	3.17	10	3.25	4.25	5.75	4.25	
BY PROVINCE/TERRITORY																		
Newfoundland & Labrador	13	12	1	7	6	2	4	5	3.00	3.50	4.00	3.50	3	*	*	*	4.33	
Prince Edward Island	6	5	1	2	3	1	3	1	*	*	*	*	1	*	*	*	*	
Nova Scotia	12	11	1	5	6	2	6	4	*	3.25	*	3.13	3	*	*	*	5.00	
New Brunswick	15	14	1	6	7	3	6	4	*	3.25	*	3.13	2	*	*	*	*	
Quebec	30	27	3	12	13	3	14	9	3.00	3.00	4.00	3.56	6	4.00	4.50	5.75	4.67	
Ontario	25	23	2	10	11	3	11	8	2.88	3.25	4.00	3.69	4	*	5.50	*	5.25	
Manitoba	13	12	1	6	7	2	7	4	*	3.00	*	2.88	3	*	*	*	5.67	
Saskatchewan	13	11	2	6	5	2	5	4	*	3.25	*	3.63	3	*	*	*	5.33	
Alberta	17	15	2	6	7	3	7	5	2.00	3.00	3.50	2.50	4	*	4.50	*	3.75	
British-Columbia	21	20	1	8	9	3	11	7	2.50	3.00	3.25	2.64	5	4.00	5.00	6.00	4.20	
North West Territories	2	2	-	1	1	-	2	-	*	*	*	*	-	*	*	*	*	
Yukon	6	6	-	2	3	-	5	1	*	*	*	*	1	*	*	*	*	
Nunavut	5	5	-	2	1	-	4	1	*	*	*	*	-	*	*	*	*	
BY REGION																		
Atlantic (NL, PEI, NS, NB)	19	18	1	9	9	3	8	7	2.50	3.00	3.75	3.07	5	4.00	4.50	5.00	4.50	
Central (ON, QC)	36	33	3	13	14	3	18	10	2.63	3.00	3.88	3.45	6	4.00	4.50	5.75	4.67	
Prairies (AB, SK, MB)	21	19	2	9	8	3	10	8	2.75	3.00	3.63	2.94	7	3.50	5.00	6.00	4.43	
Pacific (BC)	21	20	1	8	9	3	11	7	2.50	3.00	3.25	2.64	5	4.00	5.00	6.00	4.20	
Territories (YU, NWT, NT)	8	8	-	3	3	-	6	2	*	*	*	*	1	*	*	*	*	
BY SECTOR																		
Private	32	28	4	13	15	4	10	12	2.38	3.00	3.63	3.13	7	3.50	4.00	5.50	4.00	
Public-Municipal	11	11	-	2	-	-	11	1	*	*	*	*	1	*	*	*	*	
Public-Provincial	9	9	-	2	-	-	8	2	*	*	*	*	2	*	*	*	*	
Public-Federal	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	
Public-All	20	20	-	4	-	-	19	3	*	*	*	3.33	3	*	*	*	4.83	
BY ORGANIZATION SIZE (# EES)																		
50 to 499	9	7	2	1	3	2	1	2	*	*	*	*	1	*	*	*	*	
500 to 999	11	10	1	2	3	-	6	2	*	*	*	*	-	*	*	*	*	
1,000 to 2,999	12	12	-	7	5	1	9	5	3.00	3.00	3.50	3.10	4	*	3.50	*	3.75	
3,000 to 9,999	8	7	1	2	2	-	5	2	*	*	*	*	1	*	*	*	*	
10,000 and over	12	12	-	5	2	1	8	4	*	2.50	*	3.00	4	*	5.25	*	5.38	
BY QUARTILE OF CASH COMPENSATION																		
Top Quartile (P76 & up)	9	8	1	3	2	1	2	3	*	*	*	4.33	2	*	*	*	*	
Third Quartile (P51 to P75)	10	10	-	6	2	1	7	7	2.00	2.50	3.00	2.21	5	3.00	4.50	5.00	3.70	
Second Quartile (P26 to P50)	8	7	1	4	4	1	5	2	*	*	*	*	1	*	*	*	*	
Bottom Quartile (P25 & below)	9	8	1	-	3	1	5	-	*	*	*	*	-	*	*	*	*	

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Retirement Plans

	DC Plan - Employer contribution (% of salary)					DC Plan - Employer contribution (% of employee contribution)					DC Plan - Tandem DB plan (# org.)			DC Plan - Additional comp. recognized			RRSP - Min. employee contribution (% of salary)						
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	Active	Frozen	No DB	# Org.	Yes	No	#Org	25th	50th	75th	Avg.		
ALL ORGANIZATIONS																							
All Organizations	10	3.00	3.50	4.19	3.53	10	100	100	100	103	6	6	6	19	15	4	10	-	1.50	2.88	1.45		
BY PROVINCE/TERRITORY																							
Newfoundland & Labrador	5	4.00	4.00	4.25	4.25	2	*	*	*	*	2	2	3	8	6	2	4	*	1.25	*	1.38		
Prince Edward Island	-	*	*	*	*	1	*	*	*	*	2	-	1	3	2	1	3	*	*	*	0.83		
Nova Scotia	2	*	*	*	*	3	*	*	*	117	2	2	2	6	5	1	4	*	1.25	*	1.38		
New Brunswick	3	*	*	*	3.75	2	*	*	*	*	3	1	5	9	8	1	6	0.50	2.25	2.88	1.75		
Quebec	5	4.00	4.00	4.25	4.25	7	100	100	125	119	4	5	5	14	12	2	8	-	1.50	2.63	1.44		
Ontario	5	3.00	4.00	4.25	3.65	6	100	100	138	122	3	4	5	13	12	1	8	-	1.00	2.63	1.31		
Manitoba	2	*	*	*	*	3	*	*	*	100	3	2	2	7	6	1	5	-	-	2.50	1.10		
Saskatchewan	4	*	3.63	*	4.31	2	*	*	*	*	3	2	2	7	5	2	4	*	1.25	*	1.38		
Alberta	4	*	3.63	*	3.31	4	*	100	*	88	2	3	2	7	6	1	5	-	-	2.50	1.10		
British-Columbia	5	3.00	3.00	4.25	3.25	6	100	100	138	117	3	4	3	10	8	2	6	-	1.25	2.88	1.42		
North West Territories	-	*	*	*	*	-	*	*	*	*	1	-	-	2	1	1	1	*	*	*	*		
Yukon	-	*	*	*	*	1	*	*	*	*	2	-	-	3	2	1	2	*	*	*	*		
Nunavut	1	*	*	*	*	-	*	*	*	*	1	-	1	3	2	1	1	*	*	*	*		
BY REGION																							
Atlantic (NL, PEI, NS, NB)	5	4.00	4.00	4.25	4.25	4	*	100	*	113	3	3	5	12	10	2	6	0.50	2.25	2.88	1.75		
Central (ON, QC)	6	3.25	4.00	4.19	3.71	7	100	100	125	119	4	5	5	15	13	2	9	-	1.00	2.50	1.28		
Prairies (AB, SK, MB)	6	3.00	3.63	5.56	3.88	6	100	100	100	92	4	4	2	10	8	2	6	-	-	1.88	0.92		
Pacific (BC)	5	3.00	3.00	4.25	3.25	6	100	100	138	117	3	4	3	10	8	2	6	-	1.25	2.88	1.42		
Territories (YU, NWT, NT)	1	*	*	*	*	1	*	*	*	*	2	-	1	4	3	1	2	*	*	*	*		
BY SECTOR																							
Private	8	2.50	3.50	4.06	3.16	8	83	100	113	104	4	5	6	15	12	3	10	-	1.50	2.88	1.45		
Public-Municipal	1	*	*	*	*	-	*	*	*	*	1	-	-	2	2	-	-	*	*	*	*		
Public-Provincial	1	*	*	*	*	2	*	*	*	*	1	1	-	2	1	1	-	*	*	*	*		
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	-	-	-	-	-	-	*	*	*	*		
Public-All	2	*	*	*	*	2	*	*	*	*	2	1	-	4	3	1	-	*	*	*	*		
BY ORGANIZATION SIZE (# EES)																							
50 to 499	2	*	*	*	*	1	*	*	*	*	-	-	3	3	3	-	1	*	*	*	*		
500 to 999	1	*	*	*	*	2	*	*	*	*	-	1	1	2	1	1	2	*	*	*	*		
1,000 to 2,999	4	*	4.13	*	4.31	2	*	*	*	*	2	2	1	7	5	2	3	*	*	*	2.17		
3,000 to 9,999	1	*	*	*	*	1	*	*	*	*	1	-	1	2	2	-	2	*	*	*	*		
10,000 and over	2	*	*	*	*	4	*	100	*	100	3	3	-	5	4	1	2	*	*	*	*		
BY QUARTILE OF CASH COMPENSATION																							
Top Quartile (P76 & up)	3	*	*	*	5.67	2	*	*	*	*	-	2	3	4	3	1	2	*	*	*	*		
Third Quartile (P51 to P75)	4	*	2.00	*	1.75	4	*	100	*	75	3	1	1	5	4	1	1	*	*	*	*		
Second Quartile (P26 to P50)	2	*	*	*	*	1	*	*	*	*	2	1	1	5	4	1	4	*	1.75	*	1.63		
Bottom Quartile (P25 & below)	-	*	*	*	*	1	*	*	*	*	-	1	1	3	3	-	2	*	*	*	*		

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Retirement Plans

	RRSP - Max. employee contribution (% of salary)					RRSP - Employer contribution (% of salary)					RRSP - Employer contribution (% of employee contribution)				RRSP - Fees paid by (# org.)			RRSP - Add'l comp. recognized (# org.)		
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	# Org.	ER	EE	# Org.	Yes

ALL ORGANIZATIONS

All Organizations	5	4.00	4.00	5.00	4.90	10	-	-	3.00	1.60	9	-	100	150	86	16	8	8	15	2	13
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	3	*	*	*	5.50	4	*	-	*	1.75	4	*	85.00	*	81.50	6	3	3	6	-	6
Prince Edward Island	3	*	*	*	5.50	2	*	*	*	*	3	*	*	*	58.67	3	1	2	4	-	4
Nova Scotia	3	*	*	*	5.50	4	*	-	*	1.75	4	*	85.00	*	81.50	6	3	3	7	1	6
New Brunswick	3	*	*	*	5.50	4	*	2.50	*	3.00	4	*	85.00	*	81.50	7	5	2	7	-	7
Quebec	5	4.00	4.00	5.00	4.90	7	-	-	2.50	1.71	7	10.00	100.00	153.00	96.57	13	6	7	12	1	11
Ontario	4	*	4.50	*	5.13	8	-	-	4.25	2.00	6	5.00	85.00	154.50	96.00	12	7	5	12	2	10
Manitoba	4	*	4.50	*	5.13	5	-	-	-	1.40	4	*	85.00	*	81.50	7	3	4	8	1	7
Saskatchewan	3	*	*	*	5.50	3	*	*	*	2.33	4	*	85.00	*	81.50	5	3	2	6	-	6
Alberta	3	*	*	*	5.50	6	-	-	3.00	1.83	5	-	20.00	150.00	65.20	8	4	4	9	2	7
British-Columbia	4	*	4.50	*	5.13	6	-	-	-	1.17	6	40.00	125.00	154.50	112.67	9	3	6	10	1	9
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	-	-	1	-	1
Yukon	2	*	*	*	*	3	*	*	*	2.33	2	*	*	*	*	2	2	-	3	-	3
Nunavut	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	-	-	1	-	1

BY REGION

Atlantic (NL, PEI, NS, NB)	3	*	*	*	5.50	6	-	-	3.75	2.00	4	*	85.00	*	81.50	9	5	4	8	1	7
Central (ON, QC)	5	4.00	4.00	5.00	4.90	9	-	-	4.00	1.78	8	-	60.00	151.50	84.50	15	8	7	14	2	12
Prairies (AB, SK, MB)	4	*	4.50	*	5.13	7	-	-	2.00	1.57	5	-	20.00	150.00	65.20	9	4	5	10	2	8
Pacific (BC)	4	*	4.50	*	5.13	6	-	-	-	1.17	6	40.00	125.00	154.50	112.67	9	3	6	10	1	9
Territories (YU, NWT, NT)	2	*	*	*	*	3	*	*	*	2.33	2	*	*	*	*	2	2	-	3	-	3

BY SECTOR

Private	5	4.00	4.00	5.00	4.90	10	-	-	3.00	1.60	9	-	100.00	150.00	86.22	16	8	8	14	2	12
Public-Municipal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-	-	1	-	1
Public-Provincial	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-	-	-	-	-
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-	-	-	-	-
Public-All	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-	-	1	-	1

BY ORGANIZATION SIZE (# EES)

50 to 499	-	*	*	*	*	3	*	*	*	4.00	-	*	*	*	*	4	2	2	5	-	5
500 to 999	-	*	*	*	*	1	*	*	*	*	3	*	*	*	116.67	2	1	1	2	1	1
1,000 to 2,999	2	*	*	*	*	3	*	*	*	*	3	*	*	*	90.00	4	2	2	4	1	3
3,000 to 9,999	1	*	*	*	*	2	*	*	*	*	-	*	*	*	*	3	2	1	1	-	1
10,000 and over	2	*	*	*	*	1	*	*	*	*	3	*	*	*	52.00	3	1	2	3	-	3

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	1	*	*	*	*	-	*	*	*	*	1	*	*	*	*	3	1	2	2	-	2
Third Quartile (P51 to P75)	1	*	*	*	*	4	*	-	*	-	1	*	*	*	*	4	2	2	3	1	2
Second Quartile (P26 to P50)	3	*	*	*	5.17	2	*	*	*	*	3	*	*	*	90.00	3	2	1	4	-	4
Bottom Quartile (P25 & below)	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	3	2	1	4	1	3

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



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Retirement Plans

	DPSP - Employer contribution (% of salary)					DB Plan - Non-integrated employee cont. (% of salary)					DB Plan - Integrated employee cont. (% of salary up to YMPE)					DB Plan - Integrated employee cont. (% of salary in excess of YMPE)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	3	*	*	*	2.83	11	-	6.00	7.75	4.21	21	5.16	6.25	6.99	5.87	21	7.38	8.40	9.56	7.96
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	3	*	*	*	2.50	2	*	*	*	*	2	*	*	*	7.20
Prince Edward Island	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	1	*	*	*	6.00
Nova Scotia	1	*	*	*	*	3	*	*	*	2.50	4	*	5.08	*	4.39	4	4.50	*	8.70	6.00
New Brunswick	3	*	*	*	2.83	3	*	*	*	5.60	3	*	*	*	5.32	3	*	*	7.95	7.30
Quebec	3	*	*	*	2.83	7	-	6.50	7.75	4.43	7	3.10	5.08	5.25	3.88	8	5.50	6.00	7.85	5.87
Ontario	3	*	*	*	2.83	5	-	-	6.00	2.70	9	5.25	5.40	6.50	5.46	8	6.00	7.95	9.60	7.09
Manitoba	1	*	*	*	*	3	*	*	*	2.50	5	4.90	5.25	5.25	4.28	5	6.00	6.00	7.00	5.48
Saskatchewan	1	*	*	*	*	2	*	*	*	*	3	*	*	*	6.33	3	*	*	10.76	9.17
Alberta	1	*	*	*	*	4	*	-	*	1.88	5	4.90	4.90	5.25	4.35	5	6.00	8.40	8.40	6.47
British-Columbia	1	*	*	*	*	4	*	-	*	1.88	9	4.90	5.25	6.99	5.26	9	6.00	8.40	8.49	6.93
North West Territories	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	-	*	*	*	*	1	*	*	*	*	3	*	*	*	4.92	3	*	*	8.25	7.50
Nunavut	-	*	*	*	*	1	*	*	*	*	2	*	*	*	*	2	*	*	*	8.40

BY REGION

Atlantic (NL, PEI, NS, NB)	3	*	*	*	2.83	5	-	-	7.50	3.36	5	4.90	5.25	5.80	4.67	5	6.00	7.50	8.40	6.30
Central (ON, QC)	3	*	*	*	2.83	9	-	6.00	7.50	4.11	11	4.99	5.33	6.50	5.16	11	6.00	7.85	9.30	6.99
Prairies (AB, SK, MB)	1	*	*	*	*	4	*	-	*	1.88	8	4.90	5.25	6.17	5.23	8	6.00	7.70	8.69	7.31
Pacific (BC)	1	*	*	*	*	4	*	-	*	1.88	9	4.90	5.25	6.99	5.26	9	6.00	8.40	8.49	6.93
Territories (YU, NWT, NT)	-	*	*	*	*	1	*	*	*	*	4	*	4.90	*	4.91	4	7.58	*	8.40	7.73

BY SECTOR

Private	3	*	*	*	2.83	5	-	-	-	1.50	8	3.70	5.25	5.33	4.26	8	5.50	6.00	7.95	6.07
Public-Municipal	-	*	*	*	*	6	6.13	7.25	8.75	6.47	6	6.62	6.99	8.35	7.44	5	8.49	9.60	9.60	9.86
Public-Provincial	-	*	*	*	*	-	*	*	*	*	7	5.35	6.00	7.05	6.15	8	7.95	8.30	9.24	8.43
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	-	*	*	*	*	6	6.13	7.25	8.75	6.47	13	6.00	6.69	7.40	6.74	13	8.19	8.49	9.60	8.98

BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	2	*	*	*	*	1	*	*	*	*	1	*	*	*	9.60
500 to 999	-	*	*	*	*	3	*	*	*	7.26	4	*	5.95	*	6.40	3	*	*	*	8.50
1,000 to 2,999	1	*	*	*	*	5	-	-	8.00	3.40	4	*	6.75	*	5.59	4	6.37	*	10.48	7.80
3,000 to 9,999	1	*	*	*	*	1	*	*	*	*	4	*	5.08	*	5.44	4	7.58	*	8.42	7.75
10,000 and over	-	*	*	*	*	-	*	*	*	*	8	5.53	6.00	7.05	5.90	9	6.75	7.85	9.24	7.75

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*	1	*	*	*	8.19
Third Quartile (P51 to P75)	-	*	*	*	*	2	*	*	*	*	7	5.53	6.69	7.52	5.95	7	6.75	9.13	9.58	7.84
Second Quartile (P26 to P50)	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*	2	*	*	*	7.20
Bottom Quartile (P25 & below)	1	*	*	*	*	2	*	*	*	*	6	6.50	6.99	6.99	6.94	5	8.24	8.49	8.77	8.52

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Retirement Plans

	DB Plan - Salary used for pension calculations (# org.)					Additional comp. Recognized (DB)			DB Plan - Non-integrated benefit formula (% of salary)				DB Plan - Integrated benefit formula (% of salary up to YMPE)				DB Plan - Integrated benefit formula (% of salary in excess of YMPE)					
	Career	Fin.3	Fin.5	Ind. Car	Other	# Org.	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th

ALL ORGANIZATIONS

All Organizations	-	7	17	-	5	24	8	16	8	2.00	2.00	2.00	3.13	10	1.31	1.39	1.75	1.83	10	2.00	2.00	2.00	2.69
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	-	2	2	-	2	4	2	2	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Prince Edward Island	-	2	-	-	2	2	1	1	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Nova Scotia	-	2	4	-	2	6	2	4	-	*	*	*	*	3	*	*	*	2.08	3	*	*	*	2.83
New Brunswick	-	2	3	-	2	5	3	2	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Quebec	-	6	5	-	4	13	3	10	3	*	*	*	2.00	5	1.38	1.75	1.75	1.88	5	2.00	2.00	2.00	2.50
Ontario	-	3	7	-	3	9	3	6	1	*	*	*	*	5	1.00	1.75	1.75	1.60	5	1.50	2.00	2.00	2.10
Manitoba	-	3	3	-	2	6	2	4	1	*	*	*	*	3	*	*	*	1.50	3	*	*	*	1.83
Saskatchewan	-	3	1	-	3	4	3	1	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Alberta	-	2	5	-	2	7	4	3	-	*	*	*	*	5	1.40	1.75	3.50	2.51	5	2.00	2.00	5.00	3.78
British-Columbia	-	3	5	-	3	9	3	6	2	*	*	*	*	5	1.75	1.75	3.50	2.58	5	2.00	2.00	5.00	3.78
North West Territories	-	1	-	-	1	1	-	1	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	-	2	2	-	2	4	2	2	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Nunavut	-	1	2	-	1	3	2	1	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	-	2	6	-	2	8	3	5	1	*	*	*	*	4	*	1.53	*	1.89	4	*	2.00	*	2.63
Central (ON, QC)	-	6	9	-	4	15	4	11	4	*	2.00	*	2.00	6	1.09	1.56	1.75	1.56	6	1.63	2.00	2.00	2.08
Prairies (AB, SK, MB)	-	4	6	-	3	10	5	5	1	*	*	*	*	7	1.38	1.75	2.63	2.24	7	2.00	2.00	3.50	3.27
Pacific (BC)	-	3	5	-	3	9	3	6	2	*	*	*	*	5	1.75	1.75	3.50	2.58	5	2.00	2.00	5.00	3.78
Territories (YU, NWT, NT)	-	2	3	-	2	5	3	2	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*

BY SECTOR

Private	-	4	4	-	4	10	3	7	-	*	*	*	*	5	1.38	1.75	1.75	1.88	5	2.00	2.00	2.00	2.50
Public-Municipal	-	3	6	-	1	7	3	4	6	2.00	2.00	2.00	3.31	2	*	*	*	*	2	*	*	*	*
Public-Provincial	-	-	7	-	-	7	2	5	2	*	*	*	*	3	*	*	*	2.53	3	*	*	*	4.13
Public-Federal	-	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	-	3	13	-	1	14	5	9	8	2.00	2.00	2.00	3.13	5	1.30	1.35	1.40	1.79	5	2.00	2.00	2.00	2.88

BY ORGANIZATION SIZE (# EES)

50 to 499	-	-	1	-	-	1	-	1	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
500 to 999	-	-	5	-	1	4	2	2	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
1,000 to 2,999	-	4	3	-	1	6	3	3	3	*	*	*	4.63	3	*	*	*	1.95	3	*	*	*	2.83
3,000 to 9,999	-	1	3	-	1	5	1	4	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*
10,000 and over	-	2	5	-	2	8	2	6	2	*	*	*	*	4	*	1.39	*	1.46	4	*	2.00	*	2.00

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	-	1	2	-	-	3	-	3	2	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Third Quartile (P51 to P75)	-	2	4	-	2	6	3	3	-	*	*	*	*	5	1.30	1.35	1.40	1.36	5	2.00	2.00	2.00	1.90
Second Quartile (P26 to P50)	-	2	1	-	1	3	1	2	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	-	1	3	-	1	4	-	4	3	*	*	*	4.63	1	*	*	*	*	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Retirement Plans

	DB Plan - Normal retirement age					DB Plan - Minimum age of retirement without reduction					DB Plan - Minimum service for retirement without reduction					DB Plan - Index after retirement	
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	Yes	No

ALL ORGANIZATIONS

All Organizations	27	65.0	65.0	65.0	64.2	25	60.0	55.0	55.0	56.7	23	30.0	25.0	12.5	21.0	20	7
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	5	65.0	65.0	65.0	64.0	4	*	57.5	*	57.5	5	30.0	25.0	25.0	22.4	2	3
Prince Edward Island	2	*	*	*	62.5	2	*	*	*	*	2	*	*	*	*	1	1
Nova Scotia	6	65.0	65.0	65.0	64.2	6	60.0	57.5	55.0	57.0	6	25.0	22.5	6.5	17.3	3	3
New Brunswick	5	65.0	65.0	60.0	63.0	4	*	57.5	*	57.5	3	*	*	*	19.0	4	1
Quebec	14	65.0	65.0	65.0	64.1	13	60.0	60.0	55.0	57.8	14	30.0	25.0	11.3	19.8	8	7
Ontario	11	65.0	65.0	65.0	64.1	10	58.8	55.0	55.0	56.7	11	30.0	25.0	22.5	24.3	6	4
Manitoba	6	65.0	65.0	65.0	64.2	6	58.8	55.0	55.0	57.0	5	25.0	25.0	20.0	20.4	3	3
Saskatchewan	4	*	65.0	*	63.8	4	*	55.0	*	56.3	3	*	*	*	19.0	3	1
Alberta	7	65.0	65.0	65.0	64.3	7	60.0	55.0	55.0	57.4	7	30.0	25.0	22.5	23.9	4	3
British-Columbia	9	65.0	65.0	65.0	63.9	10	60.0	55.0	55.0	57.2	9	30.0	25.0	20.0	20.8	5	4
North West Territories	1	*	*	*	60.0	1	*	*	*	*	1	*	*	*	*	1	-
Yukon	4	*	62.5	*	62.5	4	*	55.0	*	55.0	4	*	30.0	*	28.8	3	1
Nunavut	3	*	*	*	63.3	3	*	*	*	56.7	3	*	*	*	20.7	3	-

BY REGION

Atlantic (NL, PEI, NS, NB)	9	65.0	65.0	65.0	63.9	7	60.0	60.0	55.0	57.4	7	27.5	25.0	11.0	19.1	5	4
Central (ON, QC)	18	65.0	65.0	65.0	64.3	16	60.0	55.0	55.0	57.3	18	30.0	25.0	16.3	21.5	11	7
Prairies (AB, SK, MB)	10	65.0	65.0	65.0	64.5	10	58.8	55.0	55.0	56.7	8	30.0	25.0	23.8	24.0	6	4
Pacific (BC)	9	65.0	65.0	65.0	63.9	10	60.0	55.0	55.0	57.2	9	30.0	25.0	20.0	20.8	5	4
Territories (YU, NWT, NT)	5	65.0	65.0	60.0	63.0	5	55.0	55.0	55.0	56.0	5	30.0	30.0	25.0	23.4	4	1

BY SECTOR

Private	12	65.0	65.0	65.0	64.2	11	60.0	55.0	55.0	57.0	12	30.0	25.0	13.8	20.2	7	5
Public-Municipal	9	65.0	65.0	65.0	64.8	7	60.0	55.0	55.0	57.1	6	30.0	25.0	5.0	18.3	6	2
Public-Provincial	6	65.0	65.0	61.3	63.3	7	57.5	55.0	55.0	55.7	5	35.0	30.0	30.0	26.4	7	-
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-
Public-All	15	65.0	65.0	65.0	64.2	14	60.0	55.0	55.0	56.4	11	30.0	30.0	11.0	22.0	13	2

BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	65.0	1	*	*	*	*	1	*	*	*	*	1	-
500 to 999	6	65.0	65.0	63.5	63.8	4	*	57.5	*	57.5	5	30.0	20.0	2.0	16.4	4	1
1,000 to 2,999	8	65.0	65.0	65.0	65.0	7	60.0	55.0	55.0	57.4	6	30.0	27.5	21.3	24.2	4	4
3,000 to 9,999	5	65.0	65.0	60.0	63.0	5	55.0	55.0	55.0	56.0	5	30.0	30.0	25.0	23.0	4	1
10,000 and over	7	65.0	65.0	65.0	64.3	8	60.0	55.0	55.0	56.3	6	32.5	20.0	5.3	18.7	7	1

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	2	*	*	*	65.0	3	*	*	*	60.0	3	*	*	*	30.0	2	1
Third Quartile (P51 to P75)	6	65.0	65.0	65.0	64.2	6	58.8	55.0	55.0	56.2	4	*	22.5	*	20.5	4	2
Second Quartile (P26 to P50)	4	*	65.0	*	63.8	4	*	55.0	*	56.3	4	*	17.5	*	16.8	3	1
Bottom Quartile (P25 & below)	5	65.0	65.0	65.0	64.0	5	60.0	55.0	55.0	57.0	5	30.0	20.0	15.0	19.0	4	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Retirement Plans

	DB Plan - Normal form of pension (# org.)								DB Plan - Flexible plan (# org.)		
	Life	Gar.5	Gar.10	Gar.15	J&S 50	J&S60	J&S66	Other	#Org.	Yes	No

ALL ORGANIZATIONS

All Organizations	3	5	-	1	5	5	1	6	26	2	24
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	-	1	-	-	3	1	-	1	5	1	4
Prince Edward Island	-	1	-	-	2	-	-	-	2	-	2
Nova Scotia	-	1	-	-	2	1	1	2	6	-	6
New Brunswick	1	2	-	-	2	-	-	1	5	-	5
Quebec	-	2	-	1	4	5	1	1	15	2	13
Ontario	-	1	-	-	2	2	1	4	9	-	9
Manitoba	-	1	-	-	2	1	1	2	5	-	5
Saskatchewan	-	2	-	-	2	-	-	1	4	-	4
Alberta	1	2	-	-	2	1	1	1	7	-	7
British-Columbia	2	1	-	-	2	2	1	1	10	-	10
North West Territories	-	1	-	-	1	-	-	-	1	-	1
Yukon	1	1	-	-	3	-	-	-	4	-	4
Nunavut	1	1	-	-	1	-	-	1	3	-	3

BY REGION

Atlantic (NL, PEI, NS, NB)	1	2	-	-	3	1	1	2	9	1	8
Central (ON, QC)	-	2	-	1	4	5	1	4	17	2	15
Prairies (AB, SK, MB)	1	3	-	-	2	2	1	2	9	-	9
Pacific (BC)	2	1	-	-	2	2	1	1	10	-	10
Territories (YU, NWT, NT)	1	1	-	-	3	-	-	1	5	-	5

BY SECTOR

Private	-	1	-	-	3	5	1	2	12	1	11
Public-Municipal	1	3	-	1	-	-	-	2	7	1	6
Public-Provincial	2	1	-	-	2	-	-	2	7	-	7
Public-Federal	-	-	-	-	-	-	-	-	-	-	-
Public-All	3	4	-	1	2	-	-	4	14	1	13

BY ORGANIZATION SIZE (# EES)

50 to 499	-	-	-	-	-	-	-	1	1	-	1
500 to 999	-	1	-	-	-	-	-	2	4	-	4
1,000 to 2,999	-	2	-	1	1	2	1	1	8	2	6
3,000 to 9,999	2	1	-	-	2	1	-	-	5	-	5
10,000 and over	1	1	-	-	2	2	-	2	8	-	8

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	-	1	-	-	1	1	-	-	3	-	3
Third Quartile (P51 to P75)	1	2	-	-	1	-	1	1	7	-	7
Second Quartile (P26 to P50)	-	1	-	-	1	2	-	1	4	-	4
Bottom Quartile (P25 & below)	1	-	-	-	-	1	-	1	4	-	4

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Benefits program in place (#Org.)			Type of plan offered (#Org.)					
	#Org	Yes	No	Conv.	Modular	Core+	Cafet.	Spd'gAct	Other

ALL ORGANIZATIONS

All Organizations	42	42	-	33	2	3	2	1	1
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BY PROVINCE

Newfoundland & Labrador	12	12	-	8	2	-	1	-	-
Prince Edward Island	6	6	-	4	1	-	-	-	-
Nova Scotia	11	11	-	8	1	-	1	-	-
New Brunswick	14	14	-	10	1	-	1	1	-
Quebec	24	24	-	19	2	1	2	-	-
Ontario	19	19	-	16	1	-	2	-	-
Manitoba	11	11	-	7	1	-	1	-	1
Saskatchewan	12	12	-	8	1	1	1	-	-
Alberta	15	15	-	11	1	1	1	-	-
British-Columbia	17	17	-	14	1	-	2	-	-
North West Territories	2	2	-	1	-	-	-	-	-
Yukon	5	5	-	4	-	-	-	-	-
Nunavut	5	5	-	4	-	-	-	-	-

BY REGION

Atlantic (NL, PEI, NS, NB)	17	17	-	12	2	-	1	1	-
Central (ON, QC)	28	28	-	23	2	1	2	-	-
Prairies (AB, SK, MB)	19	19	-	13	1	2	1	-	1
Pacific (BC)	17	17	-	14	1	-	2	-	-
Territories (YU, NWT, NT)	7	7	-	6	-	-	-	-	-

BY SECTOR

Private	25	25	-	21	2	-	2	-	-
Public-Municipal	9	9	-	7	-	1	-	1	-
Public-Provincial	8	8	-	5	-	2	-	-	1
Public-Federal	-	-	-	-	-	-	-	-	-
Public-All	17	17	-	12	-	3	-	1	1

BY ORGANIZATION SIZE (# EES)

50 to 499	8	8	-	8	-	-	-	-	-
500 to 999	9	9	-	8	-	-	1	1	-
1,000 to 2,999	9	9	-	5	1	1	1	-	-
3,000 to 9,999	6	6	-	6	-	-	-	-	-
10,000 and over	10	10	-	6	1	2	-	-	1

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	9	-	7	1	1	-	-	-
Third Quartile (P51 to P75)	8	8	-	6	-	2	-	-	-
Second Quartile (P26 to P50)	6	6	-	4	-	-	1	-	-
Bottom Quartile (P25 & below)	6	6	-	6	-	-	1	-	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average
Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	% of BC employee prov. health premium paid by employer					% of Alberta employee prov. health premium paid by employer					% of Ontario employee prov. health premium paid by employer					% of Quebec prov. drug plan premiums paid by employer				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	16	-	50	100	47	14	-	50	89	47	15	25	100	100	67	8	-	-	-	6
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BY PROVINCE

Newfoundland & Labrador	8	38	53	100	57	7	25	50	78	51	7	28	100	100	65	3	*	*	*	-
Prince Edward Island	4	*	25	*	38	4	*	25	*	38	3	*	*	*	33	2	*	*	*	*
Nova Scotia	9	-	50	100	51	7	25	50	78	51	7	28	100	100	65	2	*	*	*	*
New Brunswick	7	25	50	100	57	6	13	50	88	50	6	25	100	100	67	2	*	*	*	*
Quebec	9	50	55	100	62	8	38	53	100	57	9	55	100	100	73	6	-	-	-	8
Ontario	9	50	55	100	62	9	50	55	100	62	12	89	100	100	80	2	*	*	*	*
Manitoba	8	38	75	100	63	7	25	50	100	57	7	50	100	100	71	2	*	*	*	*
Saskatchewan	9	-	50	100	44	8	-	25	63	38	8	-	50	100	50	4	*	-	*	-
Alberta	10	-	50	89	46	11	-	50	78	46	9	-	100	100	62	3	*	*	*	-
British-Columbia	13	50	50	100	58	10	13	50	89	51	9	50	100	100	67	2	*	*	*	*
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	3	*	*	*	50	2	*	*	*	*	3	*	*	*	67	1	*	*	*	*
Nunavut	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	9	-	50	100	51	7	25	50	78	51	7	28	100	100	65	3	*	*	*	-
Central (ON, QC)	9	50	55	100	62	9	50	55	100	62	12	89	100	100	80	6	-	-	-	8
Prairies (AB, SK, MB)	12	-	50	100	46	13	-	50	100	47	11	-	100	100	60	4	*	-	*	-
Pacific (BC)	13	50	50	100	58	10	13	50	89	51	9	50	100	100	67	2	*	*	*	*
Territories (YU, NWT, NT)	4	*	50	*	50	3	*	*	*	33	4	*	100	*	75	1	*	*	*	*

BY SECTOR

Private	13	-	50	100	50	12	-	50	100	50	12	38	100	100	67	5	-	-	-	10
Public-Municipal	1	*	*	*	*	-	*	*	*	*	2	*	*	*	*	1	*	*	*	*
Public-Provincial	2	*	*	*	*	2	*	*	*	*	1	*	*	*	*	2	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	3	*	*	*	33	2	*	*	*	*	3	*	*	*	67	3	*	*	*	-

BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	33	2	*	*	*	*	3	*	*	*	67	2	*	*	*	*
500 to 999	3	*	*	*	50	3	*	*	*	67	5	100	100	100	90	-	*	*	*	*
1,000 to 2,999	3	*	*	*	85	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
3,000 to 9,999	3	*	*	*	50	3	*	*	*	50	3	*	*	*	33	2	*	*	*	*
10,000 and over	4	*	-	*	25	4	*	25	*	38	2	*	*	*	*	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	3	*	*	*	52	3	*	*	*	52	2	*	*	*	*	3	*	*	*	-
Third Quartile (P51 to P75)	4	*	-	*	13	3	*	*	*	17	1	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	4	*	75	*	75	4	*	75	*	75	4	*	100	*	75	1	*	*	*	*
Bottom Quartile (P25 & below)	2	*	*	*	*	2	*	*	*	*	3	*	*	*	67	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Employee's life insurance - Port. in force (#Org.)			Employee's life insurance - Coverage (multiple of salary)					Employee's life insurance - Max. amount (\$000)					Employee's life insurance - Fixed amount (\$000)					Employee's life insurance - Portion paid by employer (%)					
	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	
ALL ORGANIZATIONS																								
All Organizations	43	43	-	38	1.0	2.0	2.0	1.9	25	245	325	500	454	4	*	33	*	29	36	50	100	100	74	

BY PROVINCE

Newfoundland & Labrador	11	11	-	11	1.0	1.5	2.0	1.7	7	200	300	500	537	-	*	*	*	*	11	75	100	100	77
Prince Edward Island	5	5	-	5	1.0	1.5	2.0	1.6	3	*	*	*	220	-	*	*	*	*	5	0	100	100	60
Nova Scotia	10	10	-	10	1.0	1.8	2.0	1.7	7	110	300	400	269	-	*	*	*	*	10	63	100	100	75
New Brunswick	13	13	-	13	1.0	1.0	2.0	1.5	8	138	200	350	251	1	*	*	*	*	13	50	100	100	77
Quebec	24	24	-	22	1.0	1.6	2.0	1.6	14	211	275	456	441	1	*	*	*	*	21	50	100	100	71
Ontario	20	20	-	19	1.3	2.0	2.0	1.9	12	221	275	350	330	1	*	*	*	*	19	100	100	100	84
Manitoba	10	10	-	9	1.0	1.5	2.5	1.8	7	173	300	500	386	-	*	*	*	*	10	46	100	100	73
Saskatchewan	11	11	-	10	1.0	1.8	2.5	2.1	6	150	325	463	302	1	*	*	*	*	10	50	100	100	72
Alberta	14	14	-	13	1.0	2.0	2.0	1.7	9	300	400	500	407	1	*	*	*	*	12	92	100	100	81
British-Columbia	17	17	-	17	1.5	2.0	2.5	2.0	12	249	325	500	342	-	*	*	*	*	15	100	100	100	80
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*
Yukon	4	4	-	4	*	2.3	*	2.4	2	*	*	*	*	-	*	*	*	*	3	*	*	*	67
Nunavut	4	4	-	4	*	2.0	*	1.8	1	*	*	*	*	-	*	*	*	*	3	*	*	*	50

BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	16	1.0	1.5	2.0	1.6	11	135	250	400	403	1	*	*	*	*	16	50	100	100	78
Central (ON, QC)	29	29	-	26	1.0	2.0	2.0	1.7	16	234	300	500	468	2	*	*	*	*	25	50	100	100	76
Prairies (AB, SK, MB)	18	18	-	16	1.0	2.0	2.5	2.0	12	286	375	500	438	1	*	*	*	*	16	59	100	100	76
Pacific (BC)	17	17	-	17	1.5	2.0	2.5	2.0	12	249	325	500	342	-	*	*	*	*	15	100	100	100	80
Territories (YU, NWT, NT)	6	6	-	6	2.0	2.0	2.4	2.1	3	*	*	*	287	-	*	*	*	*	5	50	100	100	70

BY SECTOR

Private	25	25	-	22	1.1	2.0	2.0	1.9	16	234	300	500	460	2	*	*	*	*	22	63	100	100	80
Public-Municipal	10	10	-	9	1.0	2.0	2.0	1.8	5	300	325	350	425	2	*	*	*	*	8	50	100	100	75
Public-Provincial	8	8	-	7	1.0	2.0	2.5	2.1	4	*	375	*	468	-	*	*	*	*	6	28	50	67	49
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	18	-	16	1.0	2.0	2.1	1.9	9	300	350	400	444	2	*	*	*	*	14	50	67	100	65

BY ORGANIZATION SIZE (# EES)

50 to 499	8	8	-	6	2.0	2.0	2.4	2.1	5	150	300	300	270	2	*	*	*	*	7	50	100	100	79
500 to 999	11	11	-	10	1.1	1.9	2.0	1.8	7	225	500	500	443	1	*	*	*	*	9	100	100	100	78
1,000 to 2,999	8	8	-	7	1.3	2.0	2.0	1.7	5	325	350	1000	795	1	*	*	*	*	6	63	100	100	83
3,000 to 9,999	6	6	-	6	1.6	2.0	2.0	1.9	3	*	*	*	332	-	*	*	*	*	5	0	100	100	60
10,000 and over	10	10	-	9	1.0	1.0	2.5	1.9	5	120	350	400	386	-	*	*	*	*	9	44	84	100	68

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	9	-	9	1.0	1.0	2.0	1.8	6	213	275	319	254	-	*	*	*	*	8	50	100	100	71
Third Quartile (P51 to P75)	8	8	-	8	1.4	2.0	2.5	1.9	5	120	400	500	316	-	*	*	*	*	7	59	100	100	81
Second Quartile (P26 to P50)	5	5	-	4	*	1.5	*	1.8	2	*	*	*	*	1	*	*	*	*	4	*	100	*	75
Bottom Quartile (P25 & below)	8	8	-	7	1.8	2.0	2.0	1.9	6	263	325	463	425	1	*	*	*	*	7	75	100	100	79

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Dependents' life ins. - Prot. in force (#Org.)			Dependents' life insurance - Spouse coverage (\$000)				Dependents' life insurance - Children coverage (\$000)				Dependents' life insurance - Portion paid by employer (%)				Employee and dependents' life insurance - Avg annual cost per employee (\$)						
	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th

ALL ORGANIZATIONS

All Organizations	40	36	4	23	6.0	10.0	11.0	24.6	21	5.0	5.0	7.0	5.6	28	0	25	100	41	15	130	240	500	644
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BY PROVINCE

Newfoundland & Labrador	10	9	1	3	*	*	*	7	3	*	*	*	4	9	0	0	100	39	7	170	240	360	900
Prince Edward Island	4	3	1	-	*	*	*	*	-	*	*	*	*	3	*	*	*	0	3	*	*	*	1710
Nova Scotia	9	7	2	2	*	*	*	*	2	*	*	*	*	7	0	0	50	29	5	130	240	437	1161
New Brunswick	12	11	1	4	*	8	*	8	4	*	8	*	7	11	0	0	50	23	7	168	360	519	1066
Quebec	23	22	1	11	5	10	20	39	11	4	5	5	5	19	0	0	75	37	10	130	240	437	761
Ontario	18	15	3	7	6	10	10	42	7	4	5	6	5	15	0	50	100	47	10	213	360	512	892
Manitoba	9	8	1	1	*	*	*	*	1	*	*	*	*	7	0	0	50	29	5	100	130	437	1133
Saskatchewan	10	9	1	4	*	8	*	11	3	*	*	*	8	7	0	0	0	14	4	*	284	*	1392
Alberta	13	11	2	7	5	10	10	9	5	3	5	5	4	10	0	0	100	40	5	130	240	437	1161
British-Columbia	15	14	1	7	8	10	10	43	6	5	5	5	5	12	0	0	100	42	7	165	240	585	963
North West Territories	1	1	-	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	4	3	1	1	*	*	*	*	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Nunavut	4	4	-	3	*	*	*	5	3	*	*	*	3	3	*	*	*	17	2	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	15	13	2	5	5	10	10	8	5	5	5	10	7	13	0	0	50	35	9	190	262	464	856
Central (ON, QC)	27	24	3	13	5	10	10	35	13	3	5	5	5	21	0	50	100	43	12	150	262	484	735
Prairies (AB, SK, MB)	17	15	2	9	5	10	10	11	7	4	5	6	5	12	0	0	100	42	6	108	185	388	985
Pacific (BC)	15	14	1	7	8	10	10	43	6	5	5	5	5	12	0	0	100	42	7	165	240	585	963
Territories (YU, NWT, NT)	6	5	1	3	*	*	*	5	3	*	*	*	3	4	*	25	*	38	3	*	*	*	240

BY SECTOR

Private	24	22	2	12	5	10	10	35	10	3	5	5	5	20	0	50	100	48	11	202	262	519	778
Public-Municipal	8	7	1	5	10	10	10	12	5	5	5	10	7	5	0	0	50	30	2	*	*	*	*
Public-Provincial	8	7	1	6	10	11	14	14	6	5	5	7	6	3	*	*	*	17	2	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	16	14	2	11	10	10	14	13	11	5	5	9	6	8	0	0	50	25	4	*	100	*	200

BY ORGANIZATION SIZE (# EES)

50 to 499	8	8	-	4	*	8	*	8	2	*	*	*	*	7	50	50	100	64	4	*	492	*	1567
500 to 999	10	9	1	8	9	10	10	39	8	5	5	8	6	8	0	0	100	38	3	*	*	*	477
1,000 to 2,999	7	7	-	4	*	8	*	11	4	*	4	*	5	5	0	50	100	50	2	*	*	*	*
3,000 to 9,999	6	5	1	1	*	*	*	*	1	*	*	*	*	4	*	0	*	25	3	*	*	*	0
10,000 and over	9	7	2	6	11	14	26	30	6	5	5	7	7	4	*	0	*	13	3	*	*	*	77

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	8	-	6	6	10	10	12	6	3	5	5	4	6	0	25	50	33	6	130	240	283	1131
Third Quartile (P51 to P75)	8	6	2	5	10	12	15	14	4	*	10	*	9	5	0	0	50	30	1	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	2	*	*	*	*	2	*	*	*	*	4	*	0	*	25	1	*	*	*	*
Bottom Quartile (P25 & below)	7	6	1	4	*	55	*	93	4	*	5	*	5	6	0	25	88	42	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

ADD insurance - Prot. in force (# Org.)				ADD Insurance - Coverage (multiple of salary)				ADD Insurance - Max. amount (\$000)				ADD Insurance - Fixed amount (\$000)				ADD Insurance - Portion paid by employer (%)							
#Org	Yes	No		#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	42	33	9	19	1.0	1.5	2.0	1.6	14	250	338	475	354	5	25	25	75	54	23	50	100	100	71
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BY PROVINCE

Newfoundland & Labrador	11	6	5	6	1.0	1.3	1.5	1.3	5	300	350	500	332	-	*	*	*	*	6	25	100	100	67
Prince Edward Island	5	3	2	3	*	*	*	1.2	2	*	*	*	*	-	*	*	*	*	3	*	*	*	33
Nova Scotia	10	5	5	5	1.0	1.0	1.5	1.3	4	*	325	*	290	-	*	*	*	*	5	0	100	100	60
New Brunswick	13	8	5	7	1.0	1.0	1.3	1.2	5	150	250	350	252	1	*	*	*	*	8	38	100	100	69
Quebec	24	18	6	13	1.0	1.5	2.0	1.6	10	250	313	463	364	1	*	*	*	*	14	0	88	100	59
Ontario	19	13	6	9	1.0	1.0	2.0	1.6	7	200	250	325	259	1	*	*	*	*	11	75	100	100	77
Manitoba	10	6	4	4	*	1.0	*	1.1	4	*	213	*	234	-	*	*	*	*	5	0	100	100	60
Saskatchewan	11	7	4	4	*	1.0	*	1.1	3	*	*	*	287	1	*	*	*	*	5	0	50	100	50
Alberta	14	10	4	8	1.0	1.0	1.6	1.3	6	313	375	475	343	1	*	*	*	*	8	50	100	100	71
British-Columbia	17	12	5	8	1.0	1.5	2.0	1.5	7	275	350	425	323	1	*	*	*	*	9	100	100	100	78
North West Territories	1	-	1	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	1	3	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Nunavut	4	1	3	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	16	10	6	9	1.0	1.0	1.5	1.3	7	200	300	425	294	1	*	*	*	*	10	63	100	100	75
Central (ON, QC)	28	21	7	14	1.0	1.3	2.0	1.6	10	250	313	463	364	2	*	*	*	*	16	0	100	100	64
Prairies (AB, SK, MB)	18	14	4	8	1.0	1.0	1.6	1.3	7	188	350	450	305	2	*	*	*	*	10	54	100	100	72
Pacific (BC)	17	12	5	8	1.0	1.5	2.0	1.5	7	275	350	425	323	1	*	*	*	*	9	100	100	100	78
Territories (YU, NWT, NT)	6	1	5	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*

BY SECTOR

Private	25	18	7	13	1.0	1.5	2.0	1.6	9	250	300	500	312	1	*	*	*	*	14	63	100	100	75
Public-Municipal	9	8	1	3	*	*	*	2.0	3	*	*	*	558	3	*	*	*	73	6	56	88	100	71
Public-Provincial	8	7	1	3	*	*	*	1.0	2	*	*	*	*	1	*	*	*	*	3	*	*	*	56
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	17	15	2	6	1.0	1.5	2.0	1.5	5	325	350	400	430	4	*	50	*	61	9	50	75	100	66

BY ORGANIZATION SIZE (# EES)

50 to 499	8	4	4	3	*	*	*	1.7	3	*	*	*	220	-	*	*	*	*	3	*	*	*	50
500 to 999	10	8	2	3	*	*	*	2.2	2	*	*	*	*	1	*	*	*	*	5	100	100	100	80
1,000 to 2,999	8	8	-	6	1.6	2.0	2.0	1.8	5	325	350	500	495	2	*	*	*	*	6	81	100	100	88
3,000 to 9,999	6	5	1	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*	4	*	100	*	75
10,000 and over	10	8	2	5	1.0	1.0	1.0	1.0	2	*	*	*	*	-	*	*	*	*	5	0	67	100	53

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	6	1.0	1.0	1.8	1.3	4	*	275	*	221	-	*	*	*	*	6	19	88	100	63
Third Quartile (P51 to P75)	8	6	2	4	*	1.3	*	1.4	2	*	*	*	*	1	*	*	*	*	5	67	100	100	83
Second Quartile (P26 to P50)	5	3	2	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	2	*	*	*	*
Bottom Quartile (P25 & below)	8	7	1	5	1.0	1.5	2.0	1.5	4	*	300	*	313	-	*	*	*	*	5	0	50	100	50

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	ADD insurance - Avg annual cost per employee (\$)					Survivors' pension - Prot. in force (#Org.)			Survivors' pension - Coverage (multiple of salary)					Survivors' pension - Maximum amount (\$000)				Survivors' pension - Fixed amount (\$000)				
	#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th

ALL ORGANIZATIONS

All Organizations	8	0	8	18	36	35	6	29	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	4	*	11	*	58	9	-	9	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	2	*	*	*	*	3	-	3	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Nova Scotia	3	*	*	*	7	8	-	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
New Brunswick	2	*	*	*	*	10	1	9	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Quebec	5	0	8	14	46	19	2	17	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Ontario	5	0	4	10	6	15	3	12	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Manitoba	2	*	*	*	*	8	1	7	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Saskatchewan	2	*	*	*	*	8	-	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Alberta	3	*	*	*	7	12	1	11	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
British-Columbia	4	*	11	*	11	13	3	10	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
North West Territories	-	*	*	*	*	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	-	*	*	*	*	3	1	2	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Nunavut	-	*	*	*	*	3	1	2	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	4	*	11	*	58	13	1	12	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Central (ON, QC)	7	0	4	13	39	23	3	20	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Prairies (AB, SK, MB)	3	*	*	*	7	15	2	13	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Pacific (BC)	4	*	11	*	11	13	3	10	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Territories (YU, NWT, NT)	-	*	*	*	*	5	1	4	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*

BY SECTOR

Private	5	8	14	22	51	20	2	18	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-Municipal	2	*	*	*	*	7	2	5	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-Provincial	1	*	*	*	*	8	2	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	3	*	*	*	0	15	4	11	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	2	*	*	*	*	8	-	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
500 to 999	1	*	*	*	*	8	3	5	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
1,000 to 2,999	2	*	*	*	*	6	-	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
3,000 to 9,999	1	*	*	*	*	4	2	2	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
10,000 and over	2	*	*	*	*	9	1	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	*	4	*	6	6	-	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	1	*	*	*	*	7	1	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	-	*	*	*	*	4	1	3	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Bottom Quartile (P25 & below)	1	*	*	*	*	6	1	5	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Survivors' pension - Portion paid by employer (%)					Survivors' pension - Avg annual cost per employee (\$)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	5	0	50	100	50	6	0	0	0	32
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BY PROVINCE

Newfoundland & Labrador	3	*	*	*	0	3	*	*	*	0
Prince Edward Island	2	*	*	*	*	2	*	*	*	*
Nova Scotia	3	*	*	*	0	3	*	*	*	0
New Brunswick	3	*	*	*	0	2	*	*	*	*
Quebec	5	0	50	100	50	5	0	0	0	38
Ontario	5	0	50	100	50	4	*	0	*	0
Manitoba	4	*	0	*	33	2	*	*	*	*
Saskatchewan	3	*	*	*	0	2	*	*	*	*
Alberta	3	*	*	*	0	3	*	*	*	0
British-Columbia	4	*	0	*	33	3	*	*	*	0
North West Territories	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	1	*	*	*	*
Nunavut	1	*	*	*	*	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	3	*	*	*	0	3	*	*	*	0
Central (ON, QC)	5	0	50	100	50	6	0	0	0	32
Prairies (AB, SK, MB)	4	*	0	*	33	3	*	*	*	0
Pacific (BC)	4	*	0	*	33	3	*	*	*	0
Territories (YU, NWT, NT)	1	*	*	*	*	1	*	*	*	*

BY SECTOR

Private	5	0	50	100	50	4	*	0	*	48
Public-Municipal	-	*	*	*	*	1	*	*	*	*
Public-Provincial	-	*	*	*	*	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*
Public-All	-	*	*	*	*	2	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	2	*	*	*	*
500 to 999	1	*	*	*	*	-	*	*	*	*
1,000 to 2,999	1	*	*	*	*	1	*	*	*	*
3,000 to 9,999	2	*	*	*	*	1	*	*	*	*
10,000 and over	-	*	*	*	*	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	1	*	*	*	*	3	*	*	*	0
Third Quartile (P51 to P75)	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	50	1	*	*	*	*
Bottom Quartile (P25 & below)	-	*	*	*	*	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Hospitalization - Prot. in force (#Org.)			Hospitalization - Type offered (# Org.)			Hospitalization - First rate of reimbursement (%)				Hospitalization - Threshold for second rate of reimbursement (\$)				Hospitalization - Second rate of reimbursement (%)					
	#Org	Yes	No	Private	Semi	Ward	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th

ALL ORGANIZATIONS

All Organizations	42	40	2	6	24	1	36	100	100	100	98	5	765	530	295	530	3	*	*	*	100
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BY PROVINCE

Newfoundland & Labrador	11	11	-	1	7	-	11	100	100	100	96	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	5	5	-	-	3	-	5	100	100	100	96	-	*	*	*	*	-	*	*	*	*
Nova Scotia	10	10	-	1	6	-	10	100	100	100	96	-	*	*	*	*	-	*	*	*	*
New Brunswick	13	13	-	1	9	1	11	100	100	100	96	1	*	*	*	*	-	*	*	*	*
Quebec	23	22	1	3	15	-	21	100	100	100	98	1	*	*	*	*	2	*	*	*	*
Ontario	20	19	1	2	14	-	17	100	100	100	98	2	*	*	*	*	-	*	*	*	*
Manitoba	10	10	-	1	7	-	10	100	100	100	96	-	*	*	*	*	-	*	*	*	*
Saskatchewan	11	11	-	2	5	-	11	90	100	100	95	-	*	*	*	*	-	*	*	*	*
Alberta	14	14	-	2	9	-	14	100	100	100	96	1	*	*	*	*	-	*	*	*	*
British-Columbia	17	17	-	2	9	-	16	100	100	100	96	3	*	*	*	530	1	*	*	*	*
North West Territories	1	1	-	-	-	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	-	3	-	4	*	100	*	100	1	*	*	*	*	-	*	*	*	*
Nunavut	4	4	-	1	2	-	4	*	100	*	95	1	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	1	11	1	14	100	100	100	97	1	*	*	*	*	-	*	*	*	*
Central (ON, QC)	28	26	2	4	18	-	24	100	100	100	98	2	*	*	*	*	2	*	*	*	*
Prairies (AB, SK, MB)	18	18	-	2	11	-	18	100	100	100	97	1	*	*	*	*	-	*	*	*	*
Pacific (BC)	17	17	-	2	9	-	16	100	100	100	96	3	*	*	*	530	1	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	1	4	-	6	100	100	100	97	1	*	*	*	*	-	*	*	*	*

BY SECTOR

Private	24	24	-	5	14	-	23	100	100	100	97	2	*	*	*	*	2	*	*	*	*
Public-Municipal	10	9	1	1	6	-	7	100	100	100	97	2	*	*	*	*	1	*	*	*	*
Public-Provincial	8	7	1	-	4	1	6	100	100	100	100	1	*	*	*	*	-	*	*	*	*
Public-Federal	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	16	2	1	10	1	13	100	100	100	98	3	*	*	*	530	1	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	1	6	-	6	100	100	100	97	2	*	*	*	*	-	*	*	*	*
500 to 999	11	11	-	4	6	-	9	100	100	100	98	1	*	*	*	*	-	*	*	*	*
1,000 to 2,999	8	8	-	-	4	-	8	100	100	100	98	1	*	*	*	*	2	*	*	*	*
3,000 to 9,999	6	5	1	-	4	-	5	100	100	100	96	1	*	*	*	*	-	*	*	*	*
10,000 and over	10	9	1	1	4	1	8	100	100	100	100	-	*	*	*	*	1	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	1	4	-	8	100	100	100	100	-	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	1	4	1	7	100	100	100	100	1	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	1	2	-	5	100	100	100	96	-	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	8	8	-	1	6	-	6	85	100	100	93	3	*	*	*	1000	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Hospitalization - individual deductible					Hospitalization - family deductible (\$)					Hospitalization - portion of cost paid by employer (%)					Hospitalization - Avg annual cost per employee (\$)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	23	25	0	0	15	24	50	5	0	24	30	77	100	100	84	16	383	840	1582	1084
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BY PROVINCE

Newfoundland & Labrador	9	10	0	0	12	9	20	0	0	22	10	70	100	100	87	7	733	837	1382	957
Prince Edward Island	5	10	0	0	12	5	20	0	0	24	5	100	100	100	92	2	*	*	*	*
Nova Scotia	7	30	0	0	16	7	50	0	0	29	8	90	100	100	89	5	525	770	1082	837
New Brunswick	9	10	0	0	12	9	20	0	0	22	11	68	100	100	85	7	175	767	1409	824
Quebec	13	10	0	0	11	13	20	0	0	19	17	60	100	100	82	10	700	840	1601	1113
Ontario	13	10	0	0	10	13	20	0	0	18	16	90	100	100	88	11	312	837	1526	1056
Manitoba	7	30	10	0	17	7	50	20	0	31	9	100	100	100	96	4	*	700	*	836
Saskatchewan	7	38	10	0	19	7	65	20	0	36	9	100	100	100	96	5	26	368	977	636
Alberta	11	38	0	0	18	11	65	0	0	32	12	59	100	100	80	6	700	840	1300	929
British-Columbia	13	50	10	0	22	14	54	23	0	36	14	100	100	100	87	7	613	770	848	797
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	3	*	*	*	23	3	*	*	*	40	4	*	100	*	100	2	*	*	*	*
Nunavut	4	*	25	*	28	4	*	40	*	45	3	*	*	*	83	2	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	11	5	0	0	10	11	10	0	0	18	13	60	100	100	84	9	525	837	1572	918
Central (ON, QC)	16	10	0	0	10	16	20	0	0	16	20	77	100	100	85	13	571	1070	1653	1233
Prairies (AB, SK, MB)	12	31	5	0	17	12	58	10	0	31	16	90	100	100	85	7	201	770	1185	780
Pacific (BC)	13	50	10	0	22	5	80	20	0	40	5	100	100	100	90	3	*	*	*	1320
Territories (YU, NWT, NT)	5	50	10	0	24	5	80	20	0	40	5	100	100	100	90	3	*	*	*	1320

BY SECTOR

Private	16	25	0	0	12	16	50	0	0	23	19	80	100	100	85	13	671	845	1572	1062
Public-Municipal	4	*	5	*	9	5	25	10	0	12	6	87	100	100	80	3	*	*	*	1172
Public-Provincial	3	*	*	*	38	3	*	*	*	52	5	75	100	100	85	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	7	40	10	0	21	8	33	18	0	27	11	79	100	100	82	3	*	*	*	1172

BY ORGANIZATION SIZE (# EES)

50 to 499	5	25	0	0	15	5	50	0	0	30	6	50	75	100	67	3	*	*	*	1414
500 to 999	6	25	25	14	23	6	50	38	14	36	6	100	100	100	83	4	*	1075	*	1509
1,000 to 2,999	3	*	*	*	0	4	*	0	*	6	6	87	100	100	90	4	*	438	*	609
3,000 to 9,999	5	10	0	0	14	5	20	0	0	24	5	100	100	100	100	3	*	*	*	91
10,000 and over	4	*	5	*	16	4	*	10	*	19	7	68	100	100	84	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	0	0	0	8	6	0	0	0	17	7	58	82	100	78	4	*	767	*	593
Third Quartile (P51 to P75)	5	25	10	0	18	5	50	20	0	25	6	56	88	100	71	2	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	20	3	*	*	*	33	3	*	*	*	100	2	*	*	*	*
Bottom Quartile (P25 & below)	3	*	*	*	0	4	*	0	*	6	6	100	100	100	92	3	*	*	*	1857

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Drugs - Protection in force (#Org.)			Drugs - First rate of reimbursement (%)					Drugs - Threshold for second rate of reimbursement (\$)					Drugs - Second rate of reimbursement (%)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	42	42	-	39	80	80	100	88	8	1750	1000	1000	2200	7	100	100	100	97
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BY PROVINCE

Newfoundland & Labrador	11	11	-	11	80	80	85	84	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	5	5	-	5	80	80	80	83	-	*	*	*	*	-	*	*	*	*
Nova Scotia	10	10	-	9	80	80	90	85	-	*	*	*	*	-	*	*	*	*
New Brunswick	13	13	-	12	80	80	83	83	2	*	*	*	*	1	*	*	*	*
Quebec	23	23	-	23	80	80	95	86	5	3375	1500	1000	2875	6	100	100	100	97
Ontario	20	20	-	19	80	85	100	89	3	*	*	*	1000	1	*	*	*	*
Manitoba	10	10	-	10	80	80	98	87	1	*	*	*	*	-	*	*	*	*
Saskatchewan	11	11	-	11	80	80	100	88	-	*	*	*	*	-	*	*	*	*
Alberta	14	14	-	14	80	80	98	86	-	*	*	*	*	-	*	*	*	*
British-Columbia	17	17	-	17	80	80	100	89	1	*	*	*	*	1	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	90	*	90	-	*	*	*	*	-	*	*	*	*
Nunavut	4	4	-	4	*	80	*	80	-	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	14	80	80	80	83	2	*	*	*	*	1	*	*	*	*
Central (ON, QC)	28	28	-	27	80	80	100	87	6	3375	1500	1000	2875	6	100	100	100	97
Prairies (AB, SK, MB)	18	18	-	18	80	80	100	87	1	*	*	*	*	-	*	*	*	*
Pacific (BC)	17	17	-	17	80	80	100	89	1	*	*	*	*	1	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	6	80	80	95	87	-	*	*	*	*	-	*	*	*	*

BY SECTOR

Private	24	24	-	24	80	83	100	88	2	*	*	*	*	3	*	*	*	93
Public-Municipal	10	10	-	9	80	80	100	88	4	*	2000	*	3500	3	*	*	*	100
Public-Provincial	8	8	-	6	80	80	84	84	2	*	*	*	*	1	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	18	-	15	80	80	95	86	6	2000	1000	1000	2440	4	*	100	*	100

BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	8	79	90	100	89	2	*	*	*	*	1	*	*	*	*
500 to 999	11	11	-	9	80	100	100	92	-	*	*	*	*	-	*	*	*	*
1,000 to 2,999	8	8	-	8	80	80	90	84	3	*	*	*	3500	4	*	100	*	100
3,000 to 9,999	6	6	-	6	80	80	95	87	1	*	*	*	*	-	*	*	*	*
10,000 and over	10	10	-	8	80	80	89	86	2	*	*	*	*	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	9	-	8	80	80	81	83	3	*	*	*	1500	2	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	6	80	90	100	90	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	5	80	90	100	90	-	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	8	8	-	7	80	80	93	86	3	*	*	*	1000	3	*	*	*	93

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Drugs - individual deductible (\$)					Drugs - family deductible (\$)					Drugs - portion of cost paid by employer (%)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	24	25	10	0	39	23	50	20	0	31	30	76	100	100	83
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BY PROVINCE

Newfoundland & Labrador	9	10	0	0	10	9	20	0	0	23	9	60	100	100	85
Prince Edward Island	5	25	10	0	17	5	75	20	0	39	5	100	100	100	92
Nova Scotia	8	31	10	0	70	7	48	9	0	29	7	80	100	100	88
New Brunswick	9	25	9	0	22	8	81	15	0	38	10	64	100	100	84
Quebec	15	25	10	0	19	15	38	20	0	28	16	59	100	100	81
Ontario	12	25	10	0	20	12	56	20	0	33	16	90	100	100	88
Manitoba	7	18	10	5	15	7	48	20	5	32	8	100	100	100	95
Saskatchewan	7	18	9	0	13	7	48	9	0	29	8	100	100	100	95
Alberta	10	21	5	0	15	10	61	5	0	30	11	58	100	100	77
British-Columbia	13	25	10	0	21	14	54	23	2	36	13	80	100	100	84
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	3	*	*	*	23	3	*	*	*	40	4	*	100	*	95
Nunavut	4	*	5	*	17	4	*	5	*	27	3	*	*	*	77

BY REGION

Atlantic (NL, PEI, NS, NB)	12	31	7	0	56	10	61	5	0	30	12	59	100	100	83
Central (ON, QC)	16	25	10	0	18	16	31	20	0	28	20	77	100	100	85
Prairies (AB, SK, MB)	11	18	9	0	15	11	48	9	0	29	15	70	100	100	83
Pacific (BC)	13	25	10	0	21	5	20	9	0	26	5	80	100	100	86
Territories (YU, NWT, NT)	5	10	9	0	16	5	20	9	0	26	5	80	100	100	86

BY SECTOR

Private	16	25	10	0	17	16	50	15	0	30	18	70	100	100	84
Public-Municipal	5	25	10	5	13	5	25	25	20	19	7	91	100	100	83
Public-Provincial	3	*	*	*	195	2	*	*	*	*	5	75	80	100	81
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	8	56	25	9	81	7	40	25	23	36	12	79	100	100	82

BY ORGANIZATION SIZE (# EES)

50 to 499	5	10	0	0	12	5	20	0	0	24	6	50	75	100	67
500 to 999	6	25	25	13	19	5	50	50	25	37	6	100	100	100	83
1,000 to 2,999	4	*	0	*	6	5	25	0	0	10	5	82	100	100	87
3,000 to 9,999	5	60	10	0	34	5	100	20	0	44	6	100	100	100	97
10,000 and over	4	*	40	*	140	3	*	*	*	50	7	68	100	100	84

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	44	13	0	29	6	94	38	0	46	7	58	82	100	78
Third Quartile (P51 to P75)	5	55	25	10	112	4	*	35	*	31	6	56	88	100	71
Second Quartile (P26 to P50)	3	*	*	*	6	3	*	*	*	10	2	*	*	*	*
Bottom Quartile (P25 & below)	2	*	*	*	*	3	*	*	*	15	6	100	100	100	92

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Paramedic care - Prot. in force (#Org.)			Paramedic care - First rate of reimbursement (%)				Paramedic care - Threshold for second rate of reimbursement (\$)				Paramedic care - Second rate of reimbursement (%)				Paramedic care - individual deductible (\$)							
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	42	41	1	34	80	95	100	89	17	813	500	500	695	4	*	100	*	98	18	25	10	0	15
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BY PROVINCE

Newfoundland & Labrador	11	11	-	11	80	80	95	85	3	*	*	*	833	-	*	*	*	*	8	13	0	0	11
Prince Edward Island	5	5	-	5	80	80	100	87	1	*	*	*	*	-	*	*	*	*	5	31	13	0	19
Nova Scotia	10	10	-	10	80	85	100	89	3	*	*	*	833	-	*	*	*	*	6	25	0	0	15
New Brunswick	13	13	-	12	80	80	100	87	5	500	500	500	640	-	*	*	*	*	7	19	0	0	13
Quebec	23	22	1	20	80	80	100	84	8	938	500	500	806	3	*	*	*	97	12	18	0	0	10
Ontario	20	20	-	16	80	85	100	87	9	638	500	500	631	-	*	*	*	*	10	10	0	0	11
Manitoba	10	10	-	10	80	80	98	84	4	*	625	*	775	-	*	*	*	*	6	25	10	0	17
Saskatchewan	11	11	-	11	80	100	100	91	3	*	*	*	833	-	*	*	*	*	6	25	25	0	20
Alberta	14	14	-	12	80	95	100	90	4	*	850	*	925	-	*	*	*	*	8	25	0	0	14
British-Columbia	17	17	-	15	80	90	100	88	7	875	700	500	711	1	*	*	*	*	11	25	18	0	19
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*
Yukon	4	4	-	3	*	*	*	100	-	*	*	*	*	-	*	*	*	*	2	*	*	*	*
Nunavut	4	4	-	3	*	*	*	87	2	*	*	*	*	-	*	*	*	*	2	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	15	80	80	100	87	6	500	500	500	617	-	*	*	*	*	9	6	0	0	9
Central (ON, QC)	28	27	1	22	80	80	100	85	10	750	500	500	783	3	*	*	*	97	13	14	0	0	10
Prairies (AB, SK, MB)	18	18	-	16	80	95	100	88	7	875	700	500	757	-	*	*	*	*	9	25	5	0	14
Pacific (BC)	17	17	-	15	80	90	100	88	7	875	700	500	711	1	*	*	*	*	11	25	18	0	19
Territories (YU, NWT, NT)	6	6	-	5	80	100	100	92	2	*	*	*	*	-	*	*	*	*	3	*	*	*	0

BY SECTOR

Private	24	24	-	22	80	90	100	88	9	700	500	500	575	2	*	*	*	*	14	25	0	0	12
Public-Municipal	10	10	-	7	80	100	100	87	5	1250	800	575	1025	2	*	*	*	*	3	*	*	*	12
Public-Provincial	8	7	1	5	80	100	100	92	3	*	*	*	617	-	*	*	*	*	1	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	17	1	12	80	100	100	89	8	1000	600	500	850	2	*	*	*	*	4	*	18	*	23

BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	7	80	100	100	91	5	550	500	425	475	-	*	*	*	*	5	25	10	0	17
500 to 999	11	11	-	8	95	100	100	91	4	*	550	*	656	-	*	*	*	*	3	*	*	*	25
1,000 to 2,999	8	8	-	7	80	80	95	86	3	*	*	*	1167	3	*	*	*	100	3	*	*	*	0
3,000 to 9,999	6	6	-	4	*	80	*	78	2	*	*	*	*	-	*	*	*	*	4	*	0	*	3
10,000 and over	10	9	1	8	80	95	100	91	3	*	*	*	617	1	*	*	*	*	3	*	*	*	40

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	7	80	80	80	82	4	*	500	*	875	1	*	*	*	*	6	19	0	0	13
Third Quartile (P51 to P75)	8	8	-	7	100	100	100	97	5	700	500	500	545	-	*	*	*	*	4	*	25	*	27
Second Quartile (P26 to P50)	5	5	-	5	80	90	100	84	2	*	*	*	*	1	*	*	*	*	2	*	*	*	*
Bottom Quartile (P25 & below)	8	8	-	5	80	90	100	90	4	*	500	*	567	2	*	*	*	*	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Paramedic care - family deductible (\$)					Paramedic care - portion of cost paid by employer (%)					Health Care - Combined deductible (\$)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	16	25	0	0	12	28	71	100	100	82	16	21	0	0	11
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BY PROVINCE

Newfoundland & Labrador	7	0	0	0	7	9	60	100	100	85	7	10	0	0	10
Prince Edward Island	4	*	0	*	13	5	100	100	100	92	3	*	*	*	7
Nova Scotia	5	0	0	0	10	7	80	100	100	88	6	15	0	0	12
New Brunswick	6	0	0	0	8	10	64	100	100	84	7	10	0	0	10
Quebec	11	5	0	0	8	16	59	100	100	81	11	23	0	0	11
Ontario	9	0	0	0	7	15	80	100	100	88	9	0	0	0	8
Manitoba	5	10	0	0	12	7	100	100	100	94	5	20	0	0	14
Saskatchewan	5	25	0	0	15	8	100	100	100	95	5	20	0	0	14
Alberta	7	13	0	0	11	10	56	90	100	75	8	5	0	0	9
British-Columbia	9	25	0	0	16	13	80	100	100	84	8	28	0	0	15
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	4	*	100	*	95	3	*	*	*	23
Nunavut	2	*	*	*	*	3	*	*	*	77	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	8	0	0	0	6	12	59	100	100	83	9	0	0	0	8
Central (ON, QC)	12	3	0	0	7	19	71	100	100	84	13	20	0	0	9
Prairies (AB, SK, MB)	8	14	0	0	11	13	60	100	100	80	8	5	0	0	9
Pacific (BC)	9	25	0	0	16	5	80	100	100	86	3	*	*	*	23
Territories (YU, NWT, NT)	2	*	*	*	*	5	80	100	100	86	3	*	*	*	23

BY SECTOR

Private	12	14	0	0	9	17	60	100	100	83	12	21	0	0	12
Public-Municipal	3	*	*	*	8	7	91	100	100	83	3	*	*	*	8
Public-Provincial	1	*	*	*	*	4	*	78	*	76	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	4	*	13	*	20	11	78	100	100	81	4	*	0	*	6

BY ORGANIZATION SIZE (# EES)

50 to 499	5	25	0	0	15	6	50	75	100	67	3	*	*	*	17
500 to 999	2	*	*	*	*	5	100	100	100	80	3	*	*	*	25
1,000 to 2,999	3	*	*	*	0	5	82	100	100	87	5	0	0	0	5
3,000 to 9,999	4	*	0	*	3	6	100	100	100	97	3	*	*	*	0
10,000 and over	2	*	*	*	*	6	64	88	100	81	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	0	0	0	8	7	58	82	100	78	3	*	*	*	0
Third Quartile (P51 to P75)	2	*	*	*	*	6	56	88	100	71	3	*	*	*	7
Second Quartile (P26 to P50)	2	*	*	*	*	2	*	*	*	*	3	*	*	*	8
Bottom Quartile (P25 & below)	2	*	*	*	*	5	100	100	100	90	3	*	*	*	0

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Outside Canada - Prot. in force (#Org.)			Outside Canada - First rate of reimbursement (%)				Outside Canada - Threshold for second rate of reimbursement (\$000)				Outside Canada - Second rate of reimbursement (%)						
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	42	39	3	27	100	100	100	98	10	1000	1000	1000	1304	1	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	11	11	-	10	100	100	100	98	2	*	*	*	*	-	*	*	*	*
Prince Edward Island	5	5	-	4	*	100	*	100	2	*	*	*	*	-	*	*	*	*
Nova Scotia	10	10	-	9	100	100	100	100	2	*	*	*	*	-	*	*	*	*
New Brunswick	13	13	-	10	100	100	100	100	4	*	1500	*	2006	-	*	*	*	*
Quebec	23	21	2	16	100	100	100	98	4	*	1000	*	1756	1	*	*	*	*
Ontario	20	20	-	13	100	100	100	100	6	1000	1000	1000	1504	-	*	*	*	*
Manitoba	10	10	-	9	100	100	100	98	3	*	*	*	345	-	*	*	*	*
Saskatchewan	11	11	-	10	100	100	100	100	4	*	1000	*	756	-	*	*	*	*
Alberta	14	13	1	9	100	100	100	100	3	*	*	*	675	-	*	*	*	*
British-Columbia	17	17	-	12	100	100	100	100	3	*	*	*	675	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	3	*	*	*	100	1	*	*	*	*	-	*	*	*	*
Nunavut	4	4	-	3	*	*	*	100	-	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	13	100	100	100	98	4	*	1500	*	2006	-	*	*	*	*
Central (ON, QC)	28	26	2	18	100	100	100	99	6	1000	1000	1000	1504	1	*	*	*	*
Prairies (AB, SK, MB)	18	17	1	13	100	100	100	98	6	1000	1000	269	673	-	*	*	*	*
Pacific (BC)	17	17	-	12	100	100	100	100	3	*	*	*	675	-	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	5	100	100	100	100	1	*	*	*	*	-	*	*	*	*

BY SECTOR

Private	24	23	1	17	100	100	100	99	5	1000	1000	1000	1605	1	*	*	*	*
Public-Municipal	10	10	-	6	100	100	100	100	2	*	*	*	*	-	*	*	*	*
Public-Provincial	8	6	2	4	*	100	*	95	3	*	*	*	1003	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	16	2	10	100	100	100	98	5	1000	1000	1000	1002	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	7	100	100	100	100	1	*	*	*	*	-	*	*	*	*
500 to 999	11	11	-	5	100	100	100	100	2	*	*	*	*	-	*	*	*	*
1,000 to 2,999	8	7	1	6	100	100	100	96	1	*	*	*	*	-	*	*	*	*
3,000 to 9,999	6	6	-	2	*	*	*	*	2	*	*	*	*	-	*	*	*	*
10,000 and over	10	8	2	7	100	100	100	97	4	*	513	*	759	1	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	6	100	100	100	100	2	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	7	1	5	100	100	100	100	3	*	*	*	1008	-	*	*	*	*
Second Quartile (P26 to P50)	5	4	1	4	*	100	*	100	-	*	*	*	*	-	*	*	*	*
Bottom Quartile (P25 & below)	8	8	-	4	*	100	*	100	4	*	1000	*	1000	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Outside Canada - individual deductible (\$)					Outside Canada - family deductible (\$)					Outside Canada - Portion of cost paid by employer (%)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	16	25	0	0	12	16	31	0	0	19	26	87	100	100	85
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BY PROVINCE

Newfoundland & Labrador	7	0	0	0	7	7	0	0	0	14	9	60	100	100	85
Prince Edward Island	4	*	0	*	13	4	*	0	*	25	5	100	100	100	92
Nova Scotia	5	0	0	0	10	5	0	0	0	20	7	80	100	100	88
New Brunswick	6	0	0	0	8	6	0	0	0	17	9	60	100	100	84
Quebec	11	5	0	0	8	11	10	0	0	13	16	59	100	100	81
Ontario	9	0	0	0	7	9	0	0	0	13	16	90	100	100	88
Manitoba	5	10	0	0	12	5	20	0	0	24	7	100	100	100	94
Saskatchewan	5	25	0	0	15	5	50	0	0	30	8	100	100	100	95
Alberta	7	13	0	0	11	7	25	0	0	21	9	60	100	100	79
British-Columbia	9	25	0	0	16	9	50	0	0	25	12	90	100	100	85
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	1	*	*	*	*	3	*	*	*	100
Nunavut	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	8	0	0	0	6	8	0	0	0	13	11	58	100	100	83
Central (ON, QC)	12	3	0	0	7	12	5	0	0	12	20	77	100	100	85
Prairies (AB, SK, MB)	8	14	0	0	11	8	28	0	0	21	12	90	100	100	85
Pacific (BC)	9	25	0	0	16	9	50	0	0	25	12	90	100	100	85
Territories (YU, NWT, NT)	2	*	*	*	*	2	*	*	*	*	4	*	100	*	88

BY SECTOR

Private	12	14	0	0	9	12	28	0	0	18	18	70	100	100	84
Public-Municipal	3	*	*	*	8	3	*	*	*	8	7	91	100	100	83
Public-Provincial	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	4	*	13	*	20	4	*	13	*	20	8	96	100	100	85

BY ORGANIZATION SIZE (# EES)

50 to 499	5	25	0	0	15	5	50	0	0	30	6	50	75	100	67
500 to 999	2	*	*	*	*	2	*	*	*	*	6	100	100	100	83
1,000 to 2,999	3	*	*	*	0	3	*	*	*	0	5	82	100	100	87
3,000 to 9,999	4	*	0	*	3	4	*	0	*	5	5	100	100	100	100
10,000 and over	2	*	*	*	*	2	*	*	*	*	4	*	100	*	90

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	0	0	0	8	6	0	0	0	17	7	58	82	100	78
Third Quartile (P51 to P75)	2	*	*	*	*	2	*	*	*	*	4	*	100	*	75
Second Quartile (P26 to P50)	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Bottom Quartile (P25 & below)	2	*	*	*	*	2	*	*	*	*	6	100	100	100	92

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Vision Care - Prot. in force (#Org.)			Vision Care - First rate of reimbursement (%)				Vision Care - Threshold for second rate (\$)				Vision Care - Second rate of reimbursement (%)						
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	42	34	8	25	100	100	100	96	28	250	200	144	199	-	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	11	8	3	7	100	100	100	97	6	238	175	113	167	-	*	*	*	*
Prince Edward Island	5	3	2	3	*	*	*	100	2	*	*	*	*	-	*	*	*	*
Nova Scotia	10	8	2	7	100	100	100	97	6	225	150	113	158	-	*	*	*	*
New Brunswick	13	10	3	8	95	100	100	95	9	225	200	125	172	-	*	*	*	*
Quebec	23	16	7	11	100	100	100	98	12	231	200	138	181	-	*	*	*	*
Ontario	20	17	3	13	100	100	100	98	14	250	238	200	218	-	*	*	*	*
Manitoba	10	8	2	7	100	100	100	97	7	238	225	125	179	-	*	*	*	*
Saskatchewan	11	9	2	7	100	100	100	100	8	213	138	88	147	-	*	*	*	*
Alberta	14	11	3	8	100	100	100	98	9	250	200	100	183	-	*	*	*	*
British-Columbia	17	14	3	11	100	100	100	96	11	250	200	125	195	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	3	*	*	*	100	3	*	*	*	150	-	*	*	*	*
Nunavut	4	4	-	3	*	*	*	100	3	*	*	*	217	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	16	12	4	10	85	100	100	94	10	219	175	131	170	-	*	*	*	*
Central (ON, QC)	28	21	7	15	100	100	100	99	16	250	213	150	206	-	*	*	*	*
Prairies (AB, SK, MB)	18	15	3	12	100	100	100	97	13	250	200	125	187	-	*	*	*	*
Pacific (BC)	17	14	3	11	100	100	100	96	11	250	200	125	195	-	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	5	100	100	100	100	5	200	200	150	180	-	*	*	*	*

BY SECTOR

Private	24	19	5	13	100	100	100	98	16	231	200	100	172	-	*	*	*	*
Public-Municipal	10	8	2	7	90	100	100	94	6	319	275	156	246	-	*	*	*	*
Public-Provincial	8	7	1	5	80	100	100	92	6	225	213	200	225	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	15	3	12	80	100	100	93	12	306	225	188	235	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	7	5	2	3	*	*	*	100	5	200	200	150	185	-	*	*	*	*
500 to 999	11	10	1	7	100	100	100	97	8	263	225	181	213	-	*	*	*	*
1,000 to 2,999	8	6	2	4	*	90	*	90	4	*	113	*	156	-	*	*	*	*
3,000 to 9,999	6	4	2	3	*	*	*	100	3	*	*	*	225	-	*	*	*	*
10,000 and over	10	9	1	8	95	100	100	95	8	231	213	150	206	-	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	6	3	5	100	100	100	96	3	*	*	*	217	-	*	*	*	*
Third Quartile (P51 to P75)	8	7	1	6	100	100	100	97	6	206	138	106	171	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	3	*	*	*	100	4	*	163	*	156	-	*	*	*	*
Bottom Quartile (P25 & below)	8	7	1	5	100	100	100	96	6	319	275	213	263	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Vision Care - individual deductible (\$)					Vision Care - family deductible (\$)					Vision Care - Portion of cost paid by employer (%)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	9	0	0	0	7	10	15	0	0	10	25	75	100	100	84
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BY PROVINCE

Newfoundland & Labrador	4	*	0	*	0	4	*	0	*	0	6	56	80	100	78
Prince Edward Island	2	*	*	*	*	2	*	*	*	*	3	*	*	*	87
Nova Scotia	3	*	*	*	0	3	*	*	*	0	5	60	100	100	83
New Brunswick	3	*	*	*	0	3	*	*	*	0	7	55	75	100	76
Quebec	6	0	0	0	2	6	0	0	0	3	12	54	91	100	75
Ontario	6	0	0	0	2	6	0	0	0	3	13	60	100	100	86
Manitoba	3	*	*	*	3	3	*	*	*	7	6	100	100	100	93
Saskatchewan	3	*	*	*	0	3	*	*	*	0	6	100	100	100	93
Alberta	4	*	0	*	0	4	*	0	*	0	8	59	90	100	81
British-Columbia	5	10	0	0	13	6	24	10	0	17	10	85	100	100	90
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	1	*	*	*	*	4	*	100	*	95
Nunavut	2	*	*	*	*	2	*	*	*	*	3	*	*	*	77

BY REGION

Atlantic (NL, PEI, NS, NB)	4	*	0	*	0	4	*	0	*	0	8	54	68	100	74
Central (ON, QC)	7	0	0	0	1	7	0	0	0	3	16	59	100	100	81
Prairies (AB, SK, MB)	5	0	0	0	2	5	0	0	0	4	12	75	100	100	87
Pacific (BC)	5	10	0	0	13	6	24	10	0	17	10	85	100	100	90
Territories (YU, NWT, NT)	2	*	*	*	*	2	*	*	*	*	5	80	100	100	86

BY SECTOR

Private	6	0	0	0	2	6	0	0	0	3	13	60	100	100	86
Public-Municipal	2	*	*	*	*	3	*	*	*	8	7	91	100	100	83
Public-Provincial	1	*	*	*	*	1	*	*	*	*	5	75	80	100	81
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	3	*	*	*	18	4	*	13	*	20	12	79	100	100	82

BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	0	3	*	*	*	0	4	*	75	*	75
500 to 999	-	*	*	*	*	-	*	*	*	*	6	100	100	100	83
1,000 to 2,999	2	*	*	*	*	3	*	*	*	8	4	*	91	*	84
3,000 to 9,999	2	*	*	*	*	2	*	*	*	*	4	*	100	*	95
10,000 and over	2	*	*	*	*	2	*	*	*	*	7	68	100	100	84

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	*	0	*	0	4	*	0	*	0	5	55	60	82	69
Third Quartile (P51 to P75)	1	*	*	*	*	1	*	*	*	*	5	75	100	100	85
Second Quartile (P26 to P50)	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Bottom Quartile (P25 & below)	1	*	*	*	*	2	*	*	*	*	5	100	100	100	90

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Dental basic coverage - Prot. in force (#Org.)			Dental basic - First rate of reimbursement (%)				Dental basic - Threshold for second rate of reimbursement (\$)				Dental basic - Second rate of reimbursement (%)						
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	40	37	3	34	80	100	100	91	17	1813	1500	1000	1545	2	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	10	10	-	10	80	90	100	90	5	1500	1500	1500	1500	-	*	*	*	*
Prince Edward Island	4	4	-	4	*	90	*	90	2	*	*	*	*	-	*	*	*	*
Nova Scotia	9	9	-	9	90	100	100	93	4	*	1500	*	1375	-	*	*	*	*
New Brunswick	12	11	1	10	83	95	100	92	5	1625	1500	1500	1625	-	*	*	*	*
Quebec	22	19	3	16	80	85	100	89	8	1625	1500	1000	1438	2	*	*	*	*
Ontario	18	17	1	15	90	100	100	95	5	2000	1500	1500	1700	-	*	*	*	*
Manitoba	9	9	-	8	88	95	100	93	5	1500	1500	1500	1595	-	*	*	*	*
Saskatchewan	10	10	-	10	90	100	100	94	3	*	*	*	1500	-	*	*	*	*
Alberta	13	13	-	13	90	100	100	94	6	1688	1500	1500	1542	-	*	*	*	*
British-Columbia	16	16	-	15	85	100	100	93	9	2000	1500	1500	1722	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	100	*	98	3	*	*	*	1333	-	*	*	*	*
Nunavut	4	4	-	4	*	95	*	93	4	*	1500	*	1500	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	15	14	1	13	80	90	100	91	7	1500	1500	1125	1417	-	*	*	*	*
Central (ON, QC)	26	23	3	20	80	95	100	91	8	1625	1500	1000	1438	2	*	*	*	*
Prairies (AB, SK, MB)	17	17	-	16	80	100	100	93	8	1813	1500	1494	1591	-	*	*	*	*
Pacific (BC)	16	16	-	15	85	100	100	93	9	2000	1500	1500	1722	-	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	6	93	100	100	95	5	1500	1500	1500	1500	-	*	*	*	*

BY SECTOR

Private	23	22	1	19	80	100	100	92	9	2000	1500	1500	1611	2	*	*	*	*
Public-Municipal	9	8	1	8	80	90	100	90	3	*	*	*	1667	-	*	*	*	*
Public-Provincial	8	7	1	7	80	100	100	91	5	1544	1238	1000	1306	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	17	15	2	15	80	100	100	91	8	1613	1000	1000	1461	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	100	100	100	96	2	*	*	*	*	-	*	*	*	*
500 to 999	10	9	1	8	100	100	100	98	3	*	*	*	1500	-	*	*	*	*
1,000 to 2,999	8	8	-	8	80	80	80	83	4	*	1000	*	1500	1	*	*	*	*
3,000 to 9,999	6	6	-	4	*	95	*	93	3	*	*	*	1500	-	*	*	*	*
10,000 and over	10	9	1	9	80	90	100	90	5	1563	1488	1356	1431	1	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	7	1	5	80	80	90	86	2	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	8	80	90	100	90	6	1750	1500	1500	1550	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	4	*	95	*	93	3	*	*	*	1667	1	*	*	*	*
Bottom Quartile (P25 & below)	7	6	1	6	80	90	100	90	1	*	*	*	*	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Dental basic - Frequency of exams (months)					Dental basic - Individual deductible (\$)					Dental basic - Family deductible (\$)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	29	9	9	6	9	21	25	25	0	18	21	50	50	0	31
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BY PROVINCE

Newfoundland & Labrador	9	9	9	6	8	9	25	0	0	11	9	50	0	0	23
Prince Edward Island	4	*	9	*	8	4	*	13	*	13	4	*	25	*	31
Nova Scotia	7	9	9	6	8	7	25	0	0	14	7	63	0	0	29
New Brunswick	10	9	9	6	8	8	31	13	0	19	8	56	25	0	32
Quebec	17	9	9	9	9	14	25	25	0	18	14	50	38	0	31
Ontario	16	9	9	8	9	12	25	5	0	15	12	50	5	0	26
Manitoba	7	9	9	6	8	7	25	25	0	18	7	63	50	0	36
Saskatchewan	7	9	9	6	8	7	25	25	0	18	7	63	50	0	36
Alberta	11	9	9	6	8	10	25	13	0	17	10	58	25	0	32
British-Columbia	13	9	9	6	8	12	25	25	0	18	12	53	50	0	35
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	4	*	8	*	8	3	*	*	*	22	3	*	*	*	37
Nunavut	3	*	*	*	9	4	*	20	*	23	4	*	30	*	35

BY REGION

Atlantic (NL, PEI, NS, NB)	12	9	9	6	8	10	25	0	0	15	10	50	0	0	26
Central (ON, QC)	21	9	9	9	9	16	25	18	0	16	16	50	18	0	28
Prairies (AB, SK, MB)	13	12	9	6	9	11	25	25	0	17	11	55	50	0	33
Pacific (BC)	13	9	9	6	8	12	25	25	0	18	12	53	50	0	35
Territories (YU, NWT, NT)	5	9	9	6	8	5	40	25	0	23	5	60	50	0	38

BY SECTOR

Private	18	9	9	9	9	16	25	25	0	17	16	50	38	0	30
Public-Municipal	7	9	6	6	8	4	*	18	*	15	4	*	30	*	28
Public-Provincial	4	*	11	*	11	1	*	*	*	*	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	11	11	9	6	9	5	25	25	10	20	5	50	50	10	34

BY ORGANIZATION SIZE (# EES)

50 to 499	4	*	8	*	8	4	*	0	*	6	4	*	0	*	13
500 to 999	6	9	9	7	8	5	25	25	25	27	5	50	50	25	43
1,000 to 2,999	7	12	9	6	9	5	25	0	0	10	5	50	0	0	20
3,000 to 9,999	6	9	9	9	10	5	40	25	0	23	5	50	50	0	32
10,000 and over	6	11	9	9	10	2	*	*	*	*	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	11	9	9	10	6	25	25	6	21	6	50	38	6	33
Third Quartile (P51 to P75)	6	12	11	7	10	3	*	*	*	17	3	*	*	*	33
Second Quartile (P26 to P50)	4	*	11	*	10	4	*	13	*	19	4	*	25	*	33
Bottom Quartile (P25 & below)	6	9	9	9	9	2	*	*	*	*	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Dental - Combined deductible (\$)					Dental basic - Portion paid by employer (%)					Dental basic - Annual cost per employee (\$)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	13	50	0	0	17	26	87	100	100	90	14	191	576	843	633
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BY PROVINCE

Newfoundland & Labrador	7	25	0	0	14	8	89	100	100	88	6	404	483	781	556
Prince Edward Island	3	*	*	*	17	3	*	*	*	100	1	*	*	*	*
Nova Scotia	6	38	0	0	17	7	83	100	100	89	4	*	629	*	592
New Brunswick	6	38	0	0	17	8	88	100	100	88	5	0	549	858	504
Quebec	9	25	0	0	14	13	100	100	100	91	8	300	483	730	503
Ontario	9	50	0	0	17	14	100	100	100	93	9	121	549	1111	704
Manitoba	5	50	0	0	20	7	100	100	100	100	3	*	*	*	656
Saskatchewan	5	50	0	0	20	6	100	100	100	92	4	*	435	*	495
Alberta	8	50	0	0	19	9	100	100	100	95	5	400	858	1111	774
British-Columbia	8	50	0	0	19	11	100	100	100	94	6	451	700	843	628
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	3	*	*	*	33	3	*	*	*	100	2	*	*	*	*
Nunavut	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	8	13	0	0	13	11	60	100	100	84	7	200	417	704	476
Central (ON, QC)	11	38	0	0	16	17	100	100	100	93	11	261	549	985	677
Prairies (AB, SK, MB)	8	50	0	0	19	12	100	100	100	92	6	109	629	1048	647
Pacific (BC)	8	50	0	0	19	11	100	100	100	94	6	451	700	843	628
Territories (YU, NWT, NT)	3	*	*	*	33	4	*	100	*	88	3	*	*	*	839

BY SECTOR

Private	12	50	0	0	19	16	100	100	100	94	11	409	603	827	629
Public-Municipal	1	*	*	*	*	6	77	91	100	85	3	*	*	*	644
Public-Provincial	-	*	*	*	*	4	*	83	*	79	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	1	*	*	*	*	10	68	91	100	82	3	*	*	*	644

BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	17	4	*	100	*	88	2	*	*	*	*
500 to 999	2	*	*	*	*	5	100	100	100	100	4	*	1148	*	1175
1,000 to 2,999	4	*	0	*	6	6	60	79	96	77	4	*	206	*	207
3,000 to 9,999	3	*	*	*	0	5	100	100	100	100	3	*	*	*	327
10,000 and over	1	*	*	*	*	6	74	100	100	86	1	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	2	*	*	*	*	4	*	69	*	72	3	*	*	*	316
Third Quartile (P51 to P75)	2	*	*	*	*	7	58	100	100	81	2	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	8	3	*	*	*	100	2	*	*	*	*
Bottom Quartile (P25 & below)	3	*	*	*	17	5	100	100	100	95	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Endo/periodontics - Prot. in force (#Org.)			Endo/periodontics - First rate of reimbursement (%)				Endo/periodontics - Threshold for second rate of reimbursement (\$)				Endo/periodontics - Second rate of reimbursement (%)						
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	39	34	5	33	80	80	100	84	11	1875	1500	1000	1611	2	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	10	8	2	9	80	80	90	77	3	*	*	*	1667	-	*	*	*	*
Prince Edward Island	4	4	-	4	*	90	*	88	2	*	*	*	*	-	*	*	*	*
Nova Scotia	9	7	2	8	80	85	90	76	3	*	*	*	1667	-	*	*	*	*
New Brunswick	11	9	2	9	80	80	90	86	3	*	*	*	1667	-	*	*	*	*
Quebec	21	16	5	15	80	80	90	77	3	*	*	*	1667	2	*	*	*	*
Ontario	17	14	3	14	80	90	100	83	2	*	*	*	*	-	*	*	*	*
Manitoba	9	8	1	7	80	90	90	87	3	*	*	*	1825	-	*	*	*	*
Saskatchewan	10	9	1	9	80	90	100	87	2	*	*	*	*	-	*	*	*	*
Alberta	13	11	2	12	80	90	100	84	5	2000	1750	1500	1750	-	*	*	*	*
British-Columbia	16	14	2	14	80	90	100	85	6	2375	1750	1500	1917	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	95	*	95	3	*	*	*	1667	-	*	*	*	*
Nunavut	4	3	1	3	*	*	*	90	2	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	14	11	3	12	80	80	90	78	5	1500	1000	1000	1400	-	*	*	*	*
Central (ON, QC)	25	20	5	19	80	80	100	82	3	*	*	*	1667	2	*	*	*	*
Prairies (AB, SK, MB)	17	15	2	15	80	90	100	83	6	1938	1625	1481	1704	-	*	*	*	*
Pacific (BC)	16	14	2	14	80	90	100	85	6	2375	1750	1500	1917	-	*	*	*	*
Territories (YU, NWT, NT)	6	5	1	5	90	90	100	92	3	*	*	*	1667	-	*	*	*	*

BY SECTOR

Private	22	19	3	18	80	85	100	82	5	2000	1500	1500	1700	2	*	*	*	*
Public-Municipal	9	8	1	8	80	80	100	84	2	*	*	*	*	-	*	*	*	*
Public-Provincial	8	7	1	7	80	80	100	89	4	*	1238	*	1306	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	17	15	2	15	80	80	100	86	6	1681	1238	1000	1538	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	100	100	100	96	1	*	*	*	*	-	*	*	*	*
500 to 999	10	8	2	7	80	100	100	87	2	*	*	*	*	-	*	*	*	*
1,000 to 2,999	8	7	1	8	73	80	80	66	2	*	*	*	*	1	*	*	*	*
3,000 to 9,999	5	5	-	4	*	95	*	93	2	*	*	*	*	-	*	*	*	*
10,000 and over	10	9	1	9	80	80	90	87	4	*	1488	*	1431	1	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	7	5	2	5	80	80	90	70	-	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	8	80	80	93	83	4	*	1625	*	1563	-	*	*	*	*
Second Quartile (P26 to P50)	5	4	1	3	*	*	*	83	1	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	7	6	1	6	80	90	100	90	1	*	*	*	*	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Major Restoration - Prot. in force (#Org.)			Major Restoration - First rate of reimbursement (%)				Major Restoration - Threshold for second rate of reimbursement (\$)				Major Restoration - Second rate of reimbursement (%)						
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	38	31	7	31	50	50	80	62	19	2000	1500	1238	1643	1	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	10	9	1	9	50	50	50	57	5	1500	1500	1500	1500	-	*	*	*	*
Prince Edward Island	4	3	1	3	*	*	*	50	2	*	*	*	*	-	*	*	*	*
Nova Scotia	9	8	1	8	50	50	65	61	4	*	1500	*	1375	-	*	*	*	*
New Brunswick	11	8	3	8	50	50	65	61	5	1500	1500	1500	1500	-	*	*	*	*
Quebec	21	15	6	14	50	50	64	60	6	1875	1500	1500	1583	1	*	*	*	*
Ontario	17	15	2	14	50	50	64	60	9	2000	2000	1500	1722	-	*	*	*	*
Manitoba	8	7	1	7	50	50	60	60	5	1500	1500	1500	1595	-	*	*	*	*
Saskatchewan	10	9	1	9	50	50	100	68	4	*	1500	*	1625	-	*	*	*	*
Alberta	13	12	1	12	50	50	65	62	8	2000	1625	1500	1656	-	*	*	*	*
British-Columbia	16	15	1	14	50	50	58	56	8	2000	1500	1500	1750	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	50	*	53	3	*	*	*	1333	-	*	*	*	*
Nunavut	4	4	-	4	*	50	*	50	4	*	1500	*	1500	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	14	11	3	11	50	50	70	61	7	1500	1500	1000	1357	-	*	*	*	*
Central (ON, QC)	25	19	6	18	50	50	76	61	10	2000	1750	1500	1650	1	*	*	*	*
Prairies (AB, SK, MB)	16	15	1	15	50	50	70	63	10	2000	1625	1500	1673	-	*	*	*	*
Pacific (BC)	16	15	1	14	50	50	58	56	8	2000	1500	1500	1750	-	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	6	50	50	50	52	5	1500	1500	1500	1500	-	*	*	*	*

BY SECTOR

Private	22	18	4	17	50	50	60	59	10	2000	1750	1500	1700	1	*	*	*	*
Public-Municipal	9	8	1	8	50	65	80	65	5	2000	2000	1000	1800	-	*	*	*	*
Public-Provincial	7	5	2	6	53	63	76	68	4	*	1238	*	1306	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	16	13	3	14	50	63	80	66	9	2000	1475	1000	1581	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	50	50	60	62	4	*	2000	*	2000	-	*	*	*	*
500 to 999	10	8	2	8	50	58	80	63	5	2000	1500	1500	1600	-	*	*	*	*
1,000 to 2,999	8	7	1	7	50	50	80	66	2	*	*	*	*	-	*	*	*	*
3,000 to 9,999	5	4	1	3	*	*	*	50	4	*	1250	*	1375	-	*	*	*	*
10,000 and over	9	7	2	8	50	55	69	63	4	*	1488	*	1431	1	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	7	5	2	5	50	50	80	66	1	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	7	1	7	50	50	58	56	4	*	1625	*	1563	-	*	*	*	*
Second Quartile (P26 to P50)	5	4	1	3	*	*	*	67	3	*	*	*	1667	-	*	*	*	*
Bottom Quartile (P25 & below)	7	5	2	5	50	50	65	59	3	*	*	*	2333	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Orthodontic - Prot. in force (#Org.)			Orthodontic - First rate of reimbursement (%)				Orthodontic - Threshold for second rate of reimbursement (\$)				Orthodontic - Second rate of reimbursement (%)				Orthodontic - Maximum age if applicable							
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	40	31	9	26	50	50	50	51	26	2500	2000	1500	2141	-	*	*	*	*	14	18	19	21	20
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BY PROVINCE

Newfoundland & Labrador	10	9	1	8	50	50	50	50	8	2000	2000	1875	1875	-	*	*	*	*	5	18	19	20	19
Prince Edward Island	4	3	1	3	*	*	*	50	3	*	*	*	2000	-	*	*	*	*	2	*	*	*	*
Nova Scotia	9	8	1	7	50	50	50	50	7	2000	2000	2000	2000	-	*	*	*	*	4	*	19	*	19
New Brunswick	12	10	2	8	50	50	50	54	9	2000	2000	1500	1833	-	*	*	*	*	3	*	*	*	20
Quebec	22	13	9	9	50	50	50	50	12	2125	2000	1500	1917	-	*	*	*	*	8	18	20	21	20
Ontario	18	15	3	11	50	50	50	50	14	2500	2000	2000	2250	-	*	*	*	*	9	18	19	21	19
Manitoba	9	8	1	6	50	50	50	50	8	2125	2000	1919	2022	-	*	*	*	*	4	*	21	*	20
Saskatchewan	10	9	1	7	50	50	50	50	7	2000	2000	1750	1929	-	*	*	*	*	4	*	19	*	19
Alberta	13	12	1	11	50	50	50	50	10	2000	2000	2000	2150	-	*	*	*	*	7	19	19	20	19
British-Columbia	16	15	1	12	50	50	50	50	13	3000	2000	2000	2346	-	*	*	*	*	8	18	19	20	19
North West Territories	1	1	-	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	50	*	50	3	*	*	*	2167	-	*	*	*	*	2	*	*	*	*
Nunavut	4	4	-	4	*	50	*	50	3	*	*	*	2167	-	*	*	*	*	2	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	15	13	2	11	50	50	50	53	11	2000	2000	1500	1773	-	*	*	*	*	5	18	19	20	19
Central (ON, QC)	26	17	9	13	50	50	50	50	16	2500	2000	1500	2125	-	*	*	*	*	11	18	19	21	20
Prairies (AB, SK, MB)	17	16	1	13	50	50	50	50	12	2125	2000	1919	2140	-	*	*	*	*	9	18	19	20	19
Pacific (BC)	16	15	1	12	50	50	50	50	13	3000	2000	2000	2346	-	*	*	*	*	8	18	19	20	19
Territories (YU, NWT, NT)	6	6	-	6	50	50	50	50	5	2000	2000	2000	2100	-	*	*	*	*	3	*	*	*	19

BY SECTOR

Private	23	17	6	13	50	50	50	50	16	2500	2000	1500	2094	-	*	*	*	*	10	18	19	21	20
Public-Municipal	9	7	2	7	50	50	50	50	6	2875	2000	1500	2167	-	*	*	*	*	3	*	*	*	19
Public-Provincial	8	7	1	6	50	50	54	56	4	*	2000	*	2294	-	*	*	*	*	1	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	17	14	3	13	50	50	50	53	10	2875	2000	1544	2218	-	*	*	*	*	4	*	19	*	19

BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	50	50	50	50	5	2000	2000	2000	2100	-	*	*	*	*	1	*	*	*	*
500 to 999	10	7	3	6	50	50	50	50	7	3000	2500	1750	2500	-	*	*	*	*	4	*	19	*	19
1,000 to 2,999	8	6	2	5	50	50	50	50	4	*	1750	*	1875	-	*	*	*	*	4	*	19	*	20
3,000 to 9,999	6	5	1	3	*	*	*	50	4	*	2000	*	1875	-	*	*	*	*	3	*	*	*	19
10,000 and over	10	8	2	7	50	50	53	55	6	2000	2000	1756	2113	-	*	*	*	*	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	6	2	4	*	50	*	50	4	*	1500	*	1500	-	*	*	*	*	2	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	8	50	50	51	54	6	2000	2000	2000	2167	-	*	*	*	*	3	*	*	*	19
Second Quartile (P26 to P50)	5	4	1	2	*	*	*	*	4	*	2250	*	2250	-	*	*	*	*	3	*	*	*	21
Bottom Quartile (P25 & below)	7	4	3	3	*	*	*	50	4	*	3000	*	3250	-	*	*	*	*	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Short-term disability - Type offered			Long-term disability - Prot. in force (#Org.)			Long-term disability - Coverage (%)				Long-term disability - Maximum per month (\$)				Long-term disability - Maximum age					
	Self	Insured	ASO	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th

ALL ORGANIZATIONS

All Organizations	17	14	2	38	38	-	37	60	67	70	68	29	5000	7500	10000	7799	32	65	65	65	65
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BY PROVINCE

Newfoundland & Labrador	5	4	2	11	11	-	11	60	67	70	68	10	5150	9500	10750	8840	8	65	65	65	64
Prince Edward Island	1	3	2	5	5	-	5	67	70	70	73	4	*	7800	*	8975	3	*	*	*	65
Nova Scotia	3	5	2	10	10	-	10	62	68	70	69	9	5000	5600	10000	7656	7	65	65	65	64
New Brunswick	4	6	2	13	13	-	13	60	67	70	68	11	5000	8000	10500	8127	9	65	65	65	64
Quebec	9	11	2	24	24	-	23	60	67	70	68	21	4084	7200	10000	7556	18	65	65	65	65
Ontario	9	7	2	18	18	-	18	60	67	70	68	16	5450	7750	10250	8744	13	65	65	65	65
Manitoba	3	4	2	9	9	-	10	60	70	70	70	7	5000	5600	9500	7843	5	65	65	65	65
Saskatchewan	3	4	2	10	10	-	10	61	68	70	70	7	5000	5600	9500	7843	7	65	65	65	65
Alberta	5	5	2	13	13	-	13	67	70	70	69	10	5150	8250	10000	9040	10	65	65	65	65
British-Columbia	6	7	2	16	16	-	15	60	67	70	67	12	5000	7500	10000	8325	12	65	65	65	65
North West Territories	-	-	2	1	1	-	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	-	2	2	4	4	-	4	*	70	*	68	3	*	*	*	10200	3	*	*	*	65
Nunavut	1	-	2	4	4	-	4	*	70	*	68	3	*	*	*	13333	4	*	65	*	64

BY REGION

Atlantic (NL, PEI, NS, NB)	6	7	2	16	16	-	16	60	67	70	68	14	5000	8500	10750	8279	12	64	65	65	64
Central (ON, QC)	12	11	2	27	27	-	26	60	67	70	68	24	4771	7350	10250	7924	21	65	65	65	65
Prairies (AB, SK, MB)	7	5	2	16	16	-	17	66	70	70	69	10	5150	8250	10000	9040	12	65	65	65	65
Pacific (BC)	6	7	2	16	16	-	15	60	67	70	67	12	5000	7500	10000	8325	12	65	65	65	65
Territories (YU, NWT, NT)	1	2	2	6	6	-	6	63	70	70	67	5	5600	9000	11000	10120	5	65	65	65	64

BY SECTOR

Private	10	10	2	24	24	-	23	60	67	70	67	22	5000	7500	10750	7973	19	65	65	65	65
Public-Municipal	5	2	-	7	7	-	7	63	70	74	68	5	6000	7200	7500	6957	6	65	65	65	65
Public-Provincial	2	2	-	7	7	-	7	70	70	73	72	2	*	*	*	*	7	63	65	65	64
Public-Federal	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	7	4	-	14	14	-	14	66	70	75	70	7	5042	7200	8750	7255	13	65	65	65	64

BY ORGANIZATION SIZE (# EES)

50 to 499	2	4	-	7	7	-	7	60	67	67	65	7	3500	5000	7500	5471	6	65	65	65	64
500 to 999	5	3	-	10	10	-	10	60	66	70	66	9	5000	6000	9000	7926	9	65	65	65	66
1,000 to 2,999	5	2	1	7	7	-	6	61	66	69	65	6	5550	8600	10000	7650	7	65	65	65	65
3,000 to 9,999	1	2	1	5	5	-	5	68	70	70	69	3	*	*	*	12667	2	*	*	*	*
10,000 and over	4	3	-	9	9	-	9	70	70	75	74	4	*	8325	*	8163	8	64	65	65	64

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	3	-	9	9	-	9	60	63	78	71	6	2563	9000	10000	6675	7	65	65	65	64
Third Quartile (P51 to P75)	4	3	-	8	8	-	7	63	67	70	66	5	5000	5600	7500	6820	8	64	65	65	64
Second Quartile (P26 to P50)	2	1	2	5	5	-	4	*	70	*	67	4	*	7000	*	8800	4	*	65	*	65
Bottom Quartile (P25 & below)	3	3	-	6	6	-	6	66	67	69	68	6	8125	10525	14013	10842	5	65	65	65	65

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Long term disability - portion paid by employer (%)				Long-term disability - Integration with pension			Long-term disability - Indexation			Long-term disability - Rate of indexation (% of CPI)				Long term disability - Maximum indexation rate (%)					
	#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th

ALL ORGANIZATIONS

All Organizations	37	0	50	100	52	31	11	20	33	13	20	7	75	100	100	79	10	3.0	3.0	3.0	2.8
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BY PROVINCE

Newfoundland & Labrador	11	0	50	100	55	10	2	8	10	4	6	4	*	100	*	75	4	*	3.0	*	2.8
Prince Edward Island	5	0	100	100	60	5	1	4	5	3	2	2	*	*	*	*	3	*	*	*	3.7
Nova Scotia	10	0	50	100	50	9	1	8	9	3	6	3	*	*	*	67	4	*	3.0	*	2.8
New Brunswick	12	0	50	100	46	11	3	8	11	5	6	4	*	100	*	100	3	*	*	*	3.7
Quebec	23	0	50	100	46	18	6	12	20	10	10	5	100	100	100	80	9	3.0	3.0	3.0	2.8
Ontario	18	0	75	100	58	14	3	11	17	7	10	5	100	100	100	80	5	3.0	3.0	3.0	2.8
Manitoba	10	13	100	100	65	9	2	7	9	3	6	2	*	*	*	*	3	*	*	*	3.7
Saskatchewan	10	13	75	100	60	8	1	7	9	5	4	3	*	*	*	83	4	*	3.0	*	3.5
Alberta	13	0	85	100	57	12	2	10	12	4	8	4	*	100	*	75	4	*	3.0	*	2.8
British-Columbia	16	0	25	100	46	13	3	10	14	5	9	4	*	100	*	75	5	3.0	3.0	3.0	2.8
North West Territories	1	*	*	*	*	1	1	-	1	1	-	1	*	*	*	*	1	*	*	*	*
Yukon	4	*	100	*	96	4	2	2	4	3	1	3	*	*	*	100	2	*	*	*	*
Nunavut	4	*	68	*	71	3	3	-	3	3	-	3	*	*	*	100	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	15	0	50	100	47	14	3	11	14	5	9	5	100	100	100	80	4	*	3.0	*	2.8
Central (ON, QC)	26	0	50	100	52	21	7	14	23	10	13	5	100	100	100	80	9	3.0	3.0	3.0	2.8
Prairies (AB, SK, MB)	17	0	100	100	64	15	3	12	16	6	10	5	50	100	100	70	5	3.0	3.0	3.0	2.8
Pacific (BC)	16	0	25	100	46	13	3	10	14	5	9	4	*	100	*	75	5	3.0	3.0	3.0	2.8
Territories (YU, NWT, NT)	6	59	93	100	81	5	3	2	5	4	1	4	*	100	*	100	2	*	*	*	*

BY SECTOR

Private	24	0	25	100	44	19	5	14	22	8	14	5	100	100	100	80	6	3.0	3.0	2.3	2.7
Public-Municipal	5	50	100	100	70	7	4	3	6	3	3	1	*	*	*	*	2	*	*	*	*
Public-Provincial	8	38	93	100	67	5	2	3	5	2	3	1	*	*	*	*	2	*	*	*	*
Public-Federal	-	*	*	*	*	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*
Public-All	13	50	100	100	68	12	6	6	11	5	6	2	*	*	*	*	4	*	3.0	*	3.0

BY ORGANIZATION SIZE (# EES)

50 to 499	7	0	50	75	43	6	2	4	6	2	4	1	*	*	*	*	1	*	*	*	*
500 to 999	9	0	50	100	50	7	2	5	8	3	5	-	*	*	*	*	2	*	*	*	*
1,000 to 2,999	6	0	0	38	25	7	3	4	7	3	4	2	*	*	*	*	3	*	*	*	2.0
3,000 to 9,999	5	0	85	100	57	4	2	2	5	3	2	3	*	*	*	100	1	*	*	*	*
10,000 and over	10	63	100	100	75	7	2	5	7	2	5	1	*	*	*	*	3	*	*	*	3.7

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	0	0	50	28	6	2	4	8	6	2	3	*	*	*	67	6	3.0	3.0	2.3	2.3
Third Quartile (P51 to P75)	8	0	50	100	50	7	-	7	6	2	4	2	*	*	*	*	1	*	*	*	*
Second Quartile (P26 to P50)	5	0	50	100	50	4	2	2	4	1	3	1	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	6	13	75	100	58	5	2	3	6	1	5	-	*	*	*	*	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Long term - Avg annual cost per employee (\$)					Maternity Top Up			Maternity Top Up - Coverage (% of salary)					Maternity Top Up - Maximum monthly coverage (\$)				
#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	15	0	376	573	359	39	23	16	20	75	93	93	81	1	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	6	281	439	699	456	11	6	5	6	73	92	93	81	1	*	*	*	*
Prince Edward Island	2	*	*	*	*	5	4	1	4	*	80	*	76	1	*	*	*	*
Nova Scotia	4	*	439	*	430	10	7	3	7	78	93	93	83	1	*	*	*	*
New Brunswick	6	274	300	577	399	13	8	5	8	73	83	93	80	1	*	*	*	*
Quebec	11	206	436	618	413	23	13	10	11	71	93	93	77	1	*	*	*	*
Ontario	8	281	425	570	424	19	10	9	9	75	90	93	82	1	*	*	*	*
Manitoba	4	*	577	*	574	10	8	2	7	78	93	93	83	1	*	*	*	*
Saskatchewan	3	*	*	*	574	10	7	3	7	78	93	94	83	1	*	*	*	*
Alberta	5	0	300	577	344	14	9	5	8	84	93	95	85	1	*	*	*	*
British-Columbia	7	75	376	546	362	16	10	6	9	75	90	93	82	1	*	*	*	*
North West Territories	1	*	*	*	*	1	1	-	1	*	*	*	*	-	*	*	*	*
Yukon	2	*	*	*	*	4	3	1	3	*	*	*	95	1	*	*	*	*
Nunavut	2	*	*	*	*	4	3	1	3	*	*	*	93	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	8	137	300	659	391	16	9	7	9	75	90	93	81	1	*	*	*	*
Central (ON, QC)	12	274	550	577	429	27	15	12	13	75	93	93	78	1	*	*	*	*
Prairies (AB, SK, MB)	6	0	300	577	344	17	12	5	10	91	93	95	87	1	*	*	*	*
Pacific (BC)	7	75	376	546	362	16	10	6	9	75	90	93	82	1	*	*	*	*
Territories (YU, NWT, NT)	3	*	*	*	565	6	4	2	4	*	93	*	95	1	*	*	*	*

BY SECTOR

Private	12	69	376	576	376	24	11	13	9	67	90	93	74	1	*	*	*	*
Public-Municipal	1	*	*	*	*	7	4	3	4	*	84	*	85	-	*	*	*	*
Public-Provincial	2	*	*	*	*	8	8	-	7	89	93	93	90	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	-	-	-	*	*	*	*	-	*	*	*	*
Public-All	3	*	*	*	275	15	12	3	11	80	93	93	88	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	284	7	-	7	-	*	*	*	*	-	*	*	*	*
500 to 999	2	*	*	*	*	11	6	5	6	75	84	93	85	-	*	*	*	*
1,000 to 2,999	3	*	*	*	247	6	3	3	2	*	*	*	*	-	*	*	*	*
3,000 to 9,999	3	*	*	*	845	5	4	1	3	*	*	*	84	-	*	*	*	*
10,000 and over	4	*	300	*	291	10	10	-	9	75	93	93	75	1	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	5	137	274	287	191	9	4	5	4	*	94	*	82	-	*	*	*	*
Third Quartile (P51 to P75)	2	*	*	*	*	7	5	2	4	*	89	*	88	1	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	422	5	5	-	3	*	*	*	92	-	*	*	*	*
Bottom Quartile (P25 & below)	1	*	*	*	*	7	4	3	4	*	71	*	60	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Maternity Top Up - Maximum duration (# weeks)					Maternity Top Up - portion paid by employer (%)					Maternity Top Up - avg annual cost per employee (\$)					Parental Top Up			Parental Top Up - Coverage (% of salary)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	22	15	17	17	17	14	100	100	100	91	3	*	*	*	*	1167	35	7	28	7	0	70	84	48
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BY PROVINCE

Newfoundland & Labrador	6	8	15	17	13	5	100	100	100	80	1	*	*	*	*	11	1	10	2	*	*	*	*
Prince Edward Island	4	*	11	*	11	4	*	100	*	75	-	*	*	*	*	5	-	5	1	*	*	*	*
Nova Scotia	7	11	15	16	13	5	100	100	100	80	1	*	*	*	*	10	1	9	2	*	*	*	*
New Brunswick	8	13	16	17	14	5	100	100	100	80	1	*	*	*	*	13	1	12	3	*	*	*	23
Quebec	13	15	17	18	18	10	93	100	100	88	2	*	*	*	*	22	4	18	3	*	*	*	23
Ontario	10	8	15	17	17	8	100	100	100	88	2	*	*	*	*	17	1	16	2	*	*	*	*
Manitoba	8	13	15	17	14	6	100	100	100	83	1	*	*	*	*	9	1	8	2	*	*	*	*
Saskatchewan	7	11	15	17	13	6	100	100	100	83	1	*	*	*	*	10	2	8	3	*	*	*	55
Alberta	8	6	15	17	12	7	100	100	100	86	1	*	*	*	*	13	2	11	3	*	*	*	54
British-Columbia	10	15	16	17	18	6	100	100	100	83	1	*	*	*	*	15	3	12	4	*	73	*	60
North West Territories	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*	1	-	1	-	*	*	*	*
Yukon	3	*	*	*	16	2	*	*	*	*	-	*	*	*	*	4	1	3	2	*	*	*	*
Nunavut	3	*	*	*	17	1	*	*	*	*	-	*	*	*	*	4	1	3	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	9	15	15	17	14	5	100	100	100	80	1	*	*	*	*	16	1	15	3	*	*	*	23
Central (ON, QC)	15	15	17	18	17	12	98	100	100	90	3	*	*	*	1167	25	4	21	3	*	*	*	23
Prairies (AB, SK, MB)	11	11	15	17	13	9	100	100	100	89	1	*	*	*	*	15	3	12	4	*	82	*	65
Pacific (BC)	10	15	16	17	18	6	100	100	100	83	1	*	*	*	*	15	3	12	4	*	73	*	60
Territories (YU, NWT, NT)	4	*	17	*	17	2	*	*	*	*	-	*	*	*	*	6	1	5	2	*	*	*	*

BY SECTOR

Private	11	11	17	18	17	9	90	100	100	87	1	*	*	*	*	23	3	20	3	*	*	*	23
Public-Municipal	4	*	16	*	16	3	*	*	*	100	2	*	*	*	*	6	-	6	1	*	*	*	*
Public-Provincial	7	15	17	17	17	2	*	*	*	*	-	*	*	*	*	6	4	2	3	*	*	*	88
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-	-	-	*	*	*	*
Public-All	11	15	17	17	17	5	100	100	100	100	2	*	*	*	*	12	4	8	4	*	84	*	66

BY ORGANIZATION SIZE (# EES)

50 to 499	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	7	-	7	-	*	*	*	*
500 to 999	6	15	16	17	20	3	*	*	*	100	1	*	*	*	*	9	-	9	1	*	*	*	*
1,000 to 2,999	3	*	*	*	17	3	*	*	*	97	2	*	*	*	*	6	2	4	1	*	*	*	*
3,000 to 9,999	4	*	17	*	14	3	*	*	*	67	-	*	*	*	*	5	1	4	1	*	*	*	*
10,000 and over	9	15	15	17	15	5	100	100	100	98	-	*	*	*	*	8	4	4	4	*	73	*	60

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	*	18	*	16	3	*	*	*	100	1	*	*	*	*	9	2	7	1	*	*	*	*
Third Quartile (P51 to P75)	4	*	15	*	16	2	*	*	*	*	-	*	*	*	*	6	1	5	2	*	*	*	*
Second Quartile (P26 to P50)	5	17	17	17	17	4	*	100	*	98	1	*	*	*	*	5	2	3	1	*	*	*	*
Bottom Quartile (P25 & below)	4	*	12	*	21	3	*	*	*	63	-	*	*	*	*	6	1	5	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Parental Top Up - Maximum monthly coverage (\$)					Parental Top Up - Maximum duration (# weeks)					Parental Top Up - portion paid by employer (%)					Parental Top Up - avg annual cost per employee (\$)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	-	*	*	*	*	6	17	26	48	29	2	*	*	*	*	-	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Nova Scotia	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
New Brunswick	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Quebec	-	*	*	*	*	2	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Ontario	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Manitoba	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Saskatchewan	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Alberta	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
British-Columbia	-	*	*	*	*	2	*	*	*	*	-	*	*	*	*	-	*	*	*	*
North West Territories	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Nunavut	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Central (ON, QC)	-	*	*	*	*	2	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Prairies (AB, SK, MB)	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	-	*	*	*	*
Pacific (BC)	-	*	*	*	*	2	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Territories (YU, NWT, NT)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*

BY SECTOR

Private	-	*	*	*	*	2	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Public-Municipal	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-Provincial	-	*	*	*	*	3	*	*	*	23	1	*	*	*	*	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	-	*	*	*	*	4	*	17	*	17	1	*	*	*	*	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
500 to 999	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
1,000 to 2,999	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
3,000 to 9,999	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
10,000 and over	-	*	*	*	*	3	*	*	*	35	1	*	*	*	*	-	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Bottom Quartile (P25 & below)	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Health care spending account - Prot. in force (#Org.)			Health care spending account - Maximum amount (\$)					Optional additional coverage									
	#Org	Yes	No	#Org	25th	50th	75th	Avg.	EE Life	DpdLife	EE ADD	Dpd ADD	Health	Dental	STI	LTI	Critical	
ALL ORGANIZATIONS																		
All Organizations	37	4	33	3	*	*	*	417	31	27	18	13	5	4	-	3	5	
BY PROVINCE																		
Newfoundland & Labrador	10	1	9	1	*	*	*	*	9	8	7	6	2	2	-	-	2	
Prince Edward Island	5	-	5	-	*	*	*	*	4	3	3	3	1	1	-	-	2	
Nova Scotia	9	-	9	-	*	*	*	*	9	7	6	5	1	1	-	-	2	
New Brunswick	12	1	11	-	*	*	*	*	11	9	6	4	2	2	-	-	2	
Quebec	21	2	19	2	*	*	*	*	19	18	13	10	3	2	-	2	4	
Ontario	17	-	17	-	*	*	*	*	14	13	9	8	1	1	-	-	4	
Manitoba	9	1	8	1	*	*	*	*	8	7	6	5	1	1	-	-	3	
Saskatchewan	10	-	10	-	*	*	*	*	10	9	6	5	1	1	-	-	2	
Alberta	13	-	13	-	*	*	*	*	13	11	8	6	2	2	-	-	3	
British-Columbia	13	-	13	-	*	*	*	*	13	12	9	8	1	1	-	1	4	
North West Territories	1	-	1	-	*	*	*	*	-	-	-	-	-	-	-	-	-	
Yukon	3	-	3	-	*	*	*	*	3	3	1	2	-	-	-	-	1	
Nunavut	4	-	4	-	*	*	*	*	2	2	2	2	-	-	-	-	-	
BY REGION																		
Atlantic (NL, PEI, NS, NB)	15	2	13	1	*	*	*	*	14	11	8	6	3	3	-	-	2	
Central (ON, QC)	25	2	23	2	*	*	*	*	21	20	14	11	3	2	-	2	4	
Prairies (AB, SK, MB)	17	1	16	1	*	*	*	*	16	14	10	8	2	2	-	-	4	
Pacific (BC)	13	-	13	-	*	*	*	*	13	12	9	8	1	1	-	1	4	
Territories (YU, NWT, NT)	5	-	5	-	*	*	*	*	4	4	2	3	-	-	-	-	1	
BY SECTOR																		
Private	22	2	20	2	*	*	*	*	19	18	10	9	2	2	-	1	4	
Public-Municipal	8	1	7	-	*	*	*	*	6	6	4	2	1	1	-	1	-	
Public-Provincial	7	1	6	1	*	*	*	*	6	3	4	2	2	1	-	1	1	
Public-Federal	-	-	-	-	*	*	*	*	-	-	-	-	-	-	-	-	-	
Public-All	15	2	13	1	*	*	*	*	12	9	8	4	3	2	-	2	1	
BY ORGANIZATION SIZE (# EES)																		
50 to 499	6	-	6	-	*	*	*	*	5	5	1	1	-	-	-	-	1	
500 to 999	10	1	9	-	*	*	*	*	8	8	3	3	1	1	-	-	1	
1,000 to 2,999	7	1	6	1	*	*	*	*	6	6	6	3	1	1	-	1	-	
3,000 to 9,999	5	-	5	-	*	*	*	*	4	3	3	2	1	1	-	-	1	
10,000 and over	9	2	7	2	*	*	*	*	8	5	5	4	2	1	-	2	2	
BY QUARTILE OF CASH COMP.																		
Top Quartile (P76 & up)	9	-	9	-	*	*	*	*	8	8	5	4	1	-	-	1	1	
Third Quartile (P51 to P75)	7	-	7	-	*	*	*	*	7	4	3	2	1	1	-	-	2	
Second Quartile (P26 to P50)	5	-	5	-	*	*	*	*	3	3	3	2	-	-	-	-	1	
Bottom Quartile (P25 & below)	6	1	5	1	*	*	*	*	5	4	3	2	1	1	-	2	1	

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Credits allocated for optional addt coverage			Credits allocated (\$)					Credits allocated in portion of salary (%)				
	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	35	1	34	-	*	*	*	*	-	*	*	*	*
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BY PROVINCE

Newfoundland & Labrador	10	-	10	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	4	-	4	-	*	*	*	*	-	*	*	*	*
Nova Scotia	9	-	9	-	*	*	*	*	-	*	*	*	*
New Brunswick	12	-	12	-	*	*	*	*	-	*	*	*	*
Quebec	22	-	22	-	*	*	*	*	-	*	*	*	*
Ontario	17	-	17	-	*	*	*	*	-	*	*	*	*
Manitoba	8	-	8	-	*	*	*	*	-	*	*	*	*
Saskatchewan	9	1	8	-	*	*	*	*	-	*	*	*	*
Alberta	12	-	12	-	*	*	*	*	-	*	*	*	*
British-Columbia	14	-	14	-	*	*	*	*	-	*	*	*	*
North West Territories	-	-	-	-	*	*	*	*	-	*	*	*	*
Yukon	3	-	3	-	*	*	*	*	-	*	*	*	*
Nunavut	3	-	3	-	*	*	*	*	-	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	15	-	15	-	*	*	*	*	-	*	*	*	*
Central (ON, QC)	25	-	25	-	*	*	*	*	-	*	*	*	*
Prairies (AB, SK, MB)	15	1	14	-	*	*	*	*	-	*	*	*	*
Pacific (BC)	14	-	14	-	*	*	*	*	-	*	*	*	*
Territories (YU, NWT, NT)	5	-	5	-	*	*	*	*	-	*	*	*	*

BY SECTOR

Private	22	-	22	-	*	*	*	*	-	*	*	*	*
Public-Municipal	7	-	7	-	*	*	*	*	-	*	*	*	*
Public-Provincial	6	1	5	-	*	*	*	*	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*
Public-All	13	1	12	-	*	*	*	*	-	*	*	*	*

BY ORGANIZATION SIZE (# EES)

50 to 499	6	-	6	-	*	*	*	*	-	*	*	*	*
500 to 999	10	-	10	-	*	*	*	*	-	*	*	*	*
1,000 to 2,999	7	-	7	-	*	*	*	*	-	*	*	*	*
3,000 to 9,999	4	-	4	-	*	*	*	*	-	*	*	*	*
10,000 and over	8	1	7	-	*	*	*	*	-	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	1	8	-	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	7	-	7	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	4	-	4	-	*	*	*	*	-	*	*	*	*
Bottom Quartile (P25 & below)	6	-	6	-	*	*	*	*	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

Sick days - Entitlement			Sick days - Eligibility period						Sick days - Number of sick days per year				Sick days - Carry over to next year allowed (#Org.)			Sick days - Number per year that can be carried over				
#Org	Yes	No	None	3 mths	6 mths	1 yr	Other	#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	42	33	9	15	11	3	3	3	33	5	12	18	31	33	14	19	9	9	15	79	62
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BY PROVINCE

Newfoundland & Labrador	11	8	3	3	5	-	-	-	8	6	12	15	20	7	3	4	2	*	*	*	*
Prince Edward Island	5	5	-	2	3	-	-	-	5	5	6	8	8	4	1	3	-	*	*	*	*
Nova Scotia	10	9	1	4	5	-	-	-	9	6	14	16	20	8	3	5	2	*	*	*	*
New Brunswick	13	11	2	5	5	-	-	1	11	5	12	15	29	10	4	6	3	*	*	*	87
Quebec	24	18	6	6	7	1	3	2	18	5	8	15	14	18	6	12	4	*	9	*	9
Ontario	19	14	5	5	7	1	-	2	14	6	15	18	32	14	6	8	4	*	15	*	50
Manitoba	10	8	2	4	4	-	-	1	8	6	12	15	38	8	4	4	2	*	*	*	*
Saskatchewan	11	9	2	5	5	-	-	-	9	6	12	15	10	8	5	3	3	*	*	*	10
Alberta	14	11	3	5	7	-	-	-	11	5	8	14	16	10	4	6	2	*	*	*	*
British-Columbia	17	13	4	6	7	1	-	-	13	5	6	15	15	13	5	8	3	*	*	*	16
North West Territories	1	1	-	1	-	-	-	-	1	*	*	*	*	1	1	-	-	*	*	*	*
Yukon	4	4	-	3	1	-	-	-	4	*	9	*	9	4	3	1	1	*	*	*	*
Nunavut	4	3	1	3	-	-	-	-	3	*	*	*	11	3	3	-	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	16	13	3	6	6	-	-	1	13	6	15	17	33	12	4	8	3	*	*	*	87
Central (ON, QC)	28	21	7	7	8	2	3	2	21	5	12	17	23	21	8	13	6	5	12	15	33
Prairies (AB, SK, MB)	18	14	4	8	7	-	-	1	14	5	11	15	32	14	7	7	3	*	*	*	10
Pacific (BC)	17	13	4	6	7	1	-	-	13	5	6	15	15	13	5	8	3	*	*	*	16
Territories (YU, NWT, NT)	6	5	1	4	1	-	-	-	5	6	12	15	10	5	4	1	2	*	*	*	*

BY SECTOR

Private	25	16	9	5	9	-	2	2	16	5	6	15	14	16	5	11	3	*	*	*	7
Public-Municipal	9	9	-	4	2	2	1	-	9	8	18	59	54	9	4	5	4	*	79	*	79
Public-Provincial	8	8	-	6	-	1	-	1	8	9	14	16	36	8	5	3	2	*	*	*	*
Public-Federal	-	-	-	-	-	-	-	-	-	*	*	*	*	-	-	-	-	*	*	*	*
Public-All	17	17	-	10	2	3	1	1	17	8	15	18	45	17	9	8	6	24	79	158	103

BY ORGANIZATION SIZE (# EES)

50 to 499	8	6	2	-	4	1	1	1	6	4	5	10	8	6	3	3	3	*	*	*	46
500 to 999	11	8	3	3	2	-	2	1	8	6	15	59	53	8	3	5	2	*	*	*	*
1,000 to 2,999	8	6	2	3	2	1	-	-	6	9	18	20	28	6	2	4	2	*	*	*	*
3,000 to 9,999	5	4	1	3	2	-	-	-	4	*	8	*	8	4	2	2	-	*	*	*	*
10,000 and over	10	9	1	6	1	1	-	1	9	6	12	15	33	9	4	5	2	*	*	*	*

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	2	4	1	1	-	8	5	6	14	19	8	2	6	1	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	5	2	1	-	-	8	6	6	13	9	8	2	6	2	*	*	*	*
Second Quartile (P26 to P50)	5	3	2	4	-	-	-	-	3	*	*	*	17	4	2	2	1	*	*	*	*
Bottom Quartile (P25 & below)	8	5	3	2	1	1	-	1	5	15	18	18	15	4	3	1	3	*	*	*	79

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Sick days - Reimb. of unused sick days (# Org.)			Sick days - Rate of reimbursement of unused sick days (%)					Sick days - Maximum to be reimbursed (#Org.)			Sick days - If yes, when does reimbursement take place (#Org.)			
	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	Yes	No	Retir.	Term.	End of y	Other

ALL ORGANIZATIONS

All Organizations	33	9	24	9	75	100	100	86	11	4	7	5	5	5	-
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BY PROVINCE

Newfoundland & Labrador	8	2	6	2	*	*	*	*	3	-	3	1	1	1	-
Prince Edward Island	5	1	4	1	*	*	*	*	1	-	1	-	-	1	-
Nova Scotia	9	2	7	2	*	*	*	*	3	-	3	1	1	1	-
New Brunswick	11	2	9	2	*	*	*	*	3	-	3	1	1	1	-
Quebec	19	8	11	8	94	100	100	91	9	3	6	4	4	5	-
Ontario	15	3	12	3	*	*	*	75	5	-	5	2	2	2	-
Manitoba	9	2	7	2	*	*	*	*	2	-	2	1	1	1	-
Saskatchewan	9	3	6	3	*	*	*	67	3	1	2	2	2	1	-
Alberta	11	2	9	2	*	*	*	*	3	-	3	1	1	1	-
British-Columbia	13	2	11	2	*	*	*	*	3	-	3	1	1	1	-
North West Territories	1	-	1	-	*	*	*	*	-	-	-	-	-	-	-
Yukon	4	1	3	1	*	*	*	*	1	-	1	1	1	-	-
Nunavut	3	-	3	-	*	*	*	*	-	-	-	-	-	-	-

BY REGION

Atlantic (NL, PEI, NS, NB)	13	2	11	2	*	*	*	*	4	-	4	1	1	1	-
Central (ON, QC)	22	8	14	8	94	100	100	91	10	3	7	4	4	5	-
Prairies (AB, SK, MB)	15	3	12	3	*	*	*	67	4	1	3	2	2	1	-
Pacific (BC)	13	2	11	2	*	*	*	*	3	-	3	1	1	1	-
Territories (YU, NWT, NT)	5	1	4	1	*	*	*	*	1	-	1	1	1	-	-

BY SECTOR

Private	16	4	12	4	*	88	*	81	5	-	5	2	2	2	-
Public-Municipal	9	4	5	4	*	100	*	88	5	3	2	2	2	3	-
Public-Provincial	8	1	7	1	*	*	*	*	1	1	-	1	1	-	-
Public-Federal	-	-	-	-	*	*	*	*	-	-	-	-	-	-	-
Public-All	17	5	12	5	100	100	100	90	6	4	2	3	3	3	-

BY ORGANIZATION SIZE (# EES)

50 to 499	6	2	4	2	*	*	*	*	4	-	4	1	1	1	-
500 to 999	7	3	4	3	*	*	*	92	2	-	2	1	1	2	-
1,000 to 2,999	6	3	3	3	*	*	*	83	4	3	1	2	2	2	-
3,000 to 9,999	5	-	5	-	*	*	*	*	-	-	-	-	-	-	-
10,000 and over	9	1	8	1	*	*	*	*	1	1	-	1	1	-	-

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	4	4	4	*	100	*	100	5	2	3	1	1	2	-
Third Quartile (P51 to P75)	7	1	6	1	*	*	*	*	1	1	-	1	1	-	-
Second Quartile (P26 to P50)	4	-	4	-	*	*	*	*	-	-	-	-	-	-	-
Bottom Quartile (P25 & below)	5	-	5	-	*	*	*	*	2	-	2	-	-	-	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report



Section 6 - Benefits and Working Conditions Report

Employee Benefits Plan

	Severance pay - Entitlement (#Org.)			Severance pay - Timing (#Org.)					Severance pay - Eligibility (years of service)				Severance pay - Maximum duration paid (# months)				Severance pay - Mode of payment (#Org.)			
	#Org	Yes	No	Retir.	Resign	Term.	Death	Other	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	LpSm	Sal.Cont

ALL ORGANIZATIONS

All Organizations	36	18	18	11	2	9	4	4	12	2.8	1.0	0.2	2.2	12	6	10	14	11	12	3	6
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BY PROVINCE

Newfoundland & Labrador	11	5	6	4	-	2	1	2	3	*	*	*	0.8	3	*	*	*	9	5	2	1
Prince Edward Island	5	2	3	1	-	-	-	1	2	*	*	*	*	2	*	*	*	*	2	1	1
Nova Scotia	10	5	5	3	1	2	1	1	4	*	0.6	*	0.6	4	*	10	*	10	5	2	1
New Brunswick	13	6	7	5	-	4	2	1	4	*	1.0	*	1.8	4	*	7	*	8	5	2	2
Quebec	22	8	14	5	-	4	1	3	4	*	1.0	*	0.8	5	7	8	12	10	6	3	2
Ontario	17	8	9	5	-	5	1	1	4	*	0.6	*	0.6	5	8	12	18	14	6	3	2
Manitoba	10	6	4	4	-	3	2	1	4	*	1.0	*	2.8	5	7	8	12	11	5	3	2
Saskatchewan	10	5	5	4	1	3	1	1	4	*	1.0	*	1.1	4	*	10	*	10	4	2	2
Alberta	14	7	7	3	-	4	2	2	6	1.0	0.6	0.1	0.7	5	8	12	18	15	5	2	1
British-Columbia	14	7	7	4	-	3	2	2	5	2.0	1.0	1.0	1.9	6	7	10	21	14	6	3	1
North West Territories	1	1	-	1	-	-	-	-	1	*	*	*	*	1	*	*	*	*	1	-	-
Yukon	4	4	-	2	-	1	1	2	3	*	*	*	1.3	3	*	*	*	17	4	1	1
Nunavut	4	3	1	2	-	1	2	1	3	*	*	*	1.1	3	*	*	*	15	3	1	-

BY REGION

Atlantic (NL, PEI, NS, NB)	16	8	8	6	1	4	2	2	5	1.0	1.0	0.3	1.5	5	7	8	12	9	7	2	2
Central (ON, QC)	25	10	15	6	-	5	1	3	5	1.0	1.0	0.3	0.7	6	7	10	17	12	7	3	3
Prairies (AB, SK, MB)	17	10	7	5	1	6	3	2	8	2.0	1.0	0.2	1.9	8	7	12	20	15	6	3	3
Pacific (BC)	14	7	7	4	-	3	2	2	5	2.0	1.0	1.0	1.9	6	7	10	21	14	6	3	1
Territories (YU, NWT, NT)	6	5	1	3	-	2	2	2	4	*	1.0	*	1.1	4	*	10	*	14	5	2	1

BY SECTOR

Private	23	8	15	5	-	5	1	2	4	*	0.6	*	0.6	5	8	12	18	14	6	3	1
Public-Municipal	7	4	3	3	-	1	-	1	2	*	*	*	*	2	*	*	*	*	2	-	3
Public-Provincial	6	6	-	3	2	3	3	1	6	4.3	2.0	0.5	3.0	5	6	12	12	13	4	-	2
Public-Federal	-	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	-	-	-
Public-All	13	10	3	6	2	4	3	2	8	5.0	2.0	0.8	3.0	7	4	6	12	10	6	-	5

BY ORGANIZATION SIZE (# EES)

50 to 499	8	1	7	1	-	1	-	-	-	*	*	*	*	-	*	*	*	*	1	-	-
500 to 999	8	6	2	4	-	4	1	1	3	*	*	*	0.4	3	*	*	*	9	3	1	3
1,000 to 2,999	7	2	5	2	-	-	-	1	1	*	*	*	*	1	*	*	*	*	2	-	-
3,000 to 9,999	5	3	2	1	-	1	1	1	2	*	*	*	*	3	*	*	*	21	2	1	-
10,000 and over	8	6	2	3	2	3	2	1	6	4.3	1.5	0.3	2.8	5	6	12	12	10	4	1	3

BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	1	7	1	1	1	-	-	1	*	*	*	*	1	*	*	*	*	-	-	1
Third Quartile (P51 to P75)	5	4	1	1	1	2	1	1	4	*	0.5	*	1.5	3	*	*	*	10	3	1	1
Second Quartile (P26 to P50)	5	3	2	2	-	2	1	-	2	*	*	*	*	3	*	*	*	13	2	2	-
Bottom Quartile (P25 & below)	6	2	4	1	-	1	-	-	2	*	*	*	*	2	*	*	*	*	1	-	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Vacation & Holidays

	Eligibility to 1 week vacation (# of years of service)					Eligibility to 2 weeks vacation (# of years of service)					Eligibility to 3 weeks vacation (# of years of service)					Eligibility to 4 weeks vacation (# of years of service)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	15	0.5	0.3	0.0	0.3	36	1.0	1.0	0.0	0.7	49	4.0	2.0	1.0	2.5	49	10.0	8.0	5.0	7.5
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	3	*	*	*	0.3	10	1.0	1.0	1.0	0.9	13	5.0	3.0	1.0	3.1	13	10.0	10.0	8.0	8.5
Prince Edward Island	3	*	*	*	0.3	6	1.0	1.0	1.0	0.8	6	5.0	4.5	3.3	3.7	6	10.0	10.0	7.8	8.7
Nova Scotia	3	*	*	*	0.3	9	1.0	1.0	1.0	0.8	12	4.3	3.0	1.0	2.8	12	10.0	10.0	7.8	8.8
New Brunswick	4	*	0.3	*	0.3	13	1.0	1.0	0.0	0.7	15	5.0	3.0	1.5	3.0	15	10.0	10.0	8.0	9.0
Quebec	9	0.5	0.5	0.0	0.3	22	1.0	1.0	1.0	0.8	29	5.0	3.0	1.0	2.9	29	10.0	9.0	5.0	8.0
Ontario	5	0.5	0.5	0.0	0.4	18	1.0	1.0	0.3	0.7	25	4.0	3.0	1.0	2.9	24	10.0	10.0	8.8	9.2
Manitoba	3	*	*	*	0.3	10	1.0	1.0	1.0	0.8	13	5.0	3.0	1.0	3.1	13	10.0	10.0	8.0	9.0
Saskatchewan	4	*	0.3	*	0.3	10	1.0	1.0	1.0	0.8	13	5.0	3.0	1.0	2.9	12	10.0	10.0	7.0	8.7
Alberta	3	*	*	*	0.3	13	1.0	1.0	1.0	0.8	16	5.0	3.0	1.0	3.0	16	10.0	9.5	7.8	8.3
British-Columbia	5	0.5	0.5	0.0	0.4	17	1.0	1.0	1.0	0.8	20	5.0	3.0	1.0	3.0	20	10.0	9.5	7.0	8.3
North West Territories	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Yukon	3	*	*	*	0.3	4	*	1.0	*	0.8	4	*	2.0	*	2.3	6	10.0	6.0	0.5	6.2
Nunavut	2	*	*	*	*	4	*	1.0	*	0.8	4	*	2.0	*	1.8	5	8.0	8.0	2.0	5.6

BY REGION

Atlantic (NL, PEI, NS, NB)	4	*	0.3	*	0.3	15	1.0	1.0	0.0	0.7	19	4.5	3.0	1.0	2.7	19	10.0	10.0	8.0	8.5
Central (ON, QC)	11	0.5	0.5	0.0	0.3	26	1.0	1.0	1.0	0.8	35	4.0	3.0	1.0	2.8	35	10.0	9.0	6.0	8.2
Prairies (AB, SK, MB)	4	*	0.3	*	0.3	15	1.0	1.0	0.5	0.7	20	5.0	3.0	1.0	2.8	20	10.0	9.0	7.0	8.3
Pacific (BC)	5	0.5	0.5	0.0	0.4	17	1.0	1.0	1.0	0.8	20	5.0	3.0	1.0	3.0	20	10.0	9.5	7.0	8.3
Territories (YU, NWT, NT)	3	*	*	*	0.3	5	1.0	1.0	1.0	0.8	6	3.0	2.0	1.0	2.2	8	10.0	8.0	1.5	6.6

BY SECTOR

Private	6	0.5	0.4	0.1	0.3	23	1.0	1.0	0.8	0.8	31	5.0	3.0	1.0	3.1	28	10.0	10.0	8.0	8.7
Public-Municipal	7	0.5	0.0	0.0	0.3	10	1.0	1.0	0.0	0.6	12	2.3	2.0	1.8	2.0	12	9.0	7.0	5.8	7.3
Public-Provincial	2	*	*	*	*	3	*	*	*	0.7	6	1.0	1.0	0.3	0.7	9	7.0	3.0	1.0	4.0
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	9	0.5	0.0	0.0	0.3	13	1.0	1.0	0.0	0.6	18	2.0	1.5	1.0	1.6	21	8.0	6.0	5.0	5.9

BY ORGANIZATION SIZE (# EES)

50 to 499	2	*	*	*	*	8	1.0	1.0	1.0	0.9	10	5.0	4.5	3.0	3.7	8	10.0	10.0	9.5	9.1
500 to 999	2	*	*	*	*	5	1.0	1.0	0.0	0.6	11	2.5	1.0	1.0	2.0	10	9.0	8.5	5.8	7.8
1,000 to 2,999	5	0.5	0.0	0.0	0.2	9	1.0	1.0	0.0	0.7	10	3.0	2.5	2.0	2.4	10	9.8	8.0	6.3	7.5
3,000 to 9,999	1	*	*	*	*	7	1.0	1.0	0.0	0.6	7	4.0	3.0	1.5	2.7	9	10.0	7.0	2.0	6.4
10,000 and over	5	0.5	0.5	0.3	0.5	7	1.0	1.0	0.8	0.8	11	3.5	1.0	1.0	2.0	12	8.5	7.5	4.5	6.8

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	1	*	*	*	*	7	1.0	1.0	1.0	0.9	9	5.0	3.0	2.0	3.2	10	10.0	9.0	5.5	7.6
Third Quartile (P51 to P75)	4	*	0.3	*	0.4	8	1.0	0.0	0.0	0.4	10	3.0	1.5	0.3	1.9	10	8.8	8.0	6.3	7.7
Second Quartile (P26 to P50)	3	*	*	*	0.3	6	1.0	1.0	1.0	0.8	8	4.3	3.0	1.0	2.8	7	10.0	10.0	8.5	8.9
Bottom Quartile (P25 & below)	4	*	0.2	*	0.3	6	1.0	0.8	0.2	0.6	9	4.0	2.0	1.0	2.4	9	10.0	9.0	8.0	8.7

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Vacation & Holidays

	Eligibility to 5 weeks vacation (# of years of service)					Eligibility to 6 weeks vacation (# of years of service)					Eligibility to more than 6 weeks vacation (# of years of service)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	41	20.0	16.0	15.0	16.9	29	25.0	24.0	20.0	22.7	7	27.5	25.0	21.0	24.6
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	10	24.0	20.0	20.0	20.8	4	*	27.5	*	23.8	1	*	*	*	*
Prince Edward Island	3	*	*	*	26.7	1	*	*	*	*	-	*	*	*	*
Nova Scotia	9	25.0	20.0	20.0	22.3	4	*	27.5	*	27.5	-	*	*	*	*
New Brunswick	10	24.0	20.0	20.0	22.3	3	*	*	*	28.3	-	*	*	*	*
Quebec	21	21.0	20.0	15.0	19.1	13	29.0	25.0	20.0	23.6	2	*	*	*	*
Ontario	19	21.0	20.0	17.5	20.2	11	30.0	26.0	24.5	26.5	1	*	*	*	*
Manitoba	10	24.0	20.5	20.0	21.6	4	*	27.5	*	26.3	-	*	*	*	*
Saskatchewan	9	21.0	20.0	19.0	21.0	5	29.0	26.0	23.0	25.8	-	*	*	*	*
Alberta	13	21.0	20.0	18.0	19.8	6	28.3	25.5	25.0	25.0	1	*	*	*	*
British-Columbia	17	21.0	20.0	15.0	18.8	8	29.3	25.0	20.0	24.5	3	*	*	*	20.7
North West Territories	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	5	20.0	20.0	7.0	15.0	3	*	*	*	19.7	2	*	*	*	*
Nunavut	4	*	20.0	*	16.8	3	*	*	*	24.7	1	*	*	*	*

BY REGION

Atlantic (NL, PEI, NS, NB)	14	24.0	20.0	19.3	20.6	5	29.0	26.0	25.0	24.0	1	*	*	*	*
Central (ON, QC)	27	20.5	18.0	15.0	18.6	19	27.5	25.0	20.0	23.8	3	*	*	*	28.3
Prairies (AB, SK, MB)	17	21.0	20.0	15.0	18.9	9	26.0	25.0	21.0	23.8	1	*	*	*	*
Pacific (BC)	17	21.0	20.0	15.0	18.8	8	29.3	25.0	20.0	24.5	3	*	*	*	20.7
Territories (YU, NWT, NT)	7	20.0	20.0	13.5	16.4	4	*	22.0	*	22.0	2	*	*	*	*

BY SECTOR

Private	20	21.0	19.5	16.5	19.1	11	30.0	26.0	22.5	24.7	1	*	*	*	*
Public-Municipal	12	16.0	15.0	14.8	15.3	11	24.5	23.0	20.0	22.5	3	*	*	*	25.3
Public-Provincial	9	16.0	14.0	10.0	14.1	7	23.0	20.0	17.5	20.0	3	*	*	*	22.0
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	21	16.0	15.0	14.0	14.8	18	24.8	21.5	20.0	21.5	6	25.8	23.0	21.0	23.7

BY ORGANIZATION SIZE (# EES)

50 to 499	5	20.0	20.0	17.0	20.4	2	*	*	*	*	-	*	*	*	*
500 to 999	9	18.0	16.0	15.0	16.9	7	29.5	25.0	24.5	26.7	-	*	*	*	*
1,000 to 2,999	10	19.8	15.0	14.3	16.0	8	25.3	21.5	20.0	21.8	3	*	*	*	26.7
3,000 to 9,999	6	17.5	15.0	8.8	13.8	5	24.0	19.0	15.0	20.4	3	*	*	*	23.7
10,000 and over	11	23.0	16.0	14.5	17.7	7	25.0	21.0	20.0	22.3	1	*	*	*	*

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	6	25.0	22.5	15.5	22.2	3	*	*	*	20.3	-	*	*	*	*
Third Quartile (P51 to P75)	10	20.3	16.0	15.0	17.2	5	25.0	25.0	23.0	24.6	1	*	*	*	*
Second Quartile (P26 to P50)	6	20.8	20.0	19.3	20.0	4	*	27.5	*	26.3	-	*	*	*	*
Bottom Quartile (P25 & below)	7	17.0	16.0	15.5	16.3	7	25.0	25.0	24.0	25.0	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Vacation & Holidays

	Statutory holidays (# of days per year)					Statutory holidays (# org. providing)								Floating holidays (# org. providing)				
	#Org	25th	50th	75th	Avg.	#Org	9days	10days	11days	12days	13days	≥14d	Avg.	#Org	1day	2days	3days	≥4d

ALL ORGANIZATIONS

All Organizations	51	10.0	11.0	12.0	10.8	51	6	7	17	14	4	1	10.8	37	4	2	3	2	0.7
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	13	9.0	10.0	11.0	10.0	13	3	4	3	2	-	-	10.0	8	-	-	1	-	0.4
Prince Edward Island	6	9.0	9.5	10.8	9.5	6	2	1	1	1	-	-	9.5	4	-	-	-	-	0.0
Nova Scotia	12	9.0	11.0	11.3	10.3	12	3	1	4	3	-	-	10.3	9	-	-	1	-	0.3
New Brunswick	15	9.0	10.0	11.0	9.5	15	3	3	5	2	-	-	9.5	9	-	-	1	-	0.3
Quebec	30	10.0	11.0	12.0	10.6	30	5	4	7	8	3	1	10.6	22	1	2	2	2	0.9
Ontario	25	9.0	11.0	12.0	10.1	25	5	4	7	6	1	-	10.1	18	1	1	2	-	0.5
Manitoba	13	9.0	10.0	11.0	10.0	13	4	2	4	2	-	-	10.0	8	-	-	1	-	0.4
Saskatchewan	12	9.0	10.5	11.0	10.0	12	3	2	5	1	-	-	10.0	7	1	-	1	-	0.6
Alberta	16	9.8	11.0	11.3	10.4	16	3	2	6	4	-	-	10.4	12	1	-	1	-	0.3
British-Columbia	21	10.0	11.0	11.0	10.4	21	4	4	8	4	-	-	10.4	17	-	1	1	-	0.3
North West Territories	2	*	*	*	*	2	-	-	1	1	-	-	*	-	-	-	-	-	*
Yukon	6	11.0	11.5	12.0	11.2	6	1	-	2	3	-	-	11.2	2	-	-	-	-	*
Nunavut	5	11.0	11.0	12.0	11.2	5	-	1	2	2	-	-	11.2	3	-	-	-	-	0.0

BY REGION

Atlantic (NL, PEI, NS, NB)	19	9.5	11.0	11.0	9.8	19	3	4	6	4	-	-	9.8	12	-	-	1	-	0.3
Central (ON, QC)	36	10.0	11.0	12.0	10.7	36	6	5	9	9	4	1	10.7	27	2	2	3	2	0.9
Prairies (AB, SK, MB)	20	9.8	11.0	11.3	10.5	20	4	2	8	5	-	-	10.5	14	2	-	1	-	0.4
Pacific (BC)	21	10.0	11.0	11.0	10.4	21	4	4	8	4	-	-	10.4	17	-	1	1	-	0.3
Territories (YU, NWT, NT)	8	10.8	11.0	12.0	11.0	8	1	1	3	3	-	-	11.0	4	-	-	-	-	0.0

BY SECTOR

Private	30	10.0	11.0	11.0	10.1	30	5	7	9	7	-	-	10.1	22	1	2	1	-	0.4
Public-Municipal	12	11.0	11.5	13.0	11.8	12	1	-	5	2	3	1	11.8	9	1	-	2	2	1.8
Public-Provincial	9	11.0	12.0	12.0	11.8	9	-	-	3	5	1	-	11.8	6	2	-	-	-	0.3
Public-Federal	-	*	*	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	*
Public-All	21	11.0	12.0	12.0	11.8	21	1	-	8	7	4	1	11.8	15	3	-	2	2	1.2

BY ORGANIZATION SIZE (# EES)

50 to 499	9	9.0	11.0	11.0	9.1	9	1	1	4	-	1	-	9.1	7	-	1	-	-	0.3
500 to 999	11	10.5	11.0	12.0	11.0	11	1	2	4	4	-	-	11.0	8	-	1	2	-	1.0
1,000 to 2,999	10	11.0	11.5	12.0	11.6	10	1	1	3	3	1	1	11.6	7	1	-	1	1	1.1
3,000 to 9,999	9	10.0	11.0	12.0	10.9	9	1	2	3	3	-	-	10.9	6	1	-	-	-	0.2
10,000 and over	12	10.8	11.5	12.0	11.3	12	2	1	3	4	2	-	11.3	9	2	-	-	1	0.8

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	10	9.3	11.0	12.0	10.8	10	2	1	2	2	1	1	10.8	9	2	1	-	-	0.4
Third Quartile (P51 to P75)	10	10.3	11.0	11.0	10.8	10	1	2	5	2	-	-	10.8	8	2	-	-	-	0.3
Second Quartile (P26 to P50)	8	9.8	11.0	11.3	10.6	8	2	1	3	2	-	-	10.6	4	-	-	1	-	0.8
Bottom Quartile (P25 & below)	9	10.0	11.0	12.0	9.9	9	1	1	3	2	1	-	9.9	9	-	1	1	-	0.6

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Vacation & Holidays

	Personal days (# org. providing)								Total holiday, floating & personal (# days per year)				
	#Org	1day	3days	5days	6days	7days	≥12d	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	35	1	1	1	1	1	3	1.7	52	11.0	11.0	13.0	12.2
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	-	-	-	-	-	0.0	13	10.0	10.0	11.0	10.2
Prince Edward Island	4	-	-	-	-	-	-	0.0	6	9.0	9.5	10.8	9.5
Nova Scotia	8	-	-	-	-	-	-	0.0	12	9.8	11.0	12.0	10.5
New Brunswick	8	-	-	-	-	-	-	0.0	15	9.5	11.0	11.0	9.7
Quebec	20	1	1	-	-	1	-	0.6	30	10.0	11.0	12.0	11.7
Ontario	17	-	1	1	-	-	1	1.2	25	10.0	11.0	12.0	11.3
Manitoba	7	-	-	-	-	-	-	0.0	13	9.0	11.0	11.0	10.2
Saskatchewan	7	-	-	-	-	-	2	3.4	13	9.0	11.0	12.0	11.4
Alberta	11	-	-	-	-	-	1	1.1	17	10.0	11.0	12.0	10.8
British-Columbia	15	-	-	-	-	-	-	0.0	21	10.0	11.0	11.0	10.6
North West Territories	-	-	-	-	-	-	-	*	2	*	*	*	*
Yukon	3	-	-	-	1	-	-	2.0	6	11.0	11.5	12.0	12.2
Nunavut	3	-	-	-	-	-	-	0.0	5	11.0	11.0	12.0	11.2

BY REGION

Atlantic (NL, PEI, NS, NB)	11	-	-	-	-	-	-	0.0	19	10.0	11.0	11.5	10.0
Central (ON, QC)	24	1	1	1	-	1	1	1.2	36	10.8	11.5	13.0	12.1
Prairies (AB, SK, MB)	14	-	-	-	-	-	3	2.6	21	10.0	11.0	12.0	12.0
Pacific (BC)	15	-	-	-	-	-	-	0.0	21	10.0	11.0	11.0	10.6
Territories (YU, NWT, NT)	5	-	-	-	1	-	-	1.2	8	10.8	11.0	12.0	11.8

BY SECTOR

Private	20	1	1	-	-	-	1	0.8	31	10.0	11.0	12.0	10.6
Public-Municipal	9	-	-	1	-	1	1	2.7	12	11.0	14.0	17.0	15.2
Public-Provincial	6	-	-	-	1	-	1	3.0	9	12.0	12.0	13.0	14.0
Public-Federal	-	-	-	-	-	-	-	*	-	*	*	*	*
Public-All	15	-	-	1	1	1	2	2.8	21	11.0	13.0	17.0	14.7

BY ORGANIZATION SIZE (# EES)

50 to 499	6	1	-	-	-	-	-	0.2	10	7.0	11.0	11.0	8.5
500 to 999	9	-	1	1	-	-	1	2.2	11	11.0	12.0	15.0	13.5
1,000 to 2,999	6	-	-	-	-	-	1	2.0	10	11.3	12.0	15.0	13.6
3,000 to 9,999	6	-	-	-	1	-	-	1.0	9	11.0	11.0	12.0	11.7
10,000 and over	8	-	-	-	-	1	1	2.4	12	10.8	12.0	13.0	13.5

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	8	-	-	-	-	-	1	1.5	10	10.3	11.5	12.8	12.4
Third Quartile (P51 to P75)	7	-	-	-	-	-	1	1.7	10	11.0	11.0	11.8	12.2
Second Quartile (P26 to P50)	3	-	-	-	-	-	-	0.0	8	10.8	11.0	12.0	11.0
Bottom Quartile (P25 & below)	9	-	-	1	-	-	1	1.9	9	11.0	12.0	14.0	12.3

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Overtime

Overtime offered			Basis for paying OT				Time after which OT applies (hours per day)				Time after which OT applies (hours per week)					
#Org	Yes	No	Day	Week	D&W	Other	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

ALL ORGANIZATIONS

All Organizations	50	43	7	12	12	18	5	31	8.0	8.0	7.1	7.7	30	40.0	40.0	36.3	38.8
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	13	10	3	2	5	2	2	5	8.0	8.0	8.0	7.9	8	40.0	40.0	40.0	40.5
Prince Edward Island	6	6	-	1	4	-	1	2	*	*	*	*	4	*	40.0	*	40.0
Nova Scotia	12	10	2	2	5	2	2	5	8.0	8.0	7.5	7.7	8	40.0	40.0	40.0	39.4
New Brunswick	15	12	3	2	7	2	2	5	8.0	8.0	8.0	8.0	10	40.0	40.0	40.0	40.0
Quebec	29	24	5	7	10	7	3	16	8.0	8.0	7.4	7.8	18	40.0	40.0	40.0	39.0
Ontario	23	20	3	7	6	7	2	14	8.0	8.0	8.0	7.9	12	40.1	40.0	40.0	40.1
Manitoba	13	10	3	2	5	3	2	6	8.0	8.0	8.0	8.0	9	40.0	40.0	40.0	40.5
Saskatchewan	13	11	2	2	6	2	2	5	8.0	8.0	8.0	8.0	9	40.0	40.0	40.0	40.5
Alberta	17	14	3	3	5	6	2	10	8.0	8.0	7.6	7.8	12	40.0	40.0	40.0	40.0
British-Columbia	21	17	4	5	5	6	4	12	8.0	8.0	7.5	7.8	11	40.0	40.0	40.0	40.2
North West Territories	2	2	-	-	1	-	1	-	*	*	*	*	1	*	*	*	*
Yukon	6	5	1	1	1	2	2	3	*	*	*	7.8	4	*	40.0	*	39.4
Nunavut	5	3	2	-	2	2	1	2	*	*	*	*	4	*	40.0	*	39.4

BY REGION

Atlantic (NL, PEI, NS, NB)	19	15	4	3	7	4	2	8	8.0	8.0	7.9	7.8	12	40.0	40.0	40.0	39.6
Central (ON, QC)	34	29	5	9	10	10	3	20	8.0	8.0	7.4	7.8	20	40.0	40.0	37.5	38.9
Prairies (AB, SK, MB)	21	17	4	4	6	8	2	13	8.0	8.0	8.0	7.9	15	40.0	40.0	40.0	40.0
Pacific (BC)	21	17	4	5	5	6	4	12	8.0	8.0	7.5	7.8	11	40.0	40.0	40.0	40.2
Territories (YU, NWT, NT)	8	6	2	1	2	3	2	4	*	8.0	*	7.9	6	40.0	40.0	40.0	39.6

BY SECTOR

Private	30	25	5	8	9	7	4	17	8.0	8.0	8.0	8.1	17	40.0	40.0	40.0	40.4
Public-Municipal	11	10	1	4	2	4	-	7	7.0	7.0	6.9	7.1	5	35.0	35.0	35.0	35.8
Public-Provincial	9	8	1	-	1	7	1	7	8.0	7.5	7.1	7.5	8	40.0	36.9	35.9	37.5
Public-Federal	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*
Public-All	20	18	2	4	3	11	1	14	7.9	7.0	7.0	7.3	13	40.0	36.3	35.0	36.8

BY ORGANIZATION SIZE (# EES)

50 to 499	9	8	1	3	2	2	2	6	8.0	8.0	8.0	7.8	6	40.0	40.0	40.0	40.0
500 to 999	11	9	2	2	2	5	1	6	8.0	8.0	8.0	7.8	5	40.2	40.0	40.0	39.4
1,000 to 2,999	10	8	2	3	2	3	-	6	7.9	7.3	7.0	7.7	5	40.0	40.0	35.0	37.8
3,000 to 9,999	8	6	2	3	2	2	1	6	8.0	8.0	7.6	7.8	4	*	40.0	*	39.2
10,000 and over	12	12	-	1	4	6	1	7	8.0	8.0	7.1	7.6	10	40.0	38.1	35.3	38.2

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	10	9	1	1	4	4	1	6	8.0	7.8	7.1	7.5	9	40.0	40.0	38.8	38.6
Third Quartile (P51 to P75)	10	10	-	2	2	5	1	7	8.0	8.0	7.6	7.8	7	40.0	40.0	36.3	38.2
Second Quartile (P26 to P50)	7	4	3	2	2	1	1	3	*	*	*	8.7	3	*	*	*	41.4
Bottom Quartile (P25 & below)	9	9	-	4	2	3	-	8	8.0	8.0	7.0	7.6	4	*	40.0	*	39.3

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Overtime

#Org	Regular work day - First OT rate (as a multiple of regular rate)							Regular work day - Time after which second OT rate applies (# hours)					Regular work day - Second OT rate (as a multiple of regular rate)						
	1x	1.5x	2x	2.5x	3x	Avg.	#Org	25th	50th	75th	Avg.	#Org	1x	1.5x	2x	2.5x	3x	Avg.	

ALL ORGANIZATIONS

All Organizations	35	3	31	1	-	-	1.5	15	8.0	4.0	2.0	4.8	15	-	5	10	-	-	1.8
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	10	2	8	-	-	-	1.4	3	*	*	*	7.8	1	-	1	-	-	-	*
Prince Edward Island	5	1	4	-	-	-	1.4	1	*	*	*	*	-	-	-	-	-	-	*
Nova Scotia	10	2	8	-	-	-	1.4	3	*	*	*	7.8	1	-	1	-	-	-	*
New Brunswick	10	3	7	-	-	-	1.4	3	*	*	*	8.0	2	-	2	-	-	-	*
Quebec	18	3	15	-	-	-	1.4	6	8.0	8.0	7.6	7.3	6	-	5	1	-	-	1.6
Ontario	15	3	12	-	-	-	1.4	5	8.0	8.0	8.0	7.9	2	-	2	-	-	-	*
Manitoba	10	2	8	-	-	-	1.4	2	*	*	*	*	1	-	1	-	-	-	*
Saskatchewan	11	2	8	1	-	-	1.5	3	*	*	*	6.7	3	-	1	2	-	-	1.8
Alberta	15	2	13	-	-	-	1.4	6	8.0	7.8	4.9	6.3	3	-	1	2	-	-	1.8
British-Columbia	17	2	15	-	-	-	1.4	8	7.6	3.0	2.0	4.3	6	-	1	5	-	-	1.9
North West Territories	1	-	1	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Yukon	5	-	5	-	-	-	1.5	3	*	*	*	5.3	2	-	-	2	-	-	*
Nunavut	4	1	3	-	-	-	1.4	2	*	*	*	*	2	-	1	1	-	-	*

BY REGION

Atlantic (NL, PEI, NS, NB)	13	3	10	-	-	-	1.4	4	*	8.0	*	7.9	2	-	2	-	-	-	*
Central (ON, QC)	21	3	18	-	-	-	1.4	7	8.0	8.0	7.8	7.4	6	-	5	1	-	-	1.6
Prairies (AB, SK, MB)	18	2	15	1	-	-	1.5	7	8.0	7.5	4.0	5.9	5	-	1	4	-	-	1.9
Pacific (BC)	17	2	15	-	-	-	1.4	8	7.6	3.0	2.0	4.3	6	-	1	5	-	-	1.9
Territories (YU, NWT, NT)	7	1	6	-	-	-	1.4	4	*	6.0	*	6.0	3	-	1	2	-	-	1.8

BY SECTOR

Private	20	3	17	-	-	-	1.4	8	8.0	8.0	6.6	6.7	6	-	4	2	-	-	1.7
Public-Municipal	7	-	6	1	-	-	1.6	2	*	*	*	*	4	-	1	3	-	-	1.9
Public-Provincial	8	-	8	-	-	-	1.5	5	4.0	4.0	2.0	3.2	5	-	-	5	-	-	2.0
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Public-All	15	-	14	1	-	-	1.5	7	4.0	2.0	2.0	2.7	9	-	1	8	-	-	1.9

BY ORGANIZATION SIZE (# EES)

50 to 499	8	1	7	-	-	-	1.4	-	*	*	*	*	-	-	-	-	-	-	*
500 to 999	5	1	4	-	-	-	1.4	4	*	8.0	*	6.5	3	-	2	1	-	-	1.7
1,000 to 2,999	7	-	6	1	-	-	1.6	3	*	*	*	4.2	4	-	1	3	-	-	1.9
3,000 to 9,999	5	-	5	-	-	-	1.5	4	*	4.0	*	4.5	4	-	1	3	-	-	1.9
10,000 and over	10	1	9	-	-	-	1.5	4	*	3.0	*	4.0	4	-	1	3	-	-	1.9

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	8	1	7	-	-	-	1.4	4	*	7.8	*	6.9	3	-	2	1	-	-	1.7
Third Quartile (P51 to P75)	9	-	8	1	-	-	1.6	4	*	2.0	*	3.5	4	-	-	4	-	-	2.0
Second Quartile (P26 to P50)	4	1	3	-	-	-	1.4	2	*	*	*	*	2	-	1	1	-	-	*
Bottom Quartile (P25 & below)	6	1	5	-	-	-	1.4	3	*	*	*	3.7	3	-	1	2	-	-	1.8

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Overtime

#Org	Holiday - First OT rate (as a multiple of regular rate)						Holiday - Time after which second OT rate applies (# hours)				Holiday - Second OT rate (as a multiple of regular rate)						
	1x	1.5x	2x	2.5x	3x	Avg.	#Org	25th	50th	75th	Avg.	#Org	1x	1.5x	2x	2.5x	3x

ALL ORGANIZATIONS

All Organizations	31	-	19	8	4	-	1.8	12	8.0	8.0	7.9	7.9	9	-	3	5	-	1	1.9
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	7	-	-	-	1.5	2	*	*	*	*	1	-	1	-	-	-	*
Prince Edward Island	3	-	3	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
Nova Scotia	8	-	7	-	1	-	1.6	3	*	*	*	7.5	2	-	1	-	-	1	*
New Brunswick	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Quebec	15	-	11	4	-	-	1.6	3	*	*	*	9.2	4	-	2	2	-	-	1.8
Ontario	12	-	10	1	1	-	1.6	5	8.0	8.0	8.0	7.9	2	-	1	1	-	-	*
Manitoba	8	-	8	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Saskatchewan	8	-	6	-	2	-	1.8	2	*	*	*	*	1	-	1	-	-	-	*
Alberta	12	-	10	1	1	-	1.6	3	*	*	*	7.8	1	-	1	-	-	-	*
British-Columbia	15	-	12	3	-	-	1.6	5	8.0	8.0	8.0	7.9	3	-	2	1	-	-	1.7
North West Territories	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Yukon	4	-	3	1	-	-	1.6	1	*	*	*	*	1	-	-	1	-	-	*
Nunavut	2	-	1	1	-	-	*	1	*	*	*	*	1	-	1	-	-	-	*

BY REGION

Atlantic (NL, PEI, NS, NB)	9	-	8	-	1	-	1.6	3	*	*	*	7.5	2	-	1	-	-	1	*
Central (ON, QC)	19	-	13	5	1	-	1.7	6	8.0	8.0	8.0	8.6	5	-	2	3	-	-	1.8
Prairies (AB, SK, MB)	14	-	11	1	2	-	1.7	4	*	*	*	7.9	1	-	1	-	-	-	*
Pacific (BC)	15	-	12	3	-	-	1.6	5	8.0	8.0	8.0	7.9	3	-	2	1	-	-	1.7
Territories (YU, NWT, NT)	5	-	4	1	-	-	1.6	2	*	*	*	*	2	-	1	1	-	-	*

BY SECTOR

Private	17	-	15	1	1	-	1.6	7	8.0	8.0	8.0	8.5	6	-	3	3	-	-	1.8
Public-Municipal	7	-	1	5	1	-	2.0	2	*	*	*	*	1	-	-	1	-	-	*
Public-Provincial	7	-	3	2	2	-	1.9	3	*	*	*	6.3	2	-	-	1	-	1	*
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Public-All	14	-	4	7	3	-	2.0	5	8.0	8.0	7.0	7.0	3	-	-	2	-	1	2.3

BY ORGANIZATION SIZE (# EES)

50 to 499	7	-	4	2	1	-	1.8	-	*	*	*	*	-	-	-	-	-	-	*
500 to 999	6	-	4	1	1	-	1.8	5	8.0	8.0	8.0	8.0	3	-	2	1	-	-	1.7
1,000 to 2,999	5	-	4	1	-	-	1.6	3	*	*	*	9.2	2	-	-	2	-	-	*
3,000 to 9,999	4	-	2	2	-	-	1.8	2	*	*	*	*	2	-	-	2	-	-	*
10,000 and over	9	-	5	2	2	-	1.8	2	*	*	*	*	2	-	1	-	-	1	*

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	7	-	4	2	1	-	1.8	2	*	*	*	*	-	-	-	-	-	-	*
Third Quartile (P51 to P75)	7	-	5	1	1	-	1.7	3	*	*	*	7.7	3	-	-	2	-	1	2.3
Second Quartile (P26 to P50)	3	-	3	-	-	-	1.5	2	*	*	*	*	2	-	1	1	-	-	*
Bottom Quartile (P25 & below)	4	-	2	2	-	-	1.8	2	*	*	*	*	1	-	1	-	-	-	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Overtime

	First rest day - First OT rate (as a multiple of regular rate)							First rest day - Time after which second OT rate applies (# hours)					First rest day - Second OT rate (as a multiple of regular rate)						
	#Org	1x	1.5x	2x	2.5x	3x	Avg.	#Org	25th	50th	75th	Avg.	#Org	1x	1.5x	2x	2.5x	3x	Avg.

ALL ORGANIZATIONS

All Organizations	27	1	23	3	-	-	1.5	13	8.0	7.5	4.0	6.0	11	-	4	7	-	-	1.8
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	7	-	-	-	1.5	2	*	*	*	*	1	-	1	-	-	-	*
Prince Edward Island	3	-	3	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
Nova Scotia	7	1	6	-	-	-	1.4	2	*	*	*	*	1	-	1	-	-	-	*
New Brunswick	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Quebec	13	-	13	-	-	-	1.5	4	*	5.8	*	5.9	5	-	3	2	-	-	1.7
Ontario	11	-	11	-	-	-	1.5	4	*	8.0	*	7.9	1	-	1	-	-	-	*
Manitoba	7	-	6	1	-	-	1.6	1	*	*	*	*	1	-	1	-	-	-	*
Saskatchewan	7	-	6	1	-	-	1.6	2	*	*	*	*	1	-	1	-	-	-	*
Alberta	9	-	9	-	-	-	1.5	4	*	7.8	*	6.9	2	-	1	1	-	-	*
British-Columbia	13	-	12	1	-	-	1.5	7	8.0	7.5	4.0	5.9	6	-	2	4	-	-	1.8
North West Territories	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Yukon	4	-	4	-	-	-	1.5	2	*	*	*	*	2	-	-	2	-	-	*
Nunavut	2	-	2	-	-	-	*	2	*	*	*	*	2	-	1	1	-	-	*

BY REGION

Atlantic (NL, PEI, NS, NB)	8	1	7	-	-	-	1.4	2	*	*	*	*	1	-	1	-	-	-	*
Central (ON, QC)	17	-	17	-	-	-	1.5	6	8.0	7.8	4.9	6.6	5	-	3	2	-	-	1.7
Prairies (AB, SK, MB)	11	-	9	2	-	-	1.6	5	8.0	8.0	7.5	7.1	2	-	1	1	-	-	*
Pacific (BC)	13	-	12	1	-	-	1.5	7	8.0	7.5	4.0	5.9	6	-	2	4	-	-	1.8
Territories (YU, NWT, NT)	5	-	5	-	-	-	1.5	3	*	*	*	5.3	3	-	1	2	-	-	1.8

BY SECTOR

Private	14	-	14	-	-	-	1.5	6	8.0	8.0	7.6	7.3	5	-	3	2	-	-	1.7
Public-Municipal	7	-	7	-	-	-	1.5	4	*	4.0	*	4.5	4	-	1	3	-	-	1.9
Public-Provincial	6	1	2	3	-	-	1.7	3	*	*	*	5.3	2	-	-	2	-	-	*
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Public-All	13	1	9	3	-	-	1.6	7	6.0	4.0	4.0	4.9	6	-	1	5	-	-	1.9

BY ORGANIZATION SIZE (# EES)

50 to 499	5	-	5	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
500 to 999	6	-	6	-	-	-	1.5	6	8.0	8.0	8.0	7.3	4	-	2	2	-	-	1.8
1,000 to 2,999	4	-	4	-	-	-	1.5	3	*	*	*	5.2	3	-	1	2	-	-	1.8
3,000 to 9,999	4	-	4	-	-	-	1.5	3	*	*	*	3.3	3	-	-	3	-	-	2.0
10,000 and over	8	1	4	3	-	-	1.6	1	*	*	*	*	1	-	1	-	-	-	*

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	6	-	5	1	-	-	1.6	2	*	*	*	*	-	-	-	-	-	-	*
Third Quartile (P51 to P75)	5	1	3	1	-	-	1.5	1	*	*	*	*	1	-	-	1	-	-	*
Second Quartile (P26 to P50)	3	-	3	-	-	-	1.5	2	*	*	*	*	2	-	1	1	-	-	*
Bottom Quartile (P25 & below)	4	-	4	-	-	-	1.5	3	*	*	*	4.7	3	-	1	2	-	-	1.8

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 6 - Benefits and Working Conditions Report

Overtime

#Org	Second rest day - First OT rate (as a multiple of regular rate)						Second rest day - Time after which second OT rate applies (# hours)					Second rest day - Second OT rate (as a multiple of regular rate)					
	1x	1.5x	2x	2.5x	3x	Avg.	#Org	25th	50th	75th	Avg.	#Org	1x	1.5x	2x	2.5x	3x

ALL ORGANIZATIONS

All Organizations	26	-	14	12	-	-	1.7	10	8.0	8.0	4.9	6.6	8	-	3	5	-	-	1.8
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BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	7	-	-	-	1.5	2	*	*	*	*	1	-	1	-	-	-	*
Prince Edward Island	3	-	3	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
Nova Scotia	7	-	6	1	-	-	1.6	2	*	*	*	*	1	-	1	-	-	-	*
New Brunswick	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Quebec	13	-	10	3	-	-	1.6	4	*	5.8	*	5.9	5	-	2	3	-	-	1.8
Ontario	11	-	9	2	-	-	1.6	4	*	8.0	*	7.9	1	-	1	-	-	-	*
Manitoba	7	-	6	1	-	-	1.6	1	*	*	*	*	1	-	1	-	-	-	*
Saskatchewan	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Alberta	9	-	8	1	-	-	1.6	3	*	*	*	7.8	1	-	1	-	-	-	*
British-Columbia	13	-	9	4	-	-	1.7	6	8.0	8.0	7.6	6.9	4	-	2	2	-	-	1.8
North West Territories	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Yukon	4	-	2	2	-	-	1.8	-	*	*	*	*	-	-	-	-	-	-	*
Nunavut	2	-	1	1	-	-	*	1	*	*	*	*	1	-	1	-	-	-	*

BY REGION

Atlantic (NL, PEI, NS, NB)	8	-	7	1	-	-	1.6	2	*	*	*	*	1	-	1	-	-	-	*
Central (ON, QC)	17	-	12	5	-	-	1.6	6	8.0	7.8	4.9	6.6	5	-	2	3	-	-	1.8
Prairies (AB, SK, MB)	10	-	8	2	-	-	1.6	3	*	*	*	7.8	1	-	1	-	-	-	*
Pacific (BC)	13	-	9	4	-	-	1.7	6	8.0	8.0	7.6	6.9	4	-	2	2	-	-	1.8
Territories (YU, NWT, NT)	5	-	3	2	-	-	1.7	1	*	*	*	*	1	-	1	-	-	-	*

BY SECTOR

Private	14	-	12	2	-	-	1.6	6	8.0	8.0	7.6	7.3	5	-	3	2	-	-	1.7
Public-Municipal	7	-	2	5	-	-	1.9	4	*	6.0	*	5.5	3	-	-	3	-	-	2.0
Public-Provincial	5	-	-	5	-	-	2.0	-	*	*	*	*	-	-	-	-	-	-	*
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Public-All	12	-	2	10	-	-	1.9	4	*	6.0	*	5.5	3	-	-	3	-	-	2.0

BY ORGANIZATION SIZE (# EES)

50 to 499	5	-	4	1	-	-	1.6	-	*	*	*	*	-	-	-	-	-	-	*
500 to 999	6	-	4	2	-	-	1.7	6	8.0	8.0	8.0	7.3	4	-	2	2	-	-	1.8
1,000 to 2,999	4	-	2	2	-	-	1.8	3	*	*	*	6.5	2	-	-	2	-	-	*
3,000 to 9,999	4	-	1	3	-	-	1.9	1	*	*	*	*	1	-	-	1	-	-	*
10,000 and over	7	-	3	4	-	-	1.8	-	*	*	*	*	1	-	1	-	-	-	*

BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	5	-	4	1	-	-	1.6	1	*	*	*	*	-	-	-	-	-	-	*
Third Quartile (P51 to P75)	5	-	1	4	-	-	1.9	1	*	*	*	*	1	-	-	1	-	-	*
Second Quartile (P26 to P50)	3	-	3	-	-	-	1.5	2	*	*	*	*	2	-	1	1	-	-	*
Bottom Quartile (P25 & below)	4	-	2	2	-	-	1.8	3	*	*	*	6.0	2	-	1	1	-	-	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality

