

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Construction



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



OESC 2004 Benefits Survey

About this Publication:

The Labor Market Information Unit, Economic Research and Analysis Division, Oklahoma Employment Security Commission conducted this survey, collecting the data for the survey in August, September and October of 2003.

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Thanks also go to the Economic and Labor Market Information Bureau of the New Hampshire Employment Security for their permission to use their Benefit Survey Questionnaire, which we modified, adapted and tested for use in Oklahoma.

Special recognition is given for the ten individuals and associated firms for their assistance in the evaluation of our modified survey questionnaire. These individuals and firms are listed in Appendix D, following this report.

CONSTRUCTION

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All types of people and a large variety of groups will find the results of a benefit survey, not only note worthy, but useful. These would include, but are not limited to, business and government officials, employers, employees, educators, community economic development organizations, employment providers, and jobseekers. Extensive statewide benefit surveys have been few in number. Most existing benefit surveys are limited in scope to local surveys, querying a comparatively small number of firms and asking relatively few questions. This may be due to the existent of the range in types and varieties of benefits that can be offered by firms, difficulties in obtaining a comprehensive list of names of firms doing business within a state along with valid firm contact information. The statewide *OESC 2005 Benefit Survey* addresses the pressing need for a more extensive benefit survey.



Taking advantage of the Employment Security Commission's unique and comprehensive list of state employers contained in *Oklahoma's Covered Employment and Wages (QCEW)* database, researchers in the Labor Market Information Unit of the Economic Research and Analysis Division conducted a statewide survey of employers during the months of August, September and October of 2003. The sample was stratified by geographical area, major industry, and firm size. Of the 3,384 employers randomly selected 2,085 (61.6%) responded to the survey. Employers had the option of replying by methods of mailing, faxing, e-mailing, phoning or completing the questionnaire online at our website. The eight-page survey questionnaire contained 45 questions addressing items relating to the number and types of holidays offered, holiday pay, amount and types of paid leave provided, scope and proportional cost of medical/health/dental plans, types and amount of retirement extended, extent and criteria for educational benefits offered, a variety of miscellaneous benefits available, and the proportional cost of employee benefits. Data from the respondents were weighed in order to estimate the number and percentage of Oklahoma employers offering each benefit and the number and percentage of Oklahoma salaried employees, full-time hourly and part-time hourly employees obtaining a particular benefit. For those that are interested, a more detailed description of the methodology used in collecting and reporting this data is contained in Appendix A of this report.

In this benefit survey report, the data for the *OESC 2004 Benefit Survey* is explained by an aggregate of all industries as well as by 10 major industries, illustrated in over 1200 tables and reported according to firm size and employee category. The report is divided into 11 chapters, one for each major industry plus one for the industry aggregate. Provision are made on this website to enable the reader to download this survey report by individual industry chapter, by particular pages in the report or the report in its entirety. The tables contained in this report provide estimates of the number and percentages of Oklahoma employers and employees in each survey question response categories, and also offer adequate and descriptive footnotes providing additional information concerning the estimates given in the tables. An example of information given in table footnotes are the number and percentage of firms responding to the survey question out of all applicable firms. A sample table and instructions for reading and interpreting the information in the tables, follow below.

Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question
(If any)

ALL INDUSTRIES
Full-time Hourly

Employee Category

TABLE 3A: Holiday Pay Offered for Oklahoma Full-time Hourly, All Industries Employees, by Firm Size.* Question 3: "What do you pay hourly employees who work on a holiday?"

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size	
STRAIGHT TIME	Small Firms	8,898	50.8	65,969	47.7
	Medium Size Firms	958	39.9	49,650	36.9
	Large Firms	118	28.2	57,585	27.5
	All Size Firms	9,974	49.1	173,204	35.9
TIME AND ONE-HALF	Small Firms	4,333	24.8	40,209	29.1
	Medium Size Firms	661	27.6	39,663	29.5
	Large Firms	165	39.4	94,114	44.9
	All Size Firms	5,159	25.4	173,986	36.1
DOUBLE TIME	Small Firms	2,140	12.2	19,979	14.5
	Medium Size Firms	562	23.4	35,900	26.7
	Large Firms	101	24.1	35,663	17.0
	All Size Firms	2,803	13.8	91,542	19.0
OTHER (please describe)	Small Firms	2,129	12.2	12,056	8.7
	Medium Size Firms	218	9.1	9,320	6.9
	Large Firms	35	8.4	22,159	10.6
	All Size Firms	2,382	11.7	43,535	9.0
Subtotal of Small Firms	17,500	100.0	138,213	100.0	
Subtotal of Medium Size Firms	2,399	100.0	134,533	100.0	
Subtotal of Large Firms	419	100.0	209,521	100.0	
Grand Total	20,318	100.0	482,267	100.0	

Response Categories

Example 1.
(see below)

Example 2.
(see below)

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1729 firms, or 82.9% of the firms with full-time hourly employees reported holiday pay.

Description of Applicable Firms

Number and Percentage of Responding Firms

Example 1. The percent of Medium Size Firms that offer time and one half pay is the number of estimated Firms (661) times 100, divided by the Subtotal of Medium Size Firms (2,399), or = 27.6%.

Example 2. The percent of All Size Employees receiving double time pay is the number of estimated employees (91,542), times 100, divided by the Grand Total of all size employees (482,267), or = 19.0%.

CONSTRUCTION

Salaried

TABLE 1H: Number of Paid Holidays Offered for Oklahoma Salaried Construction Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	255	15.5	596	10.1
Medium Size Firms	11	7.7	34	1.9
All Size Firms	266	14.8	630	7.1
SIX HOLIDAYS				
Small Firms	360	21.9	1,109	18.8
Medium Size Firms	32	22.4	294	16.3
Large Firms	2	22.2	16	1.4
All Size Firms	394	21.9	1,419	16.1
SEVEN HOLIDAYS				
Small Firms	432	26.2	1577	26.7
Medium Size Firms	36	25.2	400	22.2
Large Firms	5	55.6	672	59.9
All Size Firms	473	26.3	2,649	30.0
EIGHT HOLIDAYS				
Small Firms	256	15.6	579	9.8
Medium Size Firms	43	30.1	665	36.9
All Size Firms	299	16.6	1,244	14.1
NINE HOLIDAYS				
Small Firms	208	12.6	1594	27.0
Medium Size Firms	8	5.6	225	12.5
All Size Firms	216	12.0	1,819	20.6
TEN HOLIDAYS				
Small Firms	67	4.1	260	4.4
Medium Size Firms	4	2.8	48	2.7
Large Firms	2	22.2	433	38.6
All Size Firms	73	4.1	741	8.4
ELEVEN HOLIDAYS				
Medium Size Firms	3	2.1	69	3.8
All Size Firms	3	0.2	69	0.8
TWELVE or MORE HOLIDAYS				
Small Firms	68	4.1	186	3.2
Medium Size Firms	6	4.2	65	3.6
All Size Firms	74	4.1	251	2.8
Subtotal of Small Firms	1,646	100.0	5,901	100.0
Subtotal of Medium Size Firms	143	100.0	1,800	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	1,798	100.0	8,822	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more salaried employees and offer one or more paid holidays. 85 construction firms, or 85.9% of the construction firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 1I: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Construction Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	497	31.7	2,782	21.2
Medium Size Firms	28	25.5	2,043	27.4
All Size Firms	525	31.2	4,825	22.5
SIX HOLIDAYS				
Small Firms	508	32.4	4,072	31.0
Medium Size Firms	24	21.8	1,617	21.7
Large Firms	2	50.0	557	63.5
All Size Firms	534	31.7	6,246	29.1
SEVEN HOLIDAYS				
Small Firms	294	18.8	2,829	21.5
Medium Size Firms	37	33.6	2,348	31.5
All Size Firms	331	19.7	5,177	24.1
EIGHT HOLIDAYS				
Small Firms	92	5.9	932	7.1
Medium Size Firms	17	15.5	1,332	17.8
All Size Firms	109	6.5	2,264	10.5
NINE HOLIDAYS				
Small Firms	69	4.4	402	3.1
Medium Size Firms	4	3.6	125	1.7
All Size Firms	73	4.3	527	2.5
TEN HOLIDAYS				
Small Firms	67	4.3	693	5.3
Large Firms	2	50.0	320	36.5
All Size Firms	69	4.1	1,013	4.7
TWELVE or MORE HOLIDAYS				
Small Firms	41	2.6	1,419	10.8
All Size Firms	41	2.4	1,491	6.9
Subtotal of Small Firms	1,568	100.0	13,129	100.0
Subtotal of Medium Size Firms	110	100.0	7,465	100.0
Subtotal of Large Firms	4	100.0	877	100.0
Grand Total	1,682	100.0	21,471	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees and offer one or more paid holidays. 75 construction firms, or 64.1% of the construction firms with full-time hourly employees indicated that they offer at least one paid holiday. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 1J: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Construction Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	151	41.7	151	22.2
Medium Size Firms	11	68.8	44	89.8
All Size Firms	162	42.9	195	26.8
SIX HOLIDAYS				
Small Firms	44	12.2	44	6.5
All Size Firms	44	11.6	44	6.0
SEVEN HOLIDAYS				
Small Firms	104	28.7	353	52.0
Medium Size Firms	5	31.3	5	10.2
All Size Firms	109	28.8	358	49.2
NINE HOLIDAYS				
Small Firms	63	17.4	131	19.3
All Size Firms	63	16.7	131	18.0
Subtotal of Small Firms	362	100.0	679	100.0
Subtotal of Medium Size Firms	16	100.0	49	100.0
Grand Total	378	100.0	728	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees and offer one or more paid holidays. 15 construction firms, or 34.9% of the construction firms with part-time hourly employees indicated that they offer at least one paid holiday. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Salaried

TABLE 2G: Holidays Offered for Oklahoma Salaried Construction Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	1,496	90.9	5,514	93.4
Medium Size Firms	142	99.3	1,799	99.9
Large Firms	9	100.0	1,121	100.0
All Size Firms	1,647	91.6	8,434	95.6
MARTIN LUTHER KING DAY				
Small Firms	68	4.1	186	3.2
Medium Size Firms	13	9.1	182	10.1
All Size Firms	81	4.5	368	4.2
PRESIDENT'S DAY				
Small Firms	68	4.1	186	3.2
Medium Size Firms	9	6.3	134	7.4
All Size Firms	77	4.3	320	3.6
GOOD FRIDAY				
Small Firms	260	15.8	779	13.2
Medium Size Firms	17	11.9	364	20.2
Large Firms	2	22.2	433	38.6
All Size Firms	279	15.5	1,576	17.9
MEMORIAL DAY				
Small Firms	1,415	86.0	5,333	90.4
Medium Size Firms	142	99.3	1,799	99.9
Large Firms	9	100.0	1,121	100.0
All Size Firms	1,566	87.1	8,253	93.6
INDEPENDENCE DAY				
Small Firms	1,478	89.8	5,544	94.0
Medium Sized Firms	127	88.8	1,721	95.6
Large Firms	9	100.0	1,121	100.0
All Size Firms	1,614	89.8	8,386	95.1
LABOR DAY				
Small Firms	1,461	88.8	5,502	93.2
Medium Size Firms	137	95.8	1,735	96.4
Large Firms	9	100.0	1,121	100.0
All Size Firms	1,607	89.4	8,358	94.7
COLUMBUS DAY				
Small Firms	96	5.8	382	6.5
Medium Size Firms	6	4.2	65	3.6
All Size Firms	102	5.7	447	5.1
ELECTION DAY				
Small Firms	96	5.8	382	6.5
Medium Size Firms	6	4.2	65	3.6
All Size Firms	102	5.7	447	5.1

TABLE 2G: Holidays, Construction Salaried (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	96	5.8	382	6.5
Medium Size Firms	13	9.1	297	16.5
All Size Firms	109	6.1	679	7.7
THANKSGIVING DAY				
Small Firms	1,576	95.7	5,710	96.8
Medium Size Firms	142	99.3	1,799	99.9
Large Firms	9	100.0	1,121	100.0
All Size Firms	1,727	96.1	8,630	97.8
DAY AFTER THANKSGIVING				
Small Firms	826	50.2	3,536	59.9
Medium Size Firms	75	52.4	1,180	65.6
Large Firms	7	77.8	1,105	98.6
All Size Firms	908	50.5	5,821	66.0
CHRISTMAS EVE DAY				
Small Firms	443	26.9	2,075	35.2
Medium Size Firms	35	24.5	705	39.2
Large Firms	2	22.2	433	38.6
All Size Firms	480	26.7	3,213	36.4
CHRISTMAS DAY				
Small Firms	1,646	100.0	5,900	100.0
Medium Size Firms	128	89.5	1,549	86.1
Large Firms	9	100.0	1,121	100.0
All Size Firms	1,783	99.2	8,570	97.1
NEW YEAR'S EVE DAY				
Small Firms	451	27.4	1,172	19.9
Medium Size Firms	58	40.6	716	39.8
All Size Firms	509	28.3	1,888	21.4
BIRTHDAY				
Small Firms	68	4.1	186	3.2
Medium Size Firms	11	7.7	73	4.1
All Size Firms	79	4.4	259	2.9
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	108	6.6	1,236	20.9
Medium Size Firms	14	9.8	224	12.4
Large Firms	2	22.2	433	38.6
All Size Firms	124	6.9	1,893	21.5
OTHER (please name)				
Medium Size Firms	6	4.2	65	3.6
All Size Firms	130	7.2	1,958	22.2
Offering Holiday(s) Totals				
Subtotal of Small Firms	1,646	100.0	5,901	100.0
Subtotal of Medium Size Firms	143	100.0	1,800	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	1,798	100.0	8,822	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 85 construction firms, or 85.9% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 2H: Holidays Offered for Oklahoma Full-time hourly Construction offered Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	1,204	76.8	10,849	82.6
Medium Size Firms	98	89.1	6,642	89.0
Large Firms	4	100.0	877	100.0
All Size Firms	1,306	77.6	18,368	85.5
MARTIN LUTHER KING DAY				
Small Firms	41	2.6	1,419	10.8
All Size Firms	41	2.4	1,419	6.6
PRESIDENT'S DAY				
Small Firms	41	2.6	1,419	10.8
All Size Firms	41	2.4	1,419	6.6
GOOD FRIDAY				
Small Firms	97	6.2	2,248	17.1
Medium Size Firms	5	4.5	232	3.1
Large Firms	2	50.0	320	36.5
All Size Firms	104	6.2	2,800	13.0
MEMORIAL DAY				
Small Firms	1,136	72.4	10,639	81.0
Medium Size Firms	87	79.1	5,668	75.9
Large Firms	4	100.0	877	100.0
All Size Firms	1,227	72.9	17,184	80.0
INDEPENDENCE DAY				
Small Firms	1,315	83.9	11,923	90.8
Medium Sized Firms	89	80.9	6,122	82.0
Large Firms	4	100.0	877	100.0
All Size Firms	1,408	83.7	18,922	88.1
LABOR DAY				
Small Firms	1,187	75.7	11,619	88.5
Medium Size Firms	84	76.4	5,712	76.5
Large Firms	4	100.0	877	100.0
All Size Firms	1,275	75.8	18,208	84.8
COLUMBUS DAY				
Small Firms	69	4.4	1,727	13.2
All Size Firms	69	4.1	1,727	8.0
ELECTION DAY				
Small Firms	69	4.4	1,727	13.2
All Size Firms	69	4.1	1,727	8.0
VETERAN'S DAY				
Small Firms	69	4.4	1,727	13.2
All Size Firms	69	4.1	1,727	8.0

TABLE 2H: : Holidays, Construction, Full-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
THANKSGIVING DAY				
Small Firms	1,353	86.3	12,092	92.1
Medium Size Firms	109	99.1	7,466	100.0
Large Firms	4	100.0	877	100.0
All Size Firms	1,466	87.2	20,435	95.2
DAY AFTER THANKSGIVING				
Small Firms	364	23.2	3,693	28.1
Medium Size Firms	39	35.5	2,892	38.7
Large Firms	2	50.0	320	36.5
All Size Firms	405	24.1	6,905	32.2
CHRISTMAS EVE DAY				
Small Firms	287	18.3	2,771	21.1
Medium Size Firms	18	16.4	1,003	13.4
Large Firms	2	50.0	320	36.5
All Size Firms	307	18.3	4,094	19.1
CHRISTMAS DAY				
Small Firms	1,407	89.7	12,486	95.1
Medium Size Firms	99	90.0	6,783	90.9
Large Firms	4	100.0	877	100.0
All Size Firms	1,510	89.8	20,146	93.8
NEW YEAR'S EVE DAY				
Small Firms	325	20.7	4,049	30.8
Medium Size Firms	28	25.5	2,040	27.3
All Size Firms	353	21.0	6,089	28.4
BIRTHDAY				
Small Firms	41	2.6	261	2.0
All Size Firms	41	2.4	261	1.2
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	110	7.0	2,493	19.0
Medium Size Firms	8	7.3	315	4.2
Large Firms	2	50.0	320	36.5
All Size Firms	120	7.1	3,128	14.6
OTHER (please name)				
Small Firms	81	5.2	230	1.8
All Size Firms	81		230	1.1
Offering Holiday(s) Totals				
Subtotal of Small Firms	1,568	100.0	13,129	100.0
Subtotal of Medium Size Firms	110	100.0	7,465	100.0
Subtotal of Large Firms	4	100.0	877	100.0
Grand Total	1,682	100.0	21,471	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 75 construction firms, or 64.1% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 2I: Holidays Offered for Oklahoma Part-time Hourly Construction Employees.* Question 2: "Please check all paid holidays offered by your company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
All Size Firms	302	79.9	510	70.1
GOOD FRIDAY				
All Size Firms	28	7.4	75	10.3
MEMORIAL DAY				
All Size Firms	239	63.2	460	63.2
INDEPENDENCE DAY				
All Size Firms	239	63.2	460	63.2
LABOR DAY				
All Size Firms	215	56.9	431	59.2
THANKSGIVING DAY				
All Size Firms	313	82.8	548	75.3
DAY AFTER THANKSGIVING				
All Size Firms	126	33.3	352	48.4
CHRISTMAS EVE DAY				
All Size Firms	85	22.5	314	43.1
CHRISTMAS DAY				
All Size Firms	354	93.7	391	53.7
NEW YEAR'S EVE DAY				
All Size Firms	63	16.7	50	6.9
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
All Size Firms	40	10.6	32	4.4
Offering Holiday(s) Totals				
Grand Total	378	100.0	728	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 15 construction firms, or 34.9% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and size categories are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 3E: Holiday Pay Offered for Oklahoma Full-time Hourly Construction Employees by Firm Size.* Question 3: "What do you pay hourly employees who work on a holiday?"

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	946	43.5	8,755	50.3
Medium Size Firms	90	58.1	5,020	51.8
Large Firms	2	18.2	573	15.0
All Size Firms	1,038	44.3	14,348	46.4
TIME AND ONE-HALF				
Small Firms	612	28.1	6,608	38.0
Medium Size Firms	28	18.1	1,858	19.2
Large Firms	4	36.4	877	22.9
All Size Firms	644	27.5	9,343	30.2
DOUBLE TIME				
Small Firms	366	16.8	1,628	9.4
Medium Size Firms	33	21.3	2,791	28.8
Large Firms	5	45.5	2,375	62.1
All Size Firms	404	17.2	6,794	22.0
OTHER (please describe)				
Small Firms	253	11.6	398	2.3
Medium Size Firms	4	2.6	15	0.2
All Size Firms	257	11.0	413	1.3
Subtotal of Small Firms	2,177	100.0	17,389	100.0
Subtotal of Medium Size Firms	155	100.0	9,684	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,343	100.0	30,898	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 102 firms, or 87.2% of the construction firms with full-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 3F: Holiday Pay Offered for Oklahoma Part-time Hourly Construction Employees by Firm Size.* Question 3: "What do you pay hourly employees who work on a holiday?"

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	322	52.1	808	74.4
Medium Size Firms	19	54.3	163	54.3
All Size Firms	341	52.2	971	70.1
TIME AND ONE-HALF				
Small Firms	125	20.2	113	10.4
Medium Size Firms	5	14.3	13	4.3
All Size Firms	130	19.9	126	9.1
DOUBLE TIME				
Small Firms	171	27.7	165	15.2
Medium Size Firms	7	20.0	120	40.0
All Size Firms	178	27.3	285	20.6
OTHER (please describe)				
Medium Size Firms	4	0.6	4	0.4
All Size Firms	4	0.6	4	0.3
Subtotal of Small Firms	618	100.0	1,086	100.0
Subtotal of Medium Size Firms	35	100.0	300	100.0
Grand Total	653	100.0	1,386	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 638 firms, or 45.3% of the construction firms with part-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

CONSTRUCTION

TABLE 4C: Type of Personal Leave Plan Offered for Oklahoma Construction Employees by firm size and employee category. Question 4: "Do you combine paid leave time together (vacation, sick leave & misc. time) to be used at the employee's discretion?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	1,636	83.1	6,591	87.7
	Salaried Medium Size Firms	118	78.1	1,454	77.8
	Salaried Large Firms	9	100.0	1,121	12.2
	Salaried All Size Firms	1,763	82.8	9,166	87.2
	Yes				
	Salaried Small Firms	332	16.9	926	12.3
	Salaried Medium Size Firms	33	21.9	416	22.2
	Salaried All Size Firms	365	17.2	1,342	12.8
	Subtotal of Salaried Small Firms	1,968	100.0	7,517	100.0
	Subtotal of Salaried Medium Size Firms	151	100.0	1,870	100.0
Subtotal of Salaried Large Firms	9	100.0	1,121	100.0	
Salaried Grand Total	2,128	100.0	10,508	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	2,032	84.8	18,207	82.8
	Full-time Hourly Medium Size Firms	123	81.5	8,685	86.3
	Full-time Hourly Large Firms	11	100.0	3,825	100.0
	Full-time Hourly All Size Firms	2,166	84.7	30,717	85.6
	Yes				
	Full-time Hourly Small Firms	364	15.2	3,795	17.2
	Full-time Hourly Medium Size Firms	28	18.5	1,379	13.7
	Full-time Hourly All Size Firms	392	15.3	5,174	14.4
	Subtotal of Full-time Hourly Small Firms	2,396	100.0	22,002	100.0
	Subtotal of Full-time Hourly Medium Size Firms	151	100.0	10,064	100.0
Subtotal of Full-time Hourly Large Firms	11	100.0	3,825	100.0	
Full-time Hourly Grand Total	2,558	100.0	35,891	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	646	79.6	1,192	78.0
	Part-time Hourly Medium Size Firms	35	87.5	154	97.5
	Part-time Hourly All Size Firms	681	79.9	1,346	79.8
	Yes				
	Part-time Hourly Small Firms	166	20.4	336	22.0
	Part-time Hourly Medium Size Firms	5	12.5	4	2.5
	Part-time Hourly All Size Firms	171	20.1	340	20.2
	Subtotal of Part-time Hourly Small Firms	812	100.0	1,528	100.0
	Subtotal of Part-time Hourly Medium Size Firms	40	100.0	158	100.0
	Part-time Hourly Grand Total	852	100.0	1,686	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees that responded to this question. 128 construction firms, or 98.5% of the construction firms with employees responded to this question. Size categories with no firms are omitted from table.

CONSTRUCTION

TABLE 5C: Type of Combined Leave Plans Offered for Oklahoma Construction Employees by Employee Category. Question 5: "Are holidays included with vacation, sick leave in this combined leave time?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	165	51.1	898	75.3
	Yes				
	Salaried All Size Firms	158	48.9	295	24.7
	Salaried Grand Total	323	100.0	1,193	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	487	73.0	7,360	69.9
	Yes				
	Full-time Hourly All Size Firms	180	27.0	3,165	30.1
	Full-time Hourly Grand Total	667	100.0	10,525	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	51	38.9	245	79.3
	Yes				
	Part-time Hourly All Size Firms	80	61.1	64	20.7
	Part-time Hourly Grand Total	131	100.0	309	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 6C: Leave Included in Combined Leave Plans for Oklahoma Construction Employees by Employee Category. Question 6: "Are other types of paid leave (e. g. jury duty, military leave & bereavement leave), included with vacations and sick leave in this combined leave time?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	203	62.7	849	71.2
	Yes				
	Salaried All Size Firms	121	37.3	344	28.8
	Salaried Grand Total	324	100.0	1,193	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	513	81.0	8,040	83.0
	Yes				
	Full-time Hourly All Size Firms	120	19.0	1,648	17.0
	Full-time Hourly Grand Total	633	100.0	9,688	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	85	64.9	68	22.1
	Yes				
	Part-time Hourly All Size Firms	46	35.1	240	77.9
	Part-time Hourly Grand Total	131	100.0	308	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 7E: Minimum Combined Leave Time for Oklahoma Construction Employees by Employee Category.* Question 7: "What is the minimum number of paid leave days offered to any employees in each category?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	5 DAYS or LESS				
	Salaried All Size Firms	224	70.2	742	64.7
	6 to 10 DAYS				
	Salaried All Size Firms	55	17.2	341	29.7
	11 to 15 DAYS				
	Salaried All Size Firms	40	12.5	64	5.6
	Salaried Grand Total	319	100.0	1,147	100.0
FULL-TIME HOURLY	5 DAYS or LESS				
	Full-time Hourly All Size Firms	376	68.4	4,566	70.0
	6 to 10 DAYS				
	Full-time Hourly All Size Firms	134	24.4	1,575	24.1
	11 to 15 DAYS				
	Full-time Hourly All Size Firms	40	7.3	385	5.9
	Full-time Hourly Grand Total	550	100.0	6,526	100.0
PART-TIME HOURLY	5 DAYS or LESS				
	Part-time Hourly All Size Firms	102	71.8	276	89.6
	6 to 10 DAYS				
	Part-time Hourly All Size Firms	40	28.2	32	10.4
		Part-time Hourly Grand Total	142	100.0	308

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 8E: Maximum Combined Leave Time for Oklahoma Construction Employees by Employee Category.* Question 8: "What is the maximum number of paid leave days offered to any employees in each category?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	14 DAYS or LESS				
	Salaried All Size Firms	178	62.9	627	55.6
	15 to 24 DAYS				
	Salaried All Size Firms	102	36.0	328	29.1
	25 to 34 DAYS				
	Salaried All Size Firms	3	1.1	173	15.3
	Salaried Grand Total	283	100.0	1,128	100.0
FULL-TIME HOURLY	14 DAYS or LESS				
	Full-time Hourly All Size Firms	423	82.9	3,805	66.1
	15 to 24 DAYS				
	Full-time Hourly All Size Firms	84	16.5	1,862	32.3
	25 to 34 DAYS				
	Full-time Hourly All Size Firms	3	0.6	90	1.6
	Full-time Hourly Grand Total	510	100.0	5,757	100.0
FULL-TIME HOURLY	14 DAYS or LESS				
	Part-time Hourly All Size Firms	86	100.0	272	100.0
		Part-time Hourly Grand Total	86	100.0	272

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 16 construction firms, or 88.9% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 9C: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Construction Employees by Employee Category. Question 9: "Does paid leave time increase with years of service or with seniority?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	158	43.9	646	49.8
	Yes				
	Salaried All Size Firms	202	56.1	650	50.2
	Salaried Grand Total	360	100.0	1,296	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	228	41.2	2,501	38.2
	Yes				
	Full-time Hourly All Size Firms	326	58.8	4,039	61.8
	Full-time Hourly Grand Total	554	100.0	6,540	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	24	5.6	29	9.5
	Yes				
	Part-time Hourly All Size Firms	402	94.4	276	90.5
	Part-time Hourly Grand Total	426	100.0	305	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 18 construction firms, or 100.0% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 10C: Leave Accumulation in Combined Leave Plans for Oklahoma Construction Employees by Employee Category. Question10: "Do you allow paid leave days to accumulate or carry over into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	245	77.0	960	83.7
	Yes				
	Salaried All Size Firms	73	23.0	187	16.3
	Salaried Grand Total	318	100.0	1,147	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	476	79.9	4,963	74.2
	Yes				
	Full-time Hourly All Size Firms	120	20.1	1,727	25.8
	Full-time Hourly Grand Total	596	100.0	6,690	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	126	75.9	304	90.5
	Yes				
	Part-time Hourly All Size Firms	40	24.1	32	9.5
	Part-time Hourly Grand Total	166	100.0	336	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 11E: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Construction Employees by Employee Category. Question 11: "If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	10 DAYS or LESS				
	Salaried All Size Firms	34	45.9	123	65.8
	11 to 20 DAYS				
	Salaried All Size Firms	40	54.1	64	34.2
	Salaried Grand Total	74	100.0	187	100.0
FULL-TIME HOURLY	10 DAYS or LESS				
	Full-time Hourly All Size Firms	39	49.4	920	54.5
	11 to 20 DAYS				
	Full-time Hourly All Size Firms	40	50.6	769	45.5
	Full-time Hourly Grand Total	79	100.0	1,689	100.0
PART-TIME HOURLY	(NOT ENOUGH PART-TIME HOURLY TO CALCULATE)				
	10 DAYS or LESS				
	Part-time Hourly All Size Firms				
	11 to 20 DAYS				
	Part-time Hourly All Size Firms				
	21 OR MORE DAYS				
	Part-time Hourly All Size Firms				
	NO MAXIMUM OR LIMIT				
	Part-time Hourly All Size Firms				
Part-time Hourly Grand Total					

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 5 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no responses and size categories are omitted from table.

CONSTRUCTION

TABLE 12C: Pay Option in Combined Leave Plans for Oklahoma Construction Employees by Employee Category. Question12: "Do you offer a pay option in lieu of paid leave time?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	231	64.3	681	52.5
	Yes				
	Salaried All Size Firms	128	35.7	615	47.5
	Salaried Grand Total	359	100.0	1,296	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	367	61.1	5,363	59.2
	Yes				
	Full-time Hourly All Size Firms	234	38.9	3,702	40.8
	Full-time Hourly Grand Total	601	100.0	9,065	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	126	75.9	304	90.5
	Yes				
	Part-time Hourly All Size Firms	40	24.1	32	9.5
	Part-time Hourly Grand Total	166	100.0	336	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 18 construction firms, or 100.0% of the applicable construction firms responded to this question. Size categories are omitted from this

CONSTRUCTION
Salary

TABLE 13G: Qualifying for One Week's Vacation for Oklahoma Construction Salary Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	47	3.9	188	3.0
Medium Size Firms	2	0.7	137	1.9
All Size Firms	49	3.2	325	1.6
LESS THAN 1 MONTH				
Small Firms	13	1.1	58	0.9
Medium Size Firms	6	2.1	402	5.6
Large Firms	2	3.6	576	8.5
All Size Firms	21	1.4	1,036	5.1
3 to 6 MONTHS				
Small Firms	202	16.8	2,042	32.4
Medium Size Firms	60	21.3	1,902	26.5
Large Firms	10	17.9	1,294	19.2
All Size Firms	272	17.7	5,238	25.9
7 to 11 MONTHS				
Small Firms	83	6.9	844	13.4
Medium Size Firms	10	3.5	323	4.5
Large Firms	12	21.4	1,946	28.8
All Size Firms	105	6.8	3,113	15.4
12 MONTHS or MORE				
Small Firms	858	71.3	3,174	50.3
Medium Size Firms	204	72.3	4,405	61.4
Large Firms	32	57.1	2,939	43.5
All Size Firms	1,094	71.0	10,518	52.0
Subtotal of Small Firms	1,203	100.0	6,306	100.0
Subtotal of Medium Size Firms	282	100.0	7,169	100.0
Subtotal of Large Firms	56	100.0	6,755	100.0
Grand Total	1,541	100.0	20,230	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 74 construction firms, or 94.9% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 13H: Qualifying for One Week's Vacation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	48	3.6	483	3.9
Medium Size Firms	4	1.4	288	1.2
All Size Firms	52	3.1	771	1.3
LESS THAN 1 MONTH				
Small Firms	13	1.0	196	1.6
Medium Size Firms	6	2.1	397	1.7
Large Firms	1	1.7	69	0.3
All Size Firms	20	1.2	662	1.1
3 to 6 MONTHS				
Small Firms	151	11.4	1,857	15.1
Medium Size Firms	45	15.6	3,993	16.6
Large Firms	9	15.3	6,931	28.9
All Size Firms	205	12.3	12,781	21.2
7 to 11 MONTHS				
Small Firms	111	8.4	1,216	9.9
Medium Size Firms	17	5.9	2,268	9.4
Large Firms	9	15.3	2,171	9.1
All Size Firms	137	8.2	5,655	9.4
12 MONTHS or MORE				
Small Firms	999	75.6	8,561	69.5
Medium Size Firms	216	75.0	17,064	71.1
Large Firms	40	67.8	14,779	61.7
All Size Firms	1,255	75.2	40,404	67.0
Subtotal of Small Firms	1,322	100.0	12,313	100.0
Subtotal of Medium Size Firms	288	100.0	24,010	100.0
Subtotal of Large Firms	59	100.0	23,950	100.0
Grand Total	1,669	100.0	60,273	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 78 construction firms, or 86.7% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 13I: Qualifying for One Week's Vacation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	50	18.2	104	24.4
Medium Size Firms	5	5.6	25	10.0
Large Firms	1	5.9	5	0.9
All Size Firms	56	14.7	134	10.6
LESS THAN 1 MONTH				
Medium Size Firms	4	4.4	15	6.0
Large Firms	1	5.9	399	67.9
All Size Firms	5	1.3	414	32.8
3 to 6 MONTHS				
Medium Size Firms	13	14.4	33	13.2
Large Firms	4	23.5	119	20.2
All Size Firms	17	4.5	152	12.0
7 to 11 MONTHS				
Small Firms	23	8.4	155	36.4
Medium Size Firms	3	3.3	3	1.2
Large Firms	4	23.5	34	5.8
All Size Firms	30	7.9	192	15.2
12 MONTHS or MORE				
Small Firms	201	73.4	167	39.2
Medium Size Firms	65	72.2	174	69.6
Large Firms	7	41.2	31	5.3
All Size Firms	273	71.7	372	29.4
Subtotal of Small Firms	274	100.0	426	100.0
Subtotal of Medium Size Firms	90	100.0	250	100.0
Subtotal of Large Firms	17	100.0	588	100.0
Grand Total	381	100.0	1,264	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 17 construction firms, or 58.6% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION

Salary

TABLE 14G: Qualifying for Two Week's Vacation for Oklahoma Construction Salary Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	339	25.8	1,100	19.5
Medium Size Firms	23	20.4	242	16.9
All Size Firms	362	25.2	1,342	16.4
11 MONTHS or LESS				
Small Firms	40	3.0	288	5.1
Medium Size Firms	6	5.3	65	4.5
All Size Firms	46	3.2	353	4.3
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	253	19.2	1,713	30.4
Medium Size Firms	34	30.1	611	42.8
Large Firms	7	77.8	1,105	98.6
All Size Firms	294	20.5	3,429	41.9
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	294	22.4	1,068	19.0
Medium Size Firms	27	23.9	290	20.3
All Size Firms	321	22.3	1,358	16.6
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	199	15.1	771	13.7
Medium Size Firms	9	8.0	96	6.7
All Size Firms	208	14.5	867	10.6
4 or MORE YEARS				
Small Firms	190	14.4	694	12.3
Medium Size Firms	14	12.4	125	8.7
Large Firms	2	22.2	16	1.4
All Size Firms	206	14.3	835	10.2
Subtotal of Small Firms	1,315	100.0	5,634	100.0
Subtotal of Medium Size Firms	113	100.0	1,429	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	1,437	100.0	8,184	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 64 construction firms, or 98.5% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 14H: Qualifying for Two Week's Vacation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	573	44.6	5,035	50.0
Medium Size Firms	32	36.8	1,803	32.6
All Size Firms	1,262	91.3	6,838	36.3
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	65	5.1	376	3.7
Medium Size Firms	19	21.8	1,667	30.1
Large Firms	7	77.8	2,695	82.9
All Size Firms	91	6.6	4,738	25.1
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	151	11.7	638	6.3
Medium Size Firms	17	19.5	1,115	20.1
All Size Firms	168	12.2	1,753	9.3
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	198	15.4	1,553	15.4
All Size Firms	198	14.3	1,553	8.2
4 or MORE YEARS				
Small Firms	299	23.3	2,464	24.5
Medium Size Firms	19	21.8	950	17.2
Large Firms	2	22.2	557	17.1
All Size Firms	320	23.2	3,971	21.1
Subtotal of Small Firms	1,286	100.0	10,066	100.0
Subtotal of Medium Size Firms	87	100.0	5,535	100.0
Subtotal of Large Firms	9	100.0	3,252	100.0
Grand Total	1,382	100.0	18,853	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 58 construction firms, or 96.7% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 14I: Qualifying for Two Week's Vacation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	187	70.8	388	89.4
Medium Size Firms	15	78.9	41	91.1
All Size Firms	202	71.4	429	89.6
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	27	10.2	14	3.2
Medium Size Firms	4	21.1	4	8.9
All Size Firms	31	11.0	18	3.8
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	23	8.7	18	4.1
All Size Firms	23	8.1	18	3.8
4 or MORE YEARS				
Small Firms	27	10.2	14	3.2
All Size Firms	27	9.5	14	2.9
Subtotal of Small Firms	264	100.0	434	100.0
Subtotal of Medium Size Firms	19	100.0	45	100.0
Grand Total	283	100.0	479	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 15G: Qualifying for Three Week's Vacation for Oklahoma Construction Salary Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	735	54.8	2,804	47.4
Medium Size Firms	71	62.8	847	58.9
All Size Firms	806	55.1	3,651	43.1
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	263	19.6	802	13.5
Medium Size Firms	17	15.0	376	26.1
Large Firms	2	28.6	433	39.2
All Size Firms	282	19.3	1,611	19.0
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	269	20.0	1,924	32.5
Medium Size Firms	16	14.2	131	9.1
Large Firms	5	71.4	672	60.8
All Size Firms	290	19.8	2,727	32.2
12 or MORE YEARS				
Small Firms	75	5.6	391	6.6
Medium Size Firms	9	8.0	84	5.8
All Size Firms	84	5.7	475	5.6
Subtotal of Small Firms	1,342	100.0	5,921	100.0
Subtotal of Medium Size Firms	113	100.0	1,438	100.0
Subtotal of Large Firms	7	100.0	1,105	100.0
Grand Total	1,462	100.0	8,464	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 63 construction firms, or 96.9% of the applicable construction firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 15H: Qualifying for Three Week's Vacation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	995	75.0	8,906	78.4
Medium Size Firms	83	81.4	5,156	77.6
Large Firms	5	71.4	2,375	88.1
All Size Firms	1,083	75.4	16,437	79.4
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	154	11.6	1,509	13.3
Medium Size Firms	13	12.7	1,242	18.7
Large Firms	2	28.6	320	11.9
All Size Firms	169	11.8	3,071	14.8
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	108	8.1	677	6.0
Medium Size Firms	6	5.9	245	3.7
All Size Firms	114	7.9	922	4.5
12 or MORE YEARS				
Small Firms	70	5.3	273	2.4
All Size Firms	70	4.9	273	1.3
Subtotal of Small Firms	1,327	100.0	11,365	100.0
Subtotal of Medium Size Firms	102	100.0	6,643	100.0
Subtotal of Large Firms	7	100.0	2,695	100.0
Grand Total	1,436	100.0	20,703	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 56 construction firms, or 93.3% of the applicable construction firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 15I: Qualifying for Three Week's Vacation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	322	92.3	719	98.1
Medium Size Firms	27	100.0	72	100.0
All Size Firms	349	92.8	791	98.3
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	27	7.7	14	1.9
All Size Firms	27	7.2	14	1.7
Subtotal of Small Firms	349	100.0	733	100.0
Subtotal of Medium Size Firms	27	100.0	72	100.0
Grand Total	376	100.0	805	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 16G: Qualifying for Four Week's Vacation for Oklahoma Construction Salary Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	902	72.9	4,079	77.4
Medium Size Firms	88	78.6	1,104	76.8
Large Firms	2	28.6	433	39.2
All Size Firms	992	73.1	5,616	71.9
9 YEARS or LESS				
Small Firms	90	7.3	283	5.4
All Size Firms	90	6.6	283	3.6
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	189	15.3	697	13.2
Medium Size Firms	14	12.5	236	16.4
All Size Firms	203	15.0	933	11.9
16 or MORE YEARS				
Small Firms	57	4.6	209	4.0
Medium Size Firms	10	8.9	98	6.8
Large Firms	5	71.4	672	60.8
All Size Firms	72	5.3	979	12.5
Subtotal of Small Firms	1,238	100.0	5,268	100.0
Subtotal of Medium Size Firms	112	100.0	1,438	100.0
Subtotal of Large Firms	7	100.0	1,105	100.0
Grand Total	1,357	100.0	7,811	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 16H: Qualifying for Four Week's Vacation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	1,093	80.6	9,334	80.5
Medium Size Firms	95	85.6	5,900	80.8
Large Firms	7	100.0	2,695	100.0
All Size Firms	1,195	81.1	17,929	83.0
9 YEARS or LESS				
Small Firms	90	6.6	1,134	9.8
All Size Firms	90	6.1	1,134	5.3
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	92	6.8	684	5.9
Medium Size Firms	11	9.9	477	6.5
All Size Firms	103	7.0	1,161	5.4
16 or MORE YEARS				
Small Firms	81	6.0	443	3.8
Medium Size Firms	5	4.5	927	12.7
All Size Firms	86	5.8	1,370	6.3
Subtotal of Small Firms	1,356	100.0	11,595	100.0
Subtotal of Medium Size Firms	111	100.0	7,304	100.0
Subtotal of Large Firms	7	100.0	2,695	100.0
Grand Total	1,474	100.0	21,594	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 57 construction firms, or 95.0% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 16I: Qualifying for Four Week's Vacation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	361	93.0	751	98.2
Medium Size Firms	31	100.0	142	100.0
All Size Firms	392	93.6	893	98.5
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	27	7.0	14	1.8
All Size Firms	27	6.4	14	1.5
Subtotal of Small Firms	388	100.0	765	100.0
Subtotal of Medium Size Firms	31	100.0	142	100.0
Grand Total	419	100.0	907	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

TABLE 17C: Vacation Pay Option for Oklahoma Construction Employees by Firm Size and Employee Category. Question17: "Do you offer a pay option in lieu of vacation?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	961	72.9	4,430	76.3
	Salaried Medium Size Firms	71	60.2	967	66.5
	Salaried Large Firms	2	28.6	433	39.2
	Salaried All Size Firms	1,034	71.6	5,830	69.7
	Yes				
	Salaried Small Firms	358	27.1	1,377	23.7
	Salaried Medium Size Firms	47	39.8	487	33.5
	Salaried Large Firms	5	71.4	672	60.8
	Salaried All Size Firms	410	28.4	2,536	30.3
	Subtotal of Salaried Small Firms	1,319	100.0	5,807	100.0
	Subtotal of Salaried Medium Size Firms	118	100.0	1,454	100.0
	Subtotal of Salaried Large Firms	7	100.0	1,105	100.0
Salaried Grand Total	1,444	100.0	8,366	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	865	63.0	7,760	64.0
	Full-time Hourly Medium Size Firms	66	58.4	4,247	56.1
	Full-time Hourly Large Firms	2	28.6	320	11.9
	Full-time Hourly All Size Firms	933	62.5	12,327	55.1
	Yes				
	Full-time Hourly Small Firms	508	37.0	4,358	36.0
	Full-time Hourly Medium Size Firms	47	41.6	3,317	43.9
	Full-time Hourly Large Firms	5	71.4	2,375	88.1
	Full-time Hourly All Size Firms	560	37.5	10,050	44.9
	Subtotal of Full-time Hourly Small Firms	1,373	100.0	12,118	100.0
	Subtotal of Full-time Hourly Medium Size Firms	113	100.0	7,564	100.0
	Subtotal of Full-time Hourly Large Firms	7	100.0	2,695	100.0
Full-time Hourly Grand Total	1,493	100.0	22,377	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	264	70.0	671	89.1
	Part-time Hourly Medium Size Firms	20	66.7	105	78.4
	Part-time Hourly All Size Firms	284	69.8	776	87.5
	Yes				
	Part-time Hourly Small Firms	113	30.0	82	10.9
	Part-time Hourly Medium Size Firms	10	33.3	29	21.6
	Part-time Hourly All Size Firms	123	30.2	111	12.5
	Subtotal of Part-time Hourly Small Firms	377	100.0	753	100.0
	Subtotal of Part-time Hourly Medium Size Firms	30	100.0	134	100.0
Part-time Hourly Grand Total	407	100.0	887	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 80 construction firms, or 97.6% of the applicable construction firms responded to this question. Firm sizes with 34 firms were omitted from this table.

CONSTRUCTION

TABLE 18C: Vacation Accumulation for Oklahoma Construction Employees by Firm Size and Employee Category.* Question 18: "Do you allow vacation to accumulate or carry over into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	1,118	86.5	4,072	72.6
	Salaried Medium Size Firms	91	77.1	1,129	77.6
	Salaried Large Firms	4	44.4	449	40.1
	Salaried All Size Firms	1,213	85.5	5,650	69.0
	Yes				
	Salaried Small Firms	174	13.5	1,538	27.4
	Salaried Medium Size Firms	27	22.9	325	22.4
	Salaried Large Firms	5	55.6	672	59.9
	Salaried All Size Firms	206	14.5	2,535	31.0
	Subtotal of Salaried Small Firms	1,292	100.0	5,610	100.0
Subtotal of Salaried Medium Size Firms	118	100.0	1,454	100.0	
Subtotal of Salaried Large Firms	9	100.0	1,121	100.0	
Salaried Grand Total	1,419	100.0	8,185	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	1,234	91.7	11,209	94.9
	Full-time Hourly Medium Size Firms	87	79.8	5,725	77.8
	Full-time Hourly Large Firms	4	44.4	877	27.0
	Full-time Hourly All Size Firms	1,325	90.6	17,811	79.4
	Yes				
	Full-time Hourly Small Firms	111	8.3	600	5.1
	Full-time Hourly Medium Size Firms	22	20.2	1,638	22.2
	Full-time Hourly Large Firms	5	55.6	2,375	73.0
	Full-time Hourly All Size Firms	138	9.4	4,613	20.6
	Subtotal of Full-time Hourly Small Firms	1,345	100.0	11,809	100.0
Subtotal of Full-time Hourly Medium Size Firms	109	100.0	7,363	100.0	
Subtotal of Full-time Hourly Large Firms	9	100.0	3,252	100.0	
Full-time Hourly Grand Total	1,463	100.0	22,424	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	378	100.0	832	100.0
	Part-time Hourly Medium Size Firms	26	100.0	64	100.0
	Part-time Hourly All Size Firms	404	100.0	896	100.0
	Subtotal of Part-time Hourly Small Firms	378	100.0	832	100.0
Subtotal of Part-time Hourly Medium Size Firms	26	100.0	64	100.0	
Part-time Hourly Grand Total	404	100.0	896	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 80 construction firms, or 80% of the applicable construction firms responded to this question. Firm sizes with no firms were omitted from this table.

CONSTRUCTION
Salary

TABLE 19G: Maximum Vacation Accumulation for Oklahoma Construction Salary Employees.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
All Size Firms	122	59.5	2,173	85.7
11 TO 30 DAYS				
All Size Firms	47	22.9	47	1.9
31 DAYS OR OVER				
All Size Firms	28	13.7	210	8.3
NO MAXIMUM or LIMIT				
All Size Firms	8	3.9	105	4.1
Grand Total	205	100.0	2,535	100.0

Note: Construction firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 11 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 19H: Maximum Vacation Accumulation for Oklahoma Construction Full-time Hourly Employees.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
All Size Firms	50	36.0	2,720	59.0
11 TO 30 DAYS				
All Size Firms	34	24.5	360	7.8
31 DAYS OR OVER				
All Size Firms	5	3.6	927	20.1
NO MAXIMUM or LIMIT				
All Size Firms	50	36.0	607	13.2
Grand Total	139	100.0	4,614	100.0

Note: Construction firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 9 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 19I: Maximum Vacation Accumulation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
11 TO 30 DAYS				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
31 DAYS OR OVER				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
NO MAXIMUM or LIMIT				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
Grand Total				

CONSTRUCTION
Salary

TABLE 20G: Maximum Sick Leave for Oklahoma Construction Salary Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	927	64.7	3,041	49.3
Medium Size Firms	74	63.2	864	59.4
Large Firms	5	71.4	672	60.8
All Size Firms	1,006	64.6	4,577	52.4
5 DAYS or LESS				
Small Firms	290	20.2	2,062	33.4
Medium Size Firms	17	14.5	270	18.6
All Size Firms	307	19.7	2,332	26.7
6 to 9 DAYS				
Small Firms	164	11.4	782	12.7
Medium Size Firms	19	16.2	174	12.0
Large Firms	2	28.6	433	39.2
All Size Firms	185	11.9	1,389	15.9
10 to 14 DAYS				
Small Firms	52	3.6	287	4.7
Medium Size Firms	3	2.6	87	6.0
All Size Firms	55	3.5	374	4.3
15 or MORE DAYS				
Medium Size Firms	4	3.4	60	4.1
All Size Firms	4	0.3	60	0.7
Subtotal of Small Firms	1,433	100.0	6,172	100.0
Subtotal of Medium Size Firms	117	100.0	1,455	100.0
Subtotal of Large Firms	7	100.0	1,105	100.0
Grand Total	1,557	100.0	8,732	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 73 construction firms, or 93.6% of the applicable construction firms responded to this question. Firm sizes with no firms were omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 20H: Maximum Sick Leave for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,509	88.1	13,780	87.8
Medium Size Firms	86	75.4	5,765	71.3
Large Firms	7	77.8	2,948	90.2
All Size Firms	1,602	87.3	22,493	83.2
5 DAYS or LESS				
Small Firms	163	9.5	1,646	10.5
Medium Size Firms	14	12.3	740	9.2
Large Firms	2	22.2	320	9.8
All Size Firms	179	9.7	2,706	10.0
6 to 9 DAYS				
Small Firms	41	2.4	261	1.7
Medium Size Firms	10	8.8	1,381	17.1
All Size Firms	51	2.8	1,642	6.1
15 or MORE DAYS				
Medium Size Firms	4	3.5	201	2.5
All Size Firms	4	0.2	201	0.7
Subtotal of Small Firms	1,713	100.0	15,687	100.0
Subtotal of Medium Size Firms	114	100.0	8,087	100.0
Subtotal of Large Firms	9	100.0	3,268	100.0
Grand Total	1,836	100.0	27,042	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 79 construction firms, or 87.8% of the applicable construction firms responded to this question. Firm sizes with no firms were omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 20I: Maximum Sick Leave for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	625	90.8	1,136	82.3
Medium Size Firms	28	100.0	77	100.0
All Size Firms	653	91.2	1,213	83.3
5 DAYS or LESS				
Small Firms	63	9.2	244	17.7
All Size Firms	63	8.8	244	16.7
Subtotal of Small Firms	688	100.0	1,380	100.0
Subtotal of Medium Size Firms	28	100.0	77	100.0
Grand Total	716	100.0	1,457	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 24 construction firms, or 82.8% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms were omitted from this table.

CONSTRUCTION

TABLE 21C: Sick Leave Accumulation for Oklahoma Construction Employees by Firm Size and Employee Category.* Question 21: "Do you allow sick leave to accumulate into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	511	84.6	2,995	88.7
	Salaried Medium Size Firms	49	77.8	612	84.0
	Salaried Large Firms	2	100.0	433	100.0
	Salaried All Size Firms	562	84.0	4,040	89.0
	Yes				
	Salaried Small Firms	93	15.4	382	11.3
	Salaried Medium Size Firms	14	22.2	117	16.0
	Salaried All Size Firms	107	16.0	499	11.0
	Subtotal of Salaried Small Firms	604	100.0	3,377	100.0
	Subtotal of Salaried Medium Size Firms	63	100.0	729	100.0
Subtotal of Salaried Large Firms	2	100.0	433	100.0	
Salaried Grand Total	669	100.0	4,539	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	380	82.3	3,748	88.5
	Full-time Hourly Medium Size Firms	58	92.1	3,361	78.4
	Full-time Hourly All Size Firms	438	83.1	7,109	80.4
	Yes				
	Full-time Hourly Small Firms	82	17.7	485	11.5
	Full-time Hourly Medium Size Firms	5	7.9	927	21.6
	Full-time Hourly Large Firms	2	100.0	320	100.0
	Full-time Hourly All Size Firms	89	16.9	1,732	19.6
	Subtotal of Full-time Hourly Small Firms	462	100.0	4,233	100.0
	Subtotal of Full-time Hourly Medium Size Firms	63	100.0	4,288	100.0
Subtotal of Full-time Hourly Large Firms	2	100.0	320	100.0	
Full-time Hourly Grand Total	527	100.0	8,841	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	125	100.0	137	100.0
	Part-time Hourly Medium Size Firms	22	100.0	118	100.0
	Part-time Hourly All Size Firms	147	100.0	255	100.0
	Yes				
	Part-time Hourly All Size Firms	0	0.0	0	0.0
	Subtotal of Part-time Hourly Small Firms	125	100.0	137	100.0
	Subtotal of Part-time Hourly Medium Size Firms	22	100.0	118	100.0
Part-time Hourly Grand Total	147	100.0	255	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 28 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 22G: Maximum Sick Leave Accumulation for Oklahoma Construction Salary Employees.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
All Size Firms	29	26.9	230	46.1
6 to 14 DAYS				
All Size Firms	9	8.3	84	16.8
30 or MORE DAYS				
All Size Firms	29	26.9	148	29.7
NO MAXIMUM or LIMIT				
All Size Firms	41	38.0	37	7.4
Grand Total	108	100.0	499	100.0

Note: Construction firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 6 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 22H: Maximum Sick Leave Accumulation for Oklahoma Construction Full-time Hourly Employees.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15 to 29 DAYS				
All Size Firms	2	2.2	320	18.5
30 or MORE DAYS				
All Size Firms	5	5.6	927	53.5
NO MAXIMUM or LIMIT				
All Size Firms	82	92.1	485	28.0
Grand Total	89	100.0	1,732	100.0

Note: Construction firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 4 construction firms, or 100% of the applicable construction firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 22I: Maximum Sick Leave Accumulation for Oklahoma Construction Part-time Hourly Employees.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
All Size Firms				
6 to 14 DAYS				
All Size Firms				
15 to 29 DAYS				
All Size Firms				
30 or MORE DAYS				
All Size Firms				
NO MAXIMUM or LIMIT				
All Size Firms				
Grand Total				

CONSTRUCTION
Salary

TABLE 23G: Bereavement Leave for Oklahoma Construction Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,120	71.1	3,597	57.4
Medium Size Firms	78	65.5	779	52.8
All Size Firms	1,198	70.4	4,376	49.3
YES, 1 to 3 DAYS				
Small Firms	429	27.2	2,479	39.5
Medium Size Firms	38	31.9	627	42.5
Large Firms	7	100.0	1,105	97.6
All Size Firms	474	27.8	4,211	47.4
YES, 4 to 7 DAYS				
Small Firms	27	1.7	196	3.1
All Size Firms	27	1.6	196	2.2
YES, 8 DAYS and OVER				
Medium Size Firms	3	2.5	69	4.7
All Size Firms	3	0.2	69	0.8
Subtotal of Small Firms	1,576	100.0	6,272	100.0
Subtotal of Medium Size Firms	119	100.0	1,475	100.0
Subtotal of Large Firms	7	100.0	1,132	100.0
Grand Total	1,702	100.0	8,879	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 76 construction firms, or 85.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 23H: Bereavement Leave for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,675	86.4	14,795	84.5
Medium Size Firms	82	68.3	5,143	66.2
Large Firms	2	22.2	573	17.4
All Size Firms	1,759	85.1	20,511	71.8
YES, 1 to 3 DAYS				
Small Firms	236	12.2	2,415	13.8
Medium Size Firms	35	29.2	2,461	31.7
Large Firms	7	77.8	2,695	81.8
All Size Firms	278	13.4	7,571	26.5
YES, 4 to 7 DAYS				
Small Firms	27	1.4	308	1.8
All Size Firms	27	1.3	308	1.1
YES, 8 DAYS and OVER				
Medium Size Firms	3	2.5	162	2.1
All Size Firms	3	0.1	162	0.6
Subtotal of Small Firms	1,938	100.0	17,518	100.0
Subtotal of Medium Size Firms	120	100.0	7,766	100.0
Subtotal of Large Firms	9	100.0	3,295	100.0
Grand Total	2,067	100.0	28,579	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 85 construction firms, or 83.3% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 23I: Bereavement Leave for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	963	100.0	1,985	100.0
Medium Size Firms	44	80.0	94	65.3
All Size Firms	1,007	98.9	2,079	96.4
YES, 1 to 3 DAYS				
Medium Size Firms	11	20.0	50	34.7
All Size Firms	11	1.1	50	2.3
Subtotal of Small Firms	963	100.0	1,985	100.0
Subtotal of Medium Size Firms	55	100.0	144	100.0
Grand Total	1,018	100.0	2,129	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 42 construction firms, or 72.4% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 24G: Short Term Disability Leave for Oklahoma Construction Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,330	98.7	5,201	99.7
Medium Size Firms	80	76.2	875	67.3
All Size Firms	1,410	96.6	6,076	79.7
YES, 6 WEEKS or LESS				
Small Firms	17	1.3	16	0.3
Medium Size Firms	8	7.6	85	6.5
All Size Firms	25	1.7	101	1.3
YES, 7 to 13 WEEKS				
Medium Size Firms	5	4.8	34	2.6
Large Firms	7	100.0	1,105	100.0
All Size Firms	12	0.8	1,139	14.9
YES, 14 to 26 WEEKS				
Medium Size Firms	12	11.4	307	23.6
All Size Firms	12	0.8	307	4.0
Subtotal of Small Firms	1,347	100.0	5,217	100.0
Subtotal of Medium Size Firms	105	100.0	1,301	100.0
Subtotal of Large Firms	7	100.0	1,105	100.0
Grand Total	1,459	100.0	7,623	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 66 construction firms, or 74.2% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 24H: Short Term Disability Leave for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,662	97.6	14,891	98.3
Medium Size Firms	94	81.7	5,628	75.5
Large Firms	4	44.4	893	27.3
All Size Firms	1,760	96.3	21,412	82.8
YES, 6 WEEKS or LESS				
Medium Size Firms	8	7.0	393	5.3
All Size Firms	8	0.4	393	1.5
YES, 7 to 13 WEEKS				
Medium Size Firms	5	4.3	927	12.4
Large Firms	5	55.6	2,375	72.7
All Size Firms	10	0.5	3,302	12.8
YES, 14 to 26 WEEKS				
Small Firms	41	2.4	261	1.7
Medium Size Firms	8	7.0	504	6.8
All Size Firms	49	2.7	765	3.0
Subtotal of Small Firms	1,703	100.0	15,152	100.0
Subtotal of Medium Size Firms	115	100.0	7,452	100.0
Subtotal of Large Firms	9	100.0	3,268	100.0
Grand Total	1,827	100.0	25,872	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 77 construction firms, or 75.5% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 24I: Short Term Disability Leave for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	798	100.0	1,249	100.0
Medium Size Firms	61	100.0	300	100.0
All Size Firms	859	100.0	1,549	100.0
Subtotal of Small Firms	798	100.0	1,249	100.0
Subtotal of Medium Size Firms	61	100.0	300	100.0
Grand Total	859	100.0	1,549	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 40 construction firms, or 69.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 25G: Other Paid Leave for Oklahoma Construction Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	182	38.4	1,792	63.7
Medium Size Firms	12	19.0	176	18.0
Large Firms	7	100.0	1,105	100.0
All Size Firms	201	36.9	3,073	62.7
JURY DUTY				
Small Firms	327	69.0	2,170	77.1
Medium Size Firms	54	85.7	908	92.7
Large Firms	7	100.0	1,105	100.0
All Size Firms	388	71.3	4,183	85.4
FAMILY MEDICAL				
Small Firms	57	12.0	258	9.2
Medium Size Firms	22	34.9	230	23.5
All Size Firms	79	14.5	488	10.0
MATERNITY LEAVE				
Small Firms	56	11.8	155	5.5
Medium Size Firms	8	12.7	102	10.4
All Size Firms	64	11.8	257	5.2
PATERNITY LEAVE				
Small Firms	29	6.1	29	1.0
Medium Size Firms	8	12.7	102	10.4
All Size Firms	37	6.8	131	2.7
DOCTOR/DENTAL APPOINTMENT				
Small Firms	184	38.8	457	16.2
Medium Size Firms	34	54.0	426	43.5
All Size Firms	218	40.1	883	18.0
OTHER (please name)				
Small Firms	29	6.1	29	1.0
All Size Firms	29	5.3	29	0.6
Subtotal of Small Firms	474	100.0	2,814	100.0
Subtotal of Medium Size Firms	63	100.0	980	100.0
Subtotal of Large Firms	7	100.0	1,105	100.0
Grand Total	544	100.0	4,899	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 34 construction firms, or 38.2% of the applicable construction firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 25H: Other Paid Leave for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	90	25.4	923	40.6
Medium Size Firms	12	22.6	630	16.9
Large Firms	7	100.0	2,695	100.0
All Size Firms	109	26.3	4,248	48.8
JURY DUTY				
Small Firms	202	56.9	1,221	53.7
Medium Size Firms	44	83.0	3,002	80.5
Large Firms	7	100.0	2,695	100.0
All Size Firms	253	61.0	6,918	79.5
FAMILY MEDICAL				
Medium Size Firms	18	34.0	1,596	42.8
All Size Firms	18	4.3	1,596	18.3
MATERNITY LEAVE				
Small Firms	27	7.6	238	10.5
Medium Size Firms	8	15.1	1,089	29.2
All Size Firms	35	8.4	1,327	15.3
PATERNITY LEAVE				
Medium Size Firms	8	15.1	1,089	29.2
All Size Firms	8	1.9	1,089	12.5
DOCTOR/DENTAL APPOINTMENT				
Small Firms	146	41.1	466	20.5
Medium Size Firms	19	35.8	1,889	50.6
All Size Firms	165	39.8	2,355	27.1
Subtotal of Small Firms	355	100.0	2,273	100.0
Subtotal of Medium Size Firms	53	100.0	3,731	100.0
Subtotal of Large Firms	7	100.0	2,695	100.0
Grand Total	415	100.0	8,699	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 27 construction firms, or 26.5% of the applicable construction firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 25I: Other Paid Leave for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	34	16.4	34	6.2
All Size Firms	34	16.4	34	6.2
JURY DUTY				
Small Firms	128	61.8	483	87.7
All Size Firms	128	61.8	483	87.7
DOCTOR/DENTAL APPOINTMENT				
Small Firms	128	61.8	483	87.7
All Size Firms	128	61.8	483	87.7
Subtotal of Small Firms	207	100.0	551	100.0
Grand Total	207	100.0	551	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 8 construction firms, or 13.8% of the applicable construction firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 26G: Medical/health Care Offered for Oklahoma Construction Salary Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	895	44.4	2,469	32.5
Medium Size Firms	20	13.7	148	8.1
All Size Firms	915	42.1	2,617	24.8
YES, EMPLOYEE ONLY				
Small Firms	342	17.0	943	12.4
Medium Size Firms	19	13.0	142	7.8
All Size Firms	361	16.6	1,085	10.3
YES, EMPLOYEE and DEPENDENTS				
Small Firms	779	38.6	4,190	55.1
Medium Size Firms	107	73.3	1,534	84.1
Large Firms	9	100.0	1,121	100.0
All Size Firms	895	41.2	6,845	64.9
Subtotal of Small Firms	2,016	100.0	7,602	100.0
Subtotal of Medium Size Firms	146	100.0	1,824	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,171	100.0	10,547	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 96 firms, or 97.0% of the construction firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 26H: Medical/health Care Offered for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to you employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,258	52.6	7,640	33.4
Medium Size Firms	16	10.4	1,020	10.0
All Size Firms	1,274	49.9	8,660	23.4
YES, EMPLOYEE ONLY				
Small Firms	342	14.3	3,603	15.7
Medium Size Firms	14	9.1	497	4.9
All Size Firms	356	13.9	4,100	11.1
YES, EMPLOYEE and DEPENDENTS				
Small Firms	790	33.1	11,661	50.9
Medium Size Firms	124	80.5	8,704	85.2
Large Firms	11	100.0	3,825	100.0
All Size Firms	925	36.2	24,190	65.5
Subtotal of Small Firms	2,390	100.0	22,904	100.0
Subtotal of Medium Size Firms	154	100.0	10,221	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,555	100.0	36,950	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 107 firms, or 100.0% of the construction firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 26I: Medical/health Care Offered for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	437	66.9	957	70.3
Medium Size Firms	6	31.6	25	47.2
All Size Firms	443	65.9	982	69.4
YES, EMPLOYEE ONLY				
Small Firms	81	12.4	69	5.1
All Size Firms	81	12.1	69	4.9
YES, EMPLOYEE and DEPENDENTS				
Small Firms	135	20.7	336	24.7
Medium Size Firms	13	68.4	28	52.8
All Size Firms	148	22.0	364	25.7
Subtotal of Small Firms	653	100.0	1,362	100.0
Subtotal of Medium Size Firms	19	100.0	53	100.0
Grand Total	672	100.0	1,415	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 25 firms, or 58.1% of the construction firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 27G: Types of Medical/health Care Plans Offered for Oklahoma Construction Salary Employees by Firm Size.* Question 27: "What types of medical/health care plans do you offer?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	24	2.1	114	2.2
Medium Size Firms	19	15.2	200	11.9
All Size Firms	43	3.4	314	4.0
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	107	9.6	393	7.7
Medium Size Firms	37	29.6	276	16.5
Large Firms	2	22.2	16	1.4
All Size Firms	146	11.6	685	8.6
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	990	88.4	4,626	90.1
Medium Size Firms	120	96.0	1,620	96.7
Large Firms	7	77.8	1,105	98.6
All Size Firms	1,117	89.1	7,351	92.7
Subtotal of Small Firms	1,120	100.0	5,133	100.0
Subtotal of Medium Size Firms	125	100.0	1,676	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	1,254	100.0	7,930	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 64 construction firms, or 100.0% of the applicable construction firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 27H: Types of Medical/health Care Plans Offered for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 27: "What types of medical/health care plans do you offer?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Medium Size Firms	19	13.9	1,908	20.7
All Size Firms	19	1.5	1,908	6.7
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	166	14.7	3,614	23.7
Medium Size Firms	37	27.0	3,035	33.0
Large Firms	4	36.4	1,130	29.5
All Size Firms	207	16.2	7,779	27.5
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	1,006	88.9	11,843	77.6
Medium Size Firms	132	96.4	8,747	95.1
Large Firms	7	63.6	2,695	70.5
All Size Firms	1,145	89.5	23,285	82.3
Subtotal of Small Firms	1,132	100.0	15,264	100.0
Subtotal of Medium Size Firms	137	100.0	9,201	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	1,280	100.0	28,290	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 66 construction firms, or 100.0% of the applicable construction firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 27I: Types of Medical/health Care Plans Offered for Oklahoma Construction Part-time Hourly Employees.* Question 27: "What types of medical/health care plans do you offer?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
HEALTH MAINTENANCE ORGANIZATION (HMO)				
All Size Firms	24	10.4	29	6.7
PREFERRED PROVIDER ORGANIZATION (PPO)				
All Size Firms	230	100.0	434	100.0
Grand Total	230	100.0	434	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 10 construction firms, or 100.0% of the applicable construction firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Repose categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION

TABLE 28C: Medical/Health Care Plan Choice for Oklahoma Construction Employees by Firm Size and Employee Category.* Question 28: "Can employees choose between medical/health care Plans?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	850	77.8	3,942	79.8
	Salaried Medium Size Firms	76	60.8	1,263	75.4
	Salaried Large Firms	2	22.2	16	1.4
	Salaried All Size Firms	928	75.6	5,221	67.5
	Yes				
	Salaried Small Firms	243	22.2	995	20.2
	Salaried Medium Size Firms	49	39.2	413	24.6
	Salaried Large Firms	7	77.8	1,105	98.6
	Salaried All Size Firms	299	24.4	2,513	32.5
	Subtotal of Salaried Small Firms	1,093	100.0	4,937	100.0
Subtotal of Salaried Medium Size Firms	125	100.0	1,676	100.0	
Subtotal of Salaried Large Firms	9	100.0	1,121	100.0	
Salaried Grand Total	1,227	100.0	7,734	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	830	75.1	12,015	80.3
	Full-time Hourly Medium Size Firms	88	64.2	5,703	62.0
	Full-time Hourly Large Firms	4	36.4	1,130	29.5
	Full-time Hourly All Size Firms	922	73.6	18,848	67.4
	Yes				
	Full-time Hourly Small Firms	275	24.9	2,941	19.7
	Full-time Hourly Medium Size Firms	49	35.8	3,498	38.0
	Full-time Hourly Large Firms	7	63.6	2,695	70.5
	Full-time Hourly All Size Firms	331	26.4	9,134	32.6
	Subtotal of Full-time Hourly Small Firms	1,105	100.0	14,956	100.0
Subtotal of Full-time Hourly Medium Size Firms	137	100.0	9,201	100.0	
Subtotal of Full-time Hourly Large Firms	11	100.0	3,825	100.0	
Full-time Hourly Grand Total	1,253	100.0	27,982	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	160	73.7	357	88.1
	Part-time Hourly Medium Size Firms	13	100.0	28	100.0
	Part-time Hourly All Size Firms	173	75.2	385	88.9
	Yes				
	Part-time Hourly Small Firms	57	26.3	48	11.9
	Part-time Hourly All Size Firms	57	24.8	48	11.1
	Subtotal of Part-time Hourly Small Firms	217	100.0	405	100.0
Subtotal of Part-time Hourly Medium Size Firms	13	100.0	28	100.0	
Part-time Hourly Grand Total	230	100.0	433	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 77 construction firms, or 98.7% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 29G: Medical/health Care Plan Employee Cost Compensation for Oklahoma Construction Salary Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	70	6.3	376	7.3
All Size Firms	70	5.6	376	4.7
26% to 50%				
Small Firms	234	20.9	1,065	20.8
Medium Size Firms	23	18.4	396	23.6
All Size Firms	257	20.5	1,461	18.4
51% to 75%				
Small Firms	113	10.1	369	7.2
Medium Size Firms	13	10.4	121	7.2
Large Firms	5	55.6	672	59.9
All Size Firms	131	10.4	1,162	14.7
76% to 99%				
Small Firms	361	32.2	1,052	20.5
Medium Size Firms	24	19.2	274	16.3
Large Firms	2	22.2	433	38.6
All Size Firms	387	30.9	1,759	22.2
100%				
Small Firms	342	30.5	2,270	44.2
Medium Size Firms	65	52.0	886	52.8
Large Firms	2	22.2	16	1.4
All Size Firms	409	32.6	3,172	40.0
Subtotal of Small Firms	1,120	100.0	5,132	100.0
Subtotal of Medium Size Firms	125	100.0	1,677	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	1,254	100.0	7,930	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 64 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 29H: Medical/health Care Plan Employee Cost Compensation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size	
NONE	Small Firms	70	6.4	2,028	13.5
	All Size Firms	70	5.7	2,028	7.4
26% to 50%	Small Firms	193	17.7	2,059	13.7
	Medium Size Firms	21	15.9	1,551	18.2
	All Size Firms	214	17.3	3,610	13.2
51% to 75%	Small Firms	113	10.3	2,302	15.3
	Medium Size Firms	13	9.8	631	7.4
	Large Firms	7	63.6	2,948	77.1
	All Size Firms	133	10.8	5,881	21.4
76% to 99%	Small Firms	345	31.6	3,543	23.5
	Medium Size Firms	34	25.8	2,421	28.4
	Large Firms	2	18.2	320	8.4
	All Size Firms	381	30.9	6,284	22.9
100%	Small Firms	371	34.0	5,140	34.1
	Medium Size Firms	64	48.5	3,934	46.1
	Large Firms	2	18.2	557	14.6
	All Size Firms	437	35.4	9,631	35.1
Subtotal of Small Firms	1,092	100.0	15,072	100.0	
Subtotal of Medium Size Firms	132	100.0	8,537	100.0	
Subtotal of Large Firms	11	100.0	3,825	100.0	
Grand Total	1,235	100.0	27,434	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 64 construction firms, or 97.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 29I: Medical/health Care Plan Employee Cost Compensation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
26% to 50%				
Small Firms	79	36.6	66	16.3
Medium Size Firms	4	44.4	12	48.0
All Size Firms	83	36.9	78	18.1
51% to 75%				
Small Firms	27	12.5	98	24.1
All Size Firms	27	12.0	98	22.7
76% to 99%				
Medium Size Firms	5	55.6	13	52.0
All Size Firms	5	2.2	13	3.0
100%				
Small Firms	110	50.9	242	59.6
All Size Firms	110	48.9	242	56.1
Subtotal of Small Firms	216	100.0	406	100.0
Subtotal of Medium Size Firms	9	100.0	25	100.0
Grand Total	225	100.0	431	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 10 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Salary

TABLE 30G: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Construction Salary Employees by Firm Size.* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	682	60.8	3,622	70.6
Medium Size Firms	44	36.1	604	38.0
Large Firms	2	22.2	16	1.4
All Size Firms	728	58.1	4,242	54.1
1% to 25%				
Small Firms	17	1.5	162	3.2
Medium Size Firms	6	4.9	50	3.1
All Size Firms	23	1.8	212	2.7
26% to 50%				
Small Firms	40	3.6	288	5.6
Medium Size Firms	32	26.2	447	28.1
All Size Firms	72	5.8	735	9.4
51% to 75%				
Small Firms	205	18.3	480	9.4
Medium Size Firms	8	6.6	87	5.5
Large Firms	5	55.6	672	59.9
All Size Firms	218	17.4	1,239	15.8
76% to 99%				
Small Firms	24	2.1	114	2.2
Medium Size Firms	13	10.7	192	12.1
Large Firms	2	22.2	433	38.6
All Size Firms	39	3.1	739	9.4
100%				
Small Firms	153	13.6	466	9.1
Medium Size Firms	19	15.6	209	13.2
Large Firms	0	0.0	0	0.0
All Size Firms	172	13.7	675	8.6
Subtotal of Small Firms	1,121	100.0	5,132	100.0
Subtotal of Medium Size Firms	122	100.0	1,589	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	1,252	100.0	7,842	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 63 construction firms, or 98.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 30H: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	681	60.2	8,161	53.5
Medium Size Firms	44	33.1	2,218	25.0
Large Firms	2	22.2	557	17.1
All Size Firms	727	57.1	10,936	39.9
1% to 25%				
Small Firms	17	1.5	146	1.0
Medium Size Firms	6	4.5	350	3.9
All Size Firms	23	1.8	496	1.8
26% to 50%				
Small Firms	68	6.0	307	2.0
Medium Size Firms	46	34.6	3,574	40.2
All Size Firms	114	8.9	3,881	14.2
51% to 75%				
Small Firms	205	18.1	3,170	20.8
Medium Size Firms	8	6.0	425	4.8
Large Firms	5	55.6	2,375	73.0
All Size Firms	218	17.1	5,970	21.8
76% to 99%				
Small Firms	29	2.6	287	1.9
Medium Size Firms	13	9.8	1,242	14.0
Large Firms	2	22.2	320	9.8
All Size Firms	44	3.5	1,849	6.7
100%				
Small Firms	132	11.7	3,194	20.9
Medium Size Firms	16	12.0	1,080	12.1
All Size Firms	148	11.6	4,274	15.6
Subtotal of Small Firms	1,132	100.0	15,265	100.0
Subtotal of Medium Size Firms	133	100.0	8,889	100.0
Subtotal of Large Firms	9	100.0	3,252	100.0
Grand Total	1,274	100.0	27,406	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 64 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 30I: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size	
NONE	Small Firms	160	73.7	357	88.1
	All Size Firms	160	69.6	357	82.4
1% to 25%	Small Firms	17	7.8	16	4.0
	All Size Firms	17	7.4	16	3.7
26% to 50%	Medium Size Firms	9	69.2	24	85.7
	All Size Firms	9	3.9	24	5.5
51% to 75%	Medium Size Firms	4	30.8	4	14.3
	All Size Firms	4	1.7	4	0.9
100%	Small Firms	40	18.4	32	7.9
	All Size Firms	40	17.4	32	7.4
Subtotal of Small Firms	217	100.0	405	100.0	
Subtotal of Medium Size Firms	13	100.0	28	100.0	
Grand Total	230	100.0	433	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 10 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 31G: Dental Care Offered for Oklahoma Construction Salary Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,567	78.0	4,884	65.8
Medium Size Firms	47	31.3	443	23.7
All Size Firms	1,614	74.4	5,327	51.1
YES, EMPLOYEE ONLY				
Medium Size Firms	9	6.0	101	5.4
All Size Firms	9	0.4	101	1.0
YES, EMPLOYEE and DEPENDENTS				
Small Firms	442	22.0	2,544	34.2
Medium Size Firms	94	62.7	1,326	70.9
Large Firms	9	100.0	1,121	100.0
All Size Firms	545	25.1	4,991	47.9
Subtotal of Small Firms	2,009	100.0	7,428	100.0
Subtotal of Medium Size Firms	150	100.0	1,870	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,168	100.0	10,419	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 97 firms, or 98.0% of the construction firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 31H: Dental Care Offered for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	2,030	85.9	17,278	76.2
Medium Size Firms	52	33.3	3,068	29.6
All Size Firms	2,082	82.3	20,346	55.2
YES, EMPLOYEE ONLY				
Medium Size Firms	4	2.6	276	2.7
All Size Firms	4	0.2	276	0.7
YES, EMPLOYEE and DEPENDENTS				
Small Firms	334	14.1	5,390	23.8
Medium Size Firms	100	64.1	7,037	67.8
Large Firms	11	100.0	3,825	100.0
All Size Firms	445	17.6	16,252	44.1
Subtotal of Small Firms	2,364	100.0	22,668	100.0
Subtotal of Medium Size Firms	156	100.0	10,381	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,531	100.0	36,874	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 108 firms, or 92.3% of the construction firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 31I: Dental Care Offered for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	698	94.6	1,333	96.7
Medium Size Firms	23	74.2	52	77.6
All Size Firms	721	93.8	1,385	95.8
YES, EMPLOYEE and DEPENDENTS				
Small Firms	40	5.4	45	3.3
Medium Size Firms	8	25.8	15	22.4
All Size Firms	48	6.2	60	4.2
Subtotal of Small Firms	738	100.0	1,378	100.0
Subtotal of Medium Size Firms	31	100.0	67	100.0
Grand Total	769	100.0	1,445	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 31 firms, or 72.1% of the construction firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

TABLE 32C: Dental Care Plan Choice for Oklahoma Construction Employees by Firm Size and Employee Category.* Question 32: "Can employees choose between dental care plans?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	442	100.0	2,544	100.0
	Salaried Medium Size Firms	76	76.8	1,019	73.7
	Salaried Large Firms	7	77.8	688	61.4
	Salaried All Size Firms	525	95.5	4,251	84.2
	Yes				
	Salaried Medium Size Firms	23	23.2	363	26.3
	Salaried Large Firms	2	22.2	433	38.6
	Salaried All Size Firms	25	4.5	796	15.8
	Subtotal of Salaried Small Firms	442	100.0	2,544	100.0
Subtotal of Salaried Medium Size Firms	99	100.0	1,382	100.0	
Subtotal of Salaried Large Firms	9	100.0	1,121	100.0	
Salaried Grand Total		550	100.0	5,047	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	334	100.0	5,390	100.0
	Full-time Hourly Medium Size Firms	77	77.0	5,595	79.5
	Full-time Hourly Large Firms	9	81.8	3,505	91.6
	Full-time Hourly All Size Firms	420	94.4	14,490	89.2
	Yes				
	Full-time Hourly Medium Size Firms	23	23.0	1,442	20.5
	Full-time Hourly Large Firms	2	18.2	320	8.4
	Full-time Hourly All Size Firms	25	5.6	1,762	10.8
	Subtotal of Full-time Hourly Small Firms	334	100.0	5,390	100.0
Subtotal of Full-time Hourly Medium Size Firms	100	100.0	7,037	100.0	
Subtotal of Full-time Hourly Large Firms	11	100.0	3,825	100.0	
Full-time Hourly Grand Total		445	100.0	16,252	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	40	100.0	45	100.0
	Part-time Hourly Medium Size Firms	8	100.0	15	100.0
	Part-time Hourly All Size Firms	48	100.0	60	100.0
	Subtotal of Part-time Hourly Small Firms	40	100.0	45	100.0
	Subtotal of Part-time Hourly Medium Size Firms	8	100.0	15	100.0
Part-time Hourly Grand Total		48	100.0	60	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a dental care plan by answering yes on question 31. 45 construction firms, or 97.8% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 33G: Dental Care Plan Employee Cost Compensation for Oklahoma Construction Salary Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	130	29.3	442	17.4
Medium Size Firms	54	54.5	734	53.1
Large Firms	2	22.2	16	1.4
All Size Firms	186	33.8	1,192	23.6
1% to 25%				
Small Firms	17	3.8	162	6.4
Medium Size Firms	4	4.0	63	4.6
All Size Firms	21	3.8	225	4.5
26% to 50%				
Medium Size Firms	15	15.2	299	21.7
Large Firms	2	22.2	433	38.6
All Size Firms	17	3.1	732	14.5
51% to 75%				
Medium Size Firms	5	5.1	42	3.0
Large Firms	5	55.6	672	59.9
All Size Firms	10	1.8	714	14.1
76% to 99%				
Small Firms	57	12.9	1,074	42.2
Medium Size Firms	9	9.1	61	4.4
All Size Firms	66	12.0	1,135	22.5
100%				
Small Firms	239	54.0	866	34.0
Medium Size Firms	12	12.1	182	13.2
All Size Firms	251	45.6	1,048	20.8
Subtotal of Small Firms	443	100.0	2,544	100.0
Subtotal of Medium Size Firms	99	100.0	1,381	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	551	100.0	5,046	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 40 construction firms, or 97.6% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 33H: Dental Care Plan Employee Cost Compensation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	106	31.7	1,973	36.6
Medium Size Firms	54	54.0	3,121	44.3
Large Firms	4	36.4	1,130	29.5
All Size Firms	164	36.9	6,224	38.3
1% to 25%				
Small Firms	17	5.1	146	2.7
Medium Size Firms	4	4.0	313	4.4
All Size Firms	21	4.7	459	2.8
26% to 50%				
Small Firms	29	8.7	115	2.1
Medium Size Firms	19	19.0	1,713	24.3
Large Firms	2	18.2	320	8.4
All Size Firms	50	11.2	2,148	13.2
51% to 75%				
Medium Size Firms	5	5.0	232	3.3
Large Firms	5	45.5	2,375	62.1
All Size Firms	10	2.2	2,607	16.0
76% to 99%				
Small Firms	45	13.5	368	6.8
Medium Size Firms	9	9.0	1,151	16.4
All Size Firms	54	12.1	1,519	9.3
100%				
Small Firms	137	41.0	2,789	51.7
Medium Size Firms	9	9.0	508	7.2
All Size Firms	146	32.8	3,297	20.3
Subtotal of Small Firms	334	100.0	5,391	100.0
Subtotal of Medium Size Firms	100	100.0	7,038	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	445	100.0	16,254	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 37 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 33I: Dental Care Plan Employee Cost Compensation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	24	58.5	29	64.4
All Size Firms	24	49.0	29	47.5
1% to 25%				
Small Firms	17	41.5	16	35.6
Medium Size Firms	4	50.0	4	25.0
All Size Firms	21	42.9	20	32.8
26% to 50%				
Medium Size Firms	4	50.0	12	75.0
All Size Firms	4	8.2	12	19.7
Subtotal of Small Firms	41	100.0	45	100.0
Subtotal of Medium Size Firms	8	100.0	16	100.0
Grand Total	49	100.0	61	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 4 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 34G: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Construction Salary Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	215	48.5	1,776	69.8
Medium Size Firms	54	54.5	734	53.1
Large Firms	4	44.4	449	40.1
All Size Firms	273	49.5	2,959	58.6
1% to 25%				
Medium Size Firms	10	10.1	113	8.2
All Size Firms	10	1.8	113	2.2
26% to 50%				
Small Firms	40	9.0	288	11.3
Medium Size Firms	9	9.1	249	18.0
All Size Firms	49	8.9	537	10.6
51% to 75%				
Small Firms	57	12.9	80	3.1
Medium Size Firms	9	9.1	70	5.1
All Size Firms	66	12.0	150	3.0
76% to 99%				
Medium Size Firms	8	8.1	150	10.9
All Size Firms	8	1.5	150	3.0
100%				
Small Firms	131	29.6	399	15.7
Medium Size Firms	9	9.1	66	4.8
Large Firms	5	55.6	672	59.9
All Size Firms	145	26.3	1,137	22.5
Subtotal of Small Firms	443	100.0	2,543	100.0
Subtotal of Medium Size Firms	99	100.0	1,382	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	551	100.0	5,046	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 40 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 34H: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	191	57.2	3,000	55.6
Medium Size Firms	54	54.0	3,121	44.4
Large Firms	6	54.5	1,450	37.9
All Size Firms	251	56.4	7,571	46.6
1% to 25%				
Medium Size Firms	10	10.0	663	9.4
All Size Firms	10	2.2	663	4.1
26% to 50%				
Small Firms	29	8.7	115	2.1
Medium Size Firms	13	13.0	1,363	19.4
All Size Firms	42	9.4	1,478	9.1
51% to 75%				
Small Firms	17	5.1	81	1.5
Medium Size Firms	9	9.0	455	6.5
All Size Firms	26	5.8	536	3.3
76% to 99%				
Small Firms	29	8.7	287	5.3
Medium Size Firms	8	8.0	1,010	14.4
All Size Firms	37	8.3	1,297	8.0
100%				
Small Firms	68	20.4	1,908	35.4
Medium Size Firms	6	6.0	425	6.0
Large Firms	5	45.5	2,375	62.1
All Size Firms	79	17.8	4,708	29.0
Subtotal of Small Firms	334	100.0	5,391	100.0
Subtotal of Medium Size Firms	100	100.0	7,037	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	445	100.0	16,253	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 37 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 33I: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE	Small Firms	40	45	100.0
	All Size Firms	40	45	73.8
1% to 25%	Medium Size Firms	4	4	25.0
	All Size Firms	4	4	6.6
26% to 50%	Medium Size Firms	4	12	75.0
	All Size Firms	4	12	19.7
Subtotal of Small Firms	40	100.0	45	100.0
Subtotal of Medium Size Firms	8	100.0	16	100.0
Grand Total	48	100.0	61	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 4 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION

Salaried

TABLE 35G: Additional Medical/health Benefits Offered for Oklahoma Construction Salary Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	230	22.2	588	11.5
Medium Size Firms	20	23.3	419	31.6
Large Firms	5	71.4	672	60.8
All Size Firms	255	22.5	1,679	22.3
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	87	8.4	197	3.9
Medium Size Firms	12	14.0	231	17.4
Large Firms	2	28.6	433	39.2
All Size Firms	101	8.9	861	11.4
WELLNESS PROGRAM				
Small Firms	85	8.2	565	11.1
Medium Size Firms	3	3.5	117	8.8
All Size Firms	88	7.8	682	9.1
VISION CARE PROGRAM				
Small Firms	189	18.2	531	10.4
Medium Size Firms	26	30.2	345	26.0
Large Firms	2	28.6	433	39.2
All Size Firms	217	19.2	1,309	17.4
PRESCRIPTION DRUG PLAN				
Small Firms	726	69.9	3,726	73.1
Medium Size Firms	55	64.0	889	67.0
Large Firms	7	100.0	1,105	100.0
All Size Firms	788	69.7	5,720	76.0
MENTAL HEALTH RIDER				
Medium Sized Firms	22	25.6	287	21.6
Large Firms	5	71.4	672	60.8
All Size Firms	27	2.4	959	12.7
LIFE INSURANCE				
Small Firms	580	55.9	3,500	68.7
Medium Size Firms	83	96.5	1,142	86.1
Large Firms	7	100.0	1,105	100.0
All Size Firms	670	59.2	5,747	76.4
ACCIDENTAL DEATH INSURANCE				
Small Firms	154	14.8	682	13.4
Medium Size Firms	46	53.5	610	46.0
Large Firms	7	100.0	1,105	100.0
All Size Firms	207	18.3	2,397	31.9

TABLE 35G: ADDITIONAL MEDICAL/HEALTH BENEFITS (contn.)

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	98	9.4	150	2.9
Medium Size Firms	13	15.1	450	33.9
Large Firms	5	71.4	672	60.8
All Size Firms	116	10.3	1,272	16.9
ILL CHILD DAYCARE				
Medium Size Firms	8	9.3	133	10.0
All Size Firms	8	0.7	133	1.8
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Small Firms	29	2.8	172	3.4
Medium Size Firms	3	3.5	117	8.8
All Size Firms	32	2.8	289	3.8
ELDER DAYCARE (for an employee's relative)				
Medium Size Firms	3	3.5	117	8.8
All Size Firms	3	0.3	117	1.6
Subtotal of Small Firms	1,038	100.0	5,094	100.0
Subtotal of Medium Size Firms	86	100.0	1,326	100.0
Subtotal of Large Firms	7	100.0	1,105	100.0
Grand Total	1,131	100.0	7,525	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 55 firms, or 55.6% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 35H: Additional Medical/health Benefits Offered for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	144	14.9	1,905	14.8
Medium Size Firms	22	22.4	2,280	33.8
Large Firms	5	71.4	2,375	88.1
All Size Firms	171	16.0	6,560	29.4
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	98	10.2	1,008	7.8
Medium Size Firms	12	12.2	1,282	19.0
All Size Firms	110	10.3	2,290	10.3
WELLNESS PROGRAM				
Small Firms	45	4.7	605	4.7
Medium Size Firms	3	3.1	83	1.2
All Size Firms	48	4.5	688	3.1
VISION CARE PROGRAM				
Small Firms	161	16.7	2,580	20.0
Medium Size Firms	27	27.6	2,052	30.5
Large Firms	2	28.6	320	11.9
All Size Firms	190	17.8	4,952	22.2
PRESCRIPTION DRUG PLAN				
Small Firms	544	56.4	7,413	57.5
Medium Size Firms	61	62.2	5,037	74.8
Large Firms	7	100.0	2,695	100.0
All Size Firms	612	57.2	15,145	67.8
MENTAL HEALTH RIDER				
Small Firms	29	3.0	287	2.2
Medium Sized Firms	22	22.4	1,808	26.8
Large Firms	5	71.4	2,375	88.1
All Size Firms	56	5.2	4,470	20.0
LIFE INSURANCE				
Small Firms	530	54.9	8,898	69.0
Medium Size Firms	90	91.8	6,038	89.6
Large Firms	7	100.0	2,695	100.0
All Size Firms	627	58.6	17,631	78.9
ACCIDENTAL DEATH INSURANCE				
Small Firms	160	16.6	2,619	20.3
Medium Size Firms	48	49.0	3,926	58.3
Large Firms	7	100.0	2,695	100.0
All Size Firms	215	20.1	9,240	41.4

TABLE 35H: ADDITIONAL MEDICAL/HEALTH BENEFITS (contn.)

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	121	12.5	838	6.5
Medium Size Firms	10	10.2	517	7.7
Large Firms	5	71.4	2,375	88.1
All Size Firms	136	12.7	3,730	16.7
ILL CHILD DAYCARE				
Medium Size Firms	8	8.2	766	11.4
All Size Firms	8	0.7	766	3.4
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Medium Size Firms	3	3.1	83	1.2
All Size Firms	3	0.3	83	0.4
ELDER DAYCARE (for an employee's relative)				
Medium Size Firms	3	3.1	83	1.2
All Size Firms	3	0.3	83	0.4
OTHER (please name)				
Small Firms	23	2.4	829	6.4
All Size Firms	23	2.1	829	3.7
Subtotal of Small Firms	965	100.0	12,903	100.0
Subtotal of Medium Size Firms	98	100.0	6,736	100.0
Subtotal of Large Firms	7	100.0	2,695	100.0
Grand Total	1,070	100.0	22,334	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 54 firms, or 46.2% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 35I: Additional Medical/health Benefits Offered for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

Response		Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
WELLNESS PROGRAM	Small Firms	17	14.9	16	4.9
	All Size Firms	17	13.8	16	4.6
PRESCRIPTION DRUG PLAN	Small Firms	97	85.1	308	95.1
	Medium Size Firms	4	44.4	12	50.0
	All Size Firms	101	82.1	320	92.0
LIFE INSURANCE	Small Firms	44	38.6	114	35.2
	Medium Size Firms	5	55.6	13	54.2
	All Size Firms	49	39.8	127	36.5
	Subtotal of Small Firms	114	100.0	324	100.0
	Subtotal of Medium Size Firms	9	100.0	24	100.0
	Grand Total	123	100.0	348	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 6 firms, or 14.0% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 36G: Medical/Health Eligibility Waiting Period for Oklahoma Construction Salary Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	707	37.1	1,999	27.0
Medium Size Firms	6	4.3	75	4.2
All Size Firms	713	34.7	2,074	20.1
NO WAITING PERIOD REQUIRED				
Small Firms	103	5.4	1,150	15.5
Medium Size Firms	24	17.1	207	11.5
Large Firms	2	22.2	433	38.6
All Size Firms	129	6.3	1,790	17.3
YES, 30 DAYS OR LESS				
Small Firms	51	2.7	150	2.0
Medium Size Firms	15	10.7	340	18.9
All Size Firms	66	3.2	490	4.7
31 to 60 DAYS				
Small Firms	102	5.4	398	5.4
Medium Size Firms	15	10.7	87	4.8
All Size Firms	117	5.7	485	4.7
61 to 90 DAYS				
Small Firms	304	15.9	1,126	15.2
Medium Size Firms	31	22.1	627	34.8
Large Firms	5	55.6	672	59.9
All Size Firms	340	16.5	2,425	23.5
MORE THAN 90 DAYS				
Small Firms	521	27.3	2,104	28.4
Medium Size Firms	44	31.4	430	23.9
Large Firms	2	22.2	16	1.4
All Size Firms	567	27.6	2,550	24.7
VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	118	6.2	481	6.5
Medium Size Firms	5	3.6	34	1.9
All Size Firms	123	6.0	515	5.0
Subtotal of Small Firms	1,906	100.0	7,408	100.0
Subtotal of Medium Size Firms	140	100.0	1,800	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,055	100.0	10,329	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 92 firms, or 92.9% of the construction firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 36H: Medical/Health Eligibility Waiting Period for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	978	45.2	6,164	27.7
Medium Size Firms	6	4.1	550	5.5
All Size Firms	984	42.4	6,714	18.6
NO WAITING PERIOD REQUIRED				
Small Firms	24	1.1	143	0.6
Medium Size Firms	19	12.8	1,085	10.9
All Size Firms	43	1.9	1,228	3.4
YES, 30 DAYS OR LESS				
Small Firms	51	2.4	813	3.7
Medium Size Firms	9	6.1	507	5.1
All Size Firms	60	2.6	1,320	3.7
31 to 60 DAYS				
Small Firms	85	3.9	1,355	6.1
Medium Size Firms	15	10.1	742	7.4
Large Firms	2	18.2	573	15.0
All Size Firms	102	4.4	2,670	7.4
61 to 90 DAYS				
Small Firms	189	8.7	2,851	12.8
Medium Size Firms	41	27.7	2,478	24.8
Large Firms	7	63.6	2,695	70.5
All Size Firms	237	10.2	8,024	22.3
MORE THAN 90 DAYS				
Small Firms	669	30.9	7,726	34.8
Medium Size Firms	53	35.8	3,690	37.0
Large Firms	2	18.2	557	14.6
All Size Firms	724	31.2	11,973	33.2
VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	166	7.7	3,173	14.3
Medium Size Firms	5	3.4	927	9.3
All Size Firms	171	7.4	4,100	11.4
Subtotal of Small Firms	2,162	100.0	22,225	100.0
Subtotal of Medium Size Firms	148	100.0	9,979	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,321	100.0	36,029	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 99 firms, or 84.6% of the construction firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 36I: Medical/Health Eligibility Waiting Period for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	346	53.0	826	63.2
Medium Size Firms	6	26.1	25	43.9
All Size Firms	352	52.1	851	62.4
NO WAITING PERIOD REQUIRED				
Small Firms	63	9.6	61	4.7
Medium Size Firms		0.0		0.0
All Size Firms	63	9.3	61	4.5
31 to 60 DAYS				
Small Firms	23	3.5	18	1.4
Medium Size Firms	5	21.7	13	22.8
All Size Firms	28	4.1	31	2.3
61 to 90 DAYS				
Small Firms	40	6.1	32	2.4
Medium Size Firms	12	52.2	19	33.3
All Size Firms	52	7.7	51	3.7
MORE THAN 90 DAYS				
Small Firms	141	21.6	338	25.9
All Size Firms	141	20.9	338	24.8
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	40	6.1	32	2.4
All Size Firms	40	5.9	32	2.3
Subtotal of Small Firms	653	100.0	1,307	100.0
Subtotal of Medium Size Firms	23	100.0	57	100.0
Grand Total	676	100.0	1,364	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 26 firms, or 60.5% of the construction firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 37G: Retirement Plans for Oklahoma Construction Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	1,321	64.8	4,501	59.4
Medium Size Firms	27	19.1	155	8.7
All Size Firms	1,348	61.6	4,656	44.4
DEFINED BENEFIT PLAN				
Small Firms	80	3.9	150	2.0
Medium Size Firms	11	7.8	101	5.7
All Size Firms	91	4.2	251	2.4
DEFINED CONTRIBUTION PLAN				
Small Firms	516	25.3	2,665	35.1
Medium Size Firms	93	66.0	1,429	80.1
Large Firms	9	100.0	1,121	100.0
All Size Firms	618	28.2	5,215	49.7
PROFIT SHARING				
Small Firms	17	0.8	16	0.2
Medium Size Firms	18	12.8	328	18.4
All Size Firms	35	1.6	344	3.3
OTHER (please name)				
Small Firms	121	5.9	267	3.5
All Size Firms	121	5.5	267	2.5
Subtotal of Small Firms	2,038	100.0	7,583	100.0
Subtotal of Medium Size Firms	141	100.0	1,783	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,188	100.0	10,487	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 96 firms, or 97.0% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 37H: Retirement Plans for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	1,529	67.1	11,601	52.4
Medium Size Firms	32	21.1	1,603	15.8
All Size Firms	1,561	63.9	13,204	36.5
DEFINED BENEFIT PLAN				
Small Firms	121	5.3	3,007	13.6
Medium Size Firms	11	7.2	886	8.7
All Size Firms	132	5.4	3,893	10.8
DEFINED CONTRIBUTION PLAN				
Small Firms	509	22.3	6,463	29.2
Medium Size Firms	99	65.1	6,529	64.2
Large Firms	11	100.0	3,825	100.0
All Size Firms	619	25.3	16,817	46.5
PROFIT SHARING				
Small Firms	57	2.5	497	2.2
Medium Size Firms	13	8.6	1,471	14.5
All Size Firms	70	2.9	1,968	5.4
OTHER (please name)				
Small Firms	121	5.3	1,079	4.9
Medium Size Firms	5	3.3	232	2.3
All Size Firms	126	5.2	1,311	3.6
Subtotal of Small Firms	2,280	100.0	22,150	100.0
Subtotal of Medium Size Firms	152	100.0	10,177	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,443	100.0	36,152	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 104 firms, or 88.9% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 37I: Retirement Plans for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	550	85.8	1,138	87.7
Medium Size Firms	13	39.4	11	13.8
All Size Firms	563	83.5	1,149	83.4
DEFINED BENEFIT PLAN				
Medium Size Firms	5	15.2	20	25.0
All Size Firms	5	0.7	20	1.5
DEFINED CONTRIBUTION PLAN				
Small Firms	91	14.2	159	12.3
Medium Size Firms	15	45.5	49	61.3
All Size Firms	106	15.7	208	15.1
PROFIT SHARING				
Small Firms	40	6.2	32	2.5
All Size Firms	40	5.9	32	2.3
Subtotal of Small Firms	641	100.0	1,297	100.0
Subtotal of Medium Size Firms	33	100.0	80	100.0
Grand Total	674	100.0	1,377	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 28 firms, or 65.1% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 38G: Defined Contribution Plans for Oklahoma Construction Salary Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	187	32.4	1,809	65.1
Medium Size Firms	17	16.2	119	8.6
All Size Firms	204	29.5	1,928	36.5
EMPLOYER ONLY				
Small Firms	57	9.9	115	4.1
Medium Size Firms	15	14.3	117	8.5
All Size Firms	72	10.4	232	4.4
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	81	14.0	171	6.2
Medium Size Firms	23	21.9	294	21.3
All Size Firms	104	15.0	465	8.8
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Medium Size Firms	15	14.3	141	10.2
All Size Firms	15	2.2	141	2.7
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	253	43.8	684	24.6
Medium Size Firms	35	33.3	709	51.4
Large Firms	9	100.0	1,121	100.0
All Size Firms	297	42.9	2,514	47.6
Subtotal of Small Firms	578	100.0	2,779	100.0
Subtotal of Medium Size Firms	105	100.0	1,380	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	692	100.0	5,280	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a retirement plan by response on question 37. 42 construction firms, or 80.8% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 38H: Defined Contribution Plans for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	177	24.7	2,803	27.0
Medium Size Firms	17	15.9	1,001	13.9
All Size Firms	194	23.2	3,804	17.8
EMPLOYER ONLY				
Small Firms	57	7.9	1,464	14.1
Medium Size Firms	10	9.3	904	12.5
All Size Firms	67	8.0	2,368	11.1
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	81	11.3	822	7.9
Medium Size Firms	25	23.4	1,704	23.6
All Size Firms	106	12.7	2,526	11.8
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	41	5.7	1,419	13.7
Medium Size Firms	5	4.7	232	3.2
All Size Firms	46	5.5	1,651	7.7
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	361	50.3	3,871	37.3
Medium Size Firms	50	46.7	3,370	46.7
Large Firms	11	100.0	3,825	100.0
All Size Firms	422	50.5	11,066	51.7
Subtotal of Small Firms	717	100.0	10,379	100.0
Subtotal of Medium Size Firms	107	100.0	7,211	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	835	100.0	21,415	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 47 construction firms, or 73.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 38I: Defined Contribution Plans for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Medium Size Firms	6	37.5	25	43.1
All Size Firms	6	7.2	25	13.3
EMPLOYER ONLY				
Medium Size Firms	5	31.3	20	34.5
All Size Firms	5	6.0	20	10.6
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	67	100.0	130	100.0
Medium Size Firms	5	31.3	13	22.4
All Size Firms	72	86.7	143	76.1
Subtotal of Small Firms	67	100.0	130	100.0
Subtotal of Medium Size Firms	16	100.0	58	100.0
Grand Total	83	100.0	188	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 5 construction firms, or 22.7% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 39G: Educational Benefits for Oklahoma Construction Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	1,783	89.2	5,776	76.8
Medium Size Firms	104	77.0	1,151	64.9
Large Firms	4	44.4	449	40.1
All Size Firms	1,891	88.3	7,376	70.8
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Small Firms	58	2.9	199	2.6
Medium Size Firms	5	3.7	8	0.5
All Size Firms	63	2.9	207	2.0
YES, BASED ON COURSE GRADE				
Small Firms	58	2.9	199	2.6
Medium Size Firms	17	12.6	376	21.2
Large Firms	5	55.6	672	59.9
All Size Firms	80	3.7	1,247	12.0
YES, MUST BE JOB RELATED				
Small Firms	215	10.8	1,743	23.2
Medium Size Firms	26	19.3	614	34.6
Large Firms	5	55.6	672	59.9
All Size Firms	246	11.5	3,029	29.1
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	58	2.9	199	2.6
Medium Size Firms	8	5.9	226	12.7
All Size Firms	66	3.1	425	4.1
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	45	2.3	391	5.2
Medium Size Firms	5	3.7	34	1.9
All Size Firms	50	2.3	425	4.1
Subtotal of Small Firms	1,998	100.0	7,519	100.0
Subtotal of Medium Size Firms	135	100.0	1,773	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,142	100.0	10,413	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 94 firms, or 94.9% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 39H: Educational Benefits for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	2,175	91.6	21,240	93.8
Medium Size Firms	109	70.3	6,712	65.2
Large Firms	6	54.5	1,450	37.9
All Size Firms	2,290	90.2	29,402	80.0
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Small Firms	87	3.7	694	3.1
Medium Size Firms	5	3.2	229	2.2
All Size Firms	92	3.6	923	2.5
YES, BASED ON COURSE GRADE				
Small Firms	58	2.4	407	1.8
Medium Size Firms	21	13.5	1,940	18.8
Large Firms	5	45.5	2,375	62.1
All Size Firms	84	3.3	4,722	12.8
YES, MUST BE JOB RELATED				
Small Firms	199	8.4	1,410	6.2
Medium Size Firms	41	26.5	3,352	32.6
Large Firms	5	45.5	2,375	62.1
All Size Firms	245	9.6	7,137	19.4
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	58	2.4	407	1.8
Medium Size Firms	12	7.7	930	9.0
All Size Firms	70	2.8	1,337	3.6
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	45	1.9	433	1.9
Medium Size Firms	5	3.2	927	9.0
All Size Firms	50	2.0	1,360	3.7
Subtotal of Small Firms	2,374	100.0	22,650	100.0
Subtotal of Medium Size Firms	155	100.0	10,293	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,540	100.0	36,768	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 108 firms, or 92.3% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 39I: Educational Benefits for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	717	97.8	1,450	98.9
Medium Size Firms	28	84.8	68	85.0
All Size Firms	745	97.3	1,518	98.2
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Small Firms	17	2.3	16	1.1
All Size Firms	17	2.2	16	1.0
YES, BASED ON COURSE GRADE				
Small Firms	17	2.3	16	1.1
Medium Size Firms	4	12.1	12	15.0
All Size Firms	21	2.7	28	1.8
YES, MUST BE JOB RELATED				
Small Firms	17	2.3	16	1.1
Medium Size Firms	4	12.1	12	15.0
All Size Firms	21	2.7	28	1.8
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	17	2.3	16	1.1
Medium Size Firms	4	12.1	12	15.0
All Size Firms	21	2.7	28	1.8
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	17	2.3	16	1.1
All Size Firms	17	2.2	16	1.0
Subtotal of Small Firms	733	100.0	1,466	100.0
Subtotal of Medium Size Firms	33	100.0	80	100.0
Grand Total	766	100.0	1,546	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 31 firms, or 72.1% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 40G: Education Cost Compensation for Oklahoma Construction Salary Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size	
1% to 25%	Medium Size Firms	3	10.0	173	27.8
	All Size Firms	3	1.2	173	5.7
26% to 50%	Small Firms	44	20.6	358	20.5
	All Size Firms	44	17.7	358	11.8
51% to 75%	Medium Size Firms	10	33.3	42	6.7
	All Size Firms	10	4.0	42	1.4
76% to 99%	Small Firms	41	19.2	37	2.1
	Medium Size Firms	3	10.0	117	18.8
	All Size Firms	44	17.7	154	5.1
100%	Small Firms	129	60.3	1,348	77.3
	Medium Size Firms	14	46.7	291	46.7
	Large Firms	5	100.0	672	100.0
	All Size Firms	148	59.4	2,311	76.1
Subtotal of Small Firms	214	100.0	1,743	100.0	
Subtotal of Medium Size Firms	30	100.0	623	100.0	
Subtotal of Large Firms	5	100.0	672	100.0	
Grand Total	249	100.0	3,038	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 16 construction firms, or 76.2% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 40H: Education Cost Compensation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Medium Size Firms	3	6.7	90	2.5
All Size Firms	3	1.2	90	1.2
26% to 50%				
Small Firms	44	22.1	454	32.2
All Size Firms	44	17.7	454	6.2
51% to 75%				
Medium Size Firms	10	22.2	1,156	32.3
All Size Firms	10	4.0	1,156	15.7
76% to 99%				
Small Firms	41	20.6	261	18.5
Medium Size Firms	3	6.7	83	2.3
All Size Firms	44	17.7	344	4.7
100%				
Small Firms	114	57.3	695	49.3
Medium Size Firms	29	64.4	2,251	62.9
Large Firms	5	100.0	2,375	100.0
All Size Firms	148	59.4	5,321	72.2
Subtotal of Small Firms	199	100.0	1,410	100.0
Subtotal of Medium Size Firms	45	100.0	3,580	100.0
Subtotal of Large Firms	5	100.0	2,375	100.0
Grand Total	249	100.0	7,365	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 18 construction firms, or 66.7% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 40I: Education Cost Compensation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%	Small Firms Medium Size Firms Large Firms All Size Firms			
26% to 50%	Small Firms Medium Size Firms Large Firms All Size Firms			
51% to 75%	Small Firms Medium Size Firms Large Firms All Size Firms			
76% to 99%	Small Firms Medium Size Firms Large Firms All Size Firms			
100%	Small Firms Medium Size Firms Large Firms All Size Firms			
	Subtotal of Small Firms Subtotal of Medium Size Firms Subtotal of Large Firms			
Grand Total				

CONSTRUCTION
Salary

TABLE 41G: Flexible Spending Accounts for Oklahoma Construction Salary Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,664	80.0	5,362	69.7
Medium Size Firms	78	52.0	847	45.3
Large Firms	2	22.2	16	1.4
All Size Firms	1,744	77.9	6,225	58.3
YES, FOR HEALTH EXPENSES				
Small Firms	415	20.0	2,333	30.3
Medium Size Firms	68	45.3	967	51.7
Large Firms	7	77.8	1,105	98.6
All Size Firms	490	21.9	4,405	41.2
YES, FOR CHILDCARE EXPENSES				
Small Firms	253	12.2	1,587	20.6
Medium Size Firms	44	29.3	684	36.6
Large Firms	7	77.8	1,105	98.6
All Size Firms	304	13.6	3,376	31.6
YES, OTHER EXPENSES (please name)				
Medium Size Firms	8	5.3	173	9.3
All Size Firms	8	0.4	173	1.6
Subtotal of Small Firms	2,079	100.0	7,695	100.0
Subtotal of Medium Size Firms	150	100.0	1,870	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,238	100.0	10,686	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 99 firms, or 100.0% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 41H: Flexible Spending Accounts for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	2,143	85.1	17,042	71.9
Medium Size Firms	87	54.4	5,313	50.8
Large Firms	2	18.2	557	14.6
All Size Firms	2,232	83.0	22,912	60.3
YES, FOR HEALTH EXPENSES				
Small Firms	352	14.0	5,822	24.6
Medium Size Firms	68	42.5	4,711	45.0
Large Firms	9	81.8	3,268	85.4
All Size Firms	429	16.0	13,801	36.3
YES, FOR CHILDCARE EXPENSES				
Small Firms	213	8.5	2,912	12.3
Medium Size Firms	44	27.5	3,248	31.0
Large Firms	7	63.6	2,695	70.5
All Size Firms	264	9.8	8,855	23.3
YES, OTHER EXPENSES (please name)				
Small Firms	23	0.9	829	3.5
Medium Size Firms	8	5.0	521	5.0
Large Firms	2	18.2	573	15.0
All Size Firms	33	1.2	1,923	5.1
Subtotal of Small Firms	2,518	100.0	23,693	100.0
Subtotal of Medium Size Firms	160	100.0	10,462	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,689	100.0	37,980	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 113 firms, or 96.6% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

CONSTRUCTION
Part-time Hourly

TABLE 41I: Flexible Spending Accounts for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	756	97.8	1,482	98.9
Medium Size Firms	31	75.6	58	63.7
All Size Firms	787	96.7	1,540	96.9
YES, FOR HEALTH EXPENSES				
Small Firms	17	2.2	16	1.1
Medium Size Firms	10	24.4	33	36.3
All Size Firms	27	3.3	49	3.1
Subtotal of Small Firms	773	100.0	1,498	100.0
Subtotal of Medium Size Firms	41	100.0	91	100.0
Grand Total	814	100.0	1,589	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 34 firms, or 79.1% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 42G: Childcare Assistance for Oklahoma Construction Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,982	100.0	7,375	100.0
Medium Size Firms	145	100.0	1,814	100.0
Large Firms	9	100.0	1,121	100.0
All Size Firms	2,136	100.0	10,310	100.0
Subtotal of Small Firms	1,982	100.0	7,375	100.0
Subtotal of Medium Size Firms	145	100.0	1,814	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,136	100.0	10,310	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 99 firms, or 96.0% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 42H: Childcare Assistance for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	2,408	100.0	21,517	100.0
Medium Size Firms	160	100.0	10,225	100.0
Large Firms	11	100.0	3,825	100.0
All Size Firms	2,579	100.0	35,567	100.0
Subtotal of Small Firms	2,408	100.0	21,517	100.0
Subtotal of Medium Size Firms	160	100.0	10,225	100.0
Subtotal of Large Firms	11	100.0	3,825	100.0
Grand Total	2,579	100.0	35,567	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 110 firms, or 94.0% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 42I: Childcare Assistance for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	813	100.0	1,530	100.0
Medium Size Firms	41	100.0	91	100.0
All Size Firms	854	100.0	1,621	100.0
Subtotal of Small Firms	813	100.0	1,530	100.0
Subtotal of Medium Size Firms	41	100.0	91	100.0
Grand Total	854	100.0	1,621	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 35 firms, or 81.4% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 43G: Flexible Work Arrangements for Oklahoma Construction Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,688	87.0	5,018	71.3
Medium Size Firms	127	90.7	1,677	92.5
Large Firms	7	77.8	688	61.4
All Size Firms	1,822	87.2	7,383	74.0
FLEX-TIME				
Small Firms	224	11.5	1,895	26.9
Medium Size Firms	13	9.3	135	7.5
Large Firms	2	22.2	433	38.6
All Size Firms	239	11.4	2,463	24.7
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	27	1.4	126	1.8
All Size Firms	27	1.3	126	1.3
TELECOMMUTING (work at home)				
Small Firms	51	2.6	241	3.4
All Size Firms	51	2.4	241	2.4
Subtotal of Small Firms	1,940	100.0	7,040	100.0
Subtotal of Medium Size Firms	140	100.0	1,812	100.0
Subtotal of Large Firms	9	100.0	1,121	100.0
Grand Total	2,089	100.0	9,973	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 92 firms, or 92.9% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 43H: Flexible Work Arrangements for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	2,191	90.5	20,220	92.7
Medium Size Firms	141	85.5	8,762	82.2
Large Firms	9	100.0	3,505	100.0
All Size Firms	2,341	90.2	32,487	90.3
FLEX-TIME				
Small Firms	151	6.2	937	4.3
Medium Size Firms	19	11.5	1,660	15.6
All Size Firms	170	6.6	2,597	7.2
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	78	3.2	661	3.0
Medium Size Firms	5	3.0	241	2.3
All Size Firms	83	3.2	902	2.5
TELECOMMUTING (work at home)				
Small Firms	27	1.1	238	1.1
All Size Firms	27	1.0	238	0.7
Subtotal of Small Firms	2,420	100.0	21,819	100.0
Subtotal of Medium Size Firms	165	100.0	10,663	100.0
Subtotal of Large Firms	9	100.0	3,505	100.0
Grand Total	2,594	100.0	35,987	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 110 firms, or 94.0% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 43I: Flexible Work Arrangements for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	624	78.4	787	49.9
Medium Size Firms	36	100.0	87	100.0
All Size Firms	660	79.3	874	52.5
FLEX-TIME				
Small Firms	172	21.6	791	50.1
All Size Firms	172	20.7	791	47.5
Subtotal of Small Firms	796	100.0	1,578	100.0
Subtotal of Medium Size Firms	36	100.0	87	100.0
Grand Total	832	100.0	1,665	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 33 firms, or 76.7% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 44G: Miscellaneous Benefits for Oklahoma Construction Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	1,094	100.0	3,840	100.0
Medium Size Firms	113	96.6	1,504	96.8
Large Firms	5	100.0	672	100.0
All Size Firms	1,212	99.7	6,016	99.2
LONGEVITY PAY				
Small Firms	29	2.7	230	6.0
Medium Size Firms	3	2.6	81	5.2
All Size Firms	32	2.6	311	5.1
STOCK OPTIONS				
Small Firms	17	1.6	16	0.4
Medium Size Firms	10	8.5	76	4.9
All Size Firms	27	2.2	92	1.5
OTHER (please name)				
Small Firms	57	5.2	258	6.7
Medium Size Firms	4	3.4	48	3.1
All Size Firms	61	5.0	306	5.0
Subtotal of Small Firms	1,094	100.0	3,840	100.0
Subtotal of Medium Size Firms	117	100.0	1,553	100.0
Subtotal of Large Firms	5	100.0	672	100.0
Grand Total	1,216	100.0	6,065	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 61 firms, or 61.6% of the construction firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 44H: Miscellaneous Benefits for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	1,147	93.4	12,041	96.6
Medium Size Firms	103	92.8	7,339	94.7
Large Firms	7	77.8	2,948	90.2
All Size Firms	1,257	93.2	22,328	95.1
SHIFT DIFFERENTIAL				
Small Firms	40	3.3	385	3.1
Medium Size Firms	10	9.0	915	11.8
Large Firms	2	22.2	320	9.8
All Size Firms	52	3.9	1,620	6.9
LONGEVITY PAY				
Medium Size Firms	3	2.7	272	3.5
All Size Firms	3	0.2	272	1.2
OTHER (please name)				
Small Firms	121	9.9	555	4.5
Medium Size Firms	4	3.6	142	1.8
All Size Firms	125	9.3	697	3.0
Subtotal of Small Firms	1,228	100.0	12,463	100.0
Subtotal of Medium Size Firms	111	100.0	7,753	100.0
Subtotal of Large Firms	9	100.0	3,268	100.0
Grand Total	1,348	100.0	23,484	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 65 firms, or 55.6% of the construction firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 44I: Miscellaneous Benefits for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	172	100.0	368	100.0
Medium Size Firms	14	100.0	27	100.0
All Size Firms	186	100.0	395	100.0
OTHER (please name)				
Small Firms	40	23.3	228	62.0
All Size Firms	40	21.5	228	57.7
Subtotal of Small Firms	172	100.0	368	100.0
Subtotal of Medium Size Firms	14	100.0	27	100.0
Grand Total	186	100.0	395	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 9 firms, or 20.9% of the construction firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
All Employee Categories

TABLE 45C: Benefit Cost for Oklahoma Construction, All Employee Categories, by Firm Size.* Question 45: "What percentage of your total personnel compensation cost consist of fringe benefits (excluding worker's compensation and unemployment insurance)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15% or LESS				
Small Firms	2,105	70.6	20,741	59.2
Medium Size Firms	63	39.1	5,117	39.9
Large Firms	4	44.4	1,146	27.3
All Size Firms	2,172	69.0	27,004	51.9
16% to 20%				
Small Firms	434	14.6	5,795	16.5
Medium Size Firms	25	15.5	1,478	11.5
All Size Firms	459	14.6	7,273	14.0
21% to 25%				
Small Firms	145	4.9	2,569	7.3
Medium Size Firms	36	22.4	2,701	21.1
All Size Firms	181	5.7	5,270	10.1
26% to 30%				
Small Firms	272	9.1	5,835	16.6
Medium Size Firms	13	8.1	1,479	11.5
Large Firms	5	55.6	3,048	72.7
All Size Firms	290	9.2	10,362	19.9
MORE THAN 30%				
Small Firms	24	0.8	114	0.3
Medium Size Firms	24	14.9	2,056	16.0
All Size Firms	48	1.5	2,170	4.2
Subtotal of Small Firms	2,980	100.0	35,054	100.0
Subtotal of Medium Size Firms	161	100.0	12,831	100.0
Subtotal of Large Firms	9	100.0	4,194	100.0
Grand Total	3,150	100.0	52,079	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees that responded to this question. 126 firms, or 96.9% of the applicable construction firms responded to this question. Firms sizes with no firms are omitted from this table.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix A: Methodology



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SURVEY METHODOLOGY

Sample Design

Information for the *2005 OESC Benefit Survey* comes from a survey of Oklahoma firms conducted in months of August, September and October of 2003. The 3,384 firms sampled for this survey were selected from a universe of firms doing business in three Oklahoma geographic regions of metropolitan Oklahoma City, metropolitan Tulsa and Greater Oklahoma (remainder of state) as determined by the fourth quarter 2002 Oklahoma's Covered Employment and Wages (QCEW) data base of non-farm firms. Firms were selected by a sampling procedure that stratified by the geographical region, industry and firm sized. Firms were randomly selected within each stratum.

As well as the previously mentioned three geographical regions, three firm sizes consisting of small (4 – 49 employees), medium (50 – 249 employees) and large (250 and more employees) and ten major industry sectors as defined by the Standard Industrial Classification Manual (1987) were selected by the stratified sampling procedure. Firms with one to four employees employing a small fraction of 83,377 employees of the total 1.02 million non-farm Oklahoma employees were omitted from the sampling in order to obtain firms representing a maximum portion of Oklahoma employment.

Definitions

Ten major industrial sectors, as defined in the 1987 Standard Industrial Classification (SIC) Manual, were used in both the sampling of Oklahoma firms for this survey and in reporting benefits that they offered to their employees. The definitions for these ten major industrial sectors follow.

Mining

Firms primarily engaged in mining including the extraction of minerals occurring naturally: solids, such as coal and ores; liquids, such as crude petroleum; and gases such as natural gas. Mining also includes quarrying, well operations, milling and other preparation customarily done at the mine site, or as a part of mining activity.

Construction

Firms primarily engaged in construction of buildings and other structures including new work, additions, alterations, reconstruction, installations and repairs.

Manufacturing

Firms engaged in the mechanical or chemical transformation of materials or substances to new products including assembling component parts of manufactured products if the new product is neither a structure nor other fixed improvement.

Wholesale Trade

Firms engaged in selling merchandise to retailers; to industrial, commercial, institutional, farm, construction contractors, or professional business users; or to other wholesalers.

Retail Trade

Firms engaging in selling merchandise for personal or household consumption and rendering services incidental to the sale of the goods.

F.I.R.E. (Finance, Insurance, and Real Estate)

Firms that operate primarily in the fields of finance, insurance and real estate including banks, savings and loans, holding companies, investment companies and brokers; insurance carriers, brokers and agents; and real estate owners, lessors, lessees, buyers, developers and agents.

Services

Firms primarily engaged in providing a wide variety of services to individuals, businesses and government establishments including hotels and other lodging places; firms providing personals, business, repair and amusement services; health, legal, engineering, and other professional services; educational institutions; membership organizations and other miscellaneous services.

Public Administration

Government agencies or government organizations engaged in executive, legislative, judicial, administrative and regulatory activities of Federal, State, local and international governments. Also includes private firms that are also primarily engage in the same activities as government agencies or government organizations.

All Other Industries or Non-classifiable Firms

Firms in this category are ones that cannot be classified into any other industrial sector.

Survey Response Rates

Returns for the *2005 OESC Benefit Survey* have a healthy distribution across the three stratified levels of geographical area, industry sector and firm size. The following five tables demonstrate the survey response rate distribution across these three stratification levels, as a percentage of the total universe of Oklahoma non-farm firms and their employees, and by method of response.

TABLE 47A: Survey Response Rates by Geographical Area.

Geographical Area	Sample	Returned	Response Rate (Percent)
Oklahoma City	1120	657	58.7
Tulsa	1,132	685	60.5
Greater Oklahoma	1,132	743	65.6
Total	3,384	2,085	61.6

Note: Greater Oklahoma is everything outside Oklahoma City and Tulsa metropolitan areas.

TABLE 47B: Survey Response Rates by Firm Size

Firm Size	Sample	Returned	Response Rate (Percent)
Small Firms	1559	1090	69.9
Medium Firms	1,295	740	57.1
Large Firms	530	255	48.1
Totals	3,384	2,085	61.6

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees.

TABLE 47C: Survey Response Rates by Industry.

Geographical Area	Sample	Returned	Response Rate (Percent)
Mining	65	38	58.5
Construction	244	147	60.2
Manufacturing	430	283	65.8
Utilities	173	99	57.2
Wholesale Trade	215	135	62.8
Retail Trade	665	342	51.4
F.I.R.E.	182	111	61.0
Services	1365	877	64.2
Public Administration	39	33	84.6
All Other Industries	6	20	——
Total	3,384	2,085	61.6

* Note: 16 firms returned their survey without address labels or other identifying features rendering industry identification impossible. These 16 firms were added to 4 all other industries returns to make a total response of 20 for that category.

TABLE 47D: Responses by Industry and Firm Size; Population of Oklahoma Non-farm Firms, with State and Federal Government Agencies and Firms Size Less than 5 Employees Excluded.

Industry by Firm Size	Total Number of Firms in Industry	Number of Responding Firms	Percent of Firms Responding	Total Number Employed in Industry	Number Employed by Responding Firms	Percent Employed by Responding Firms
MINING						
Small Firms	687	21	3.1	8,602	390	4.5
Medium Size Firms	59	12	20.3	5,352	1,432	26.8
Large Firms	12	5	41.7	8,483	6,157	72.6
All Size Firms	758	38	5.0	22,437	7,979	35.6
CONSTRUCTION						
Small Firms	3,021	107	3.5	35,347	1,229	3.5
Medium Size Firms	165	36	21.8	13,535	3,534	26.1
Large Firms	14	4	28.6	6,938	1,339	19.3
All Size Firms	3,200	147	4.6	55,820	6,102	10.9
MANUFACTURING						
Small Firms	2,085	116	5.6	30,805	1,898	6.2
Medium Size Firms	379	124	32.7	41,262	13,730	33.3
Large Firms	88	43	48.9	47,278	20,867	44.1
All Size Firms	2,552	283	11.1	119,345	36,495	30.6
UTILITIES						
Small Firms	1,281	53	4.1	17,253	693	4.0
Medium Size Firms	142	30	21.1	13,243	3,104	23.4
Large Firms	41	16	39.0	38,699	23,938	61.9
All Size Firms	1,464	99	6.8	69,195	27,735	40.1
WHOLESALE TRADE						
Small Firms	2,263	86	3.8	29,139	1,191	4.1
Medium Size Firms	175	40	22.9	14,968	3,977	26.6
Large Firms	14	9	64.3	9,294	7,390	79.5
All Size Firms	2,452	135	5.5	53,401	12,558	23.5
RETAIL TRADE						
Small Firms	6,227	229	3.7	82,419	3,665	4.4
Medium Size Firms	528	79	15.0	46,569	7,231	15.5
Large Firms	75	34	45.3	61,980	29,361	47.4
All Size Firms	6,830	342	5.0	190,968	40,257	21.1
F.I.R.E.						
Small Firms	1,818	68	3.7	22,478	1,040	4.6
Medium Size Firms	128	28	21.9	11,891	2,464	20.7
Large Firms	33	15	45.5	21,739	10,701	49.2
All Size Firms	1,979	111	5.6	56,108	14,205	25.3
SERVICES						
Small Firms	9,706	421	4.3	116,333	6,425	5.5
Medium Size Firms	1,311	342	26.1	128,669	36,694	28.5
Large Firms	235	114	48.5	192,895	120,827	62.6
All Size Firms	11,252	877	7.8	437,897	163,946	37.4
PUBLIC ADMINISTRATION						
Small Firms	336	19	5.7	4,893	347	7.1
Medium & Large Firms	63	14	22.2	5,829	1,764	30.3
All Size Firms	399	33	8.3	10,722	2,111	19.7
ALL OTHER INDUSTRIES						
All Size Firms	268	20	7.5	2,342	596	25.4
ALL INDUSTRIES & ALL FIRM SIZES*	31,154	2,085	6.7	1,018,235	311,984	30.6

Small Firms are < 50 employees; Medium Sized Firms are 50 to 249 employees; & Large Firms are 250 and more employees.

*98 of the responding firms reported that they had gone out of business, merged with other firms or currently had no employees.

TABLE 47E: Methods Used for Reponse.

Method of Response	Returned	Response Rate (Percent)
Mail	1834	88.0
Online	219	10.5
FAX	20	1.0
Phone	12	0.6
Totals	2,085	100.0

Survey Questionnaire

The format and most of the items used in the *2005 OESC Benefit Survey* instrument was borrowed from the *1998 New Hampshire Benefit survey* and used with the permission of the Economic and Labor Market Information Bureau of the New Hampshire Employment Security. The appropriateness of questionnaire items and the fitness of their language were appraised and tested by the following three methods: A content analysis of 15 statewide survey conducted by other state’s Labor Market Information Units and of one County benefit survey conducted by a municipal Chamber of Commerce was completed. A participant study was conducted with the cooperation of ten Human Resource Personal in ten Oklahoma firms of varying sizes and industries (see Appendix D). A pilot study of a random sample of 120 Oklahoma firms tested the fitness of the instrument.

The results of the participant study participated the addition of eight items to the questionnaire to address combined paid leave time. The pilot study was invaluable in determining some required question language refinement.

Survey Reporting Notes

1. Weights were calculated for the firms in each stratification level of geographical area, industry and firms size in order to make estimates of the number and percentages of firms in aggregates of different segments of the populations. A second set of weights was also calculated in order to make accurate estimates of the number and percentage of employees employed by these firms. Both weights were appropriately adjusted for changes in the dimensions and characteristics of the universe population of Oklahoma firms, as determined by the survey returns. For examples, adjustments were made for firms that had gone out of business or firms that had added or subtracted the number employed so that their firm size changed.
2. In some reporting situations where response was unusually low, two or more firm sizes were collapsed together into one size. For example, in some cases response was not sufficient to report the response of an industry by three firms sizes. In that situation, either two firms sizes were collapsed together or the responses were not reported by firm size. It should also be note that no large construction firms that employed part-time hourly employees responded to this survey.
3. In the original sampling, firms with less than five employees with a small fraction of 83,377 employees out of the total 1.02 million non-farm Oklahoma State employees were eliminated from selection. However, due to firm size change a portion of the remaining firms in our sample downsized so that at the time of the survey they had less than five employees. This was addressed by reporting the three firm sizes as: less than 50 employees; 50 – 249 employees; and 250 or more employees. State and Federal agencies were also excluded from this survey.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix B: Other (written) Responses



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



WRITTEN RESPONSES

The seven survey items of questions 2, 3, 25, 35, 37, 41 and 44 provide the survey respondents an opportunity to write in and tell us of any benefits that their firm offers to their employees that are not mentioned in each of these items' list of possible responses. The respondent may do this in addition to checking the "other" option included in each of these question's possible response list. An analysis of the written responses to these seven questions is provided in the following seven tables. These responses are reported by both the percentage of the total firms responding to the question and the percentage of the total firms providing written responses to the question.

TABLE 2AI: Written Responses for "Other" Paid Holidays Offered by All Industries, All Employee Categories and All Firm Sizes. Question 2: "Please check all paid holidays offered by your company."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Easter	5	0.3	20.0
Two Floating Holidays	7	0.4	28.0
Three Floating Holidays	4	0.2	16.0
Day Before Thanksgiving	2	0.1	8.0
Five Floating Holidays	1	0.1	4.0
Anniversary Day	1	0.1	4.0
Misc. Holidays	5	0.3	20.0
Subtotal Written Response	25	1.4	100.0
Non-Written Response	1,756	98.6	—
Total Responding Firms	1,781	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 3W: Written Responses for "Other" Holiday Pay by All Industries, All Employee Categories and All Firm Sizes. Question 3: "What do you pay hourly employees who work on a holiday?"

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Don't Work Holidays	99	6.3	61.1
Holiday Bonus Time	13	0.8	8.0
Compensation Time	11	0.7	6.8
Double Time and a Half	15	1.0	9.3
Triple Time	3	0.2	1.9
According to Union Contracts	2	0.1	1.2
Not Applicable	11	0.7	6.8
Misc. Responses	8	0.5	4.9
Subtotal Written Response	162	10.3	100.0
Non-Written Response	1,404	89.7	—
Total Responding Firms	1,566	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 25AH: Written Responses for "Other" Paid Leave Offered by All Industries, All Employee Categories and All Firm Sizes. Question 25: "Please check all boxes indicating any other paid leave you offer."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Personal Business	11	1.0	19.0
Family Emergency	8	0.7	13.8
Professional Travel	2	0.2	3.4
Subpoenaed Leave	3	0.3	5.2
Marriage Leave	1	0.1	1.7
Family School Leave	1	0.1	1.7
Voting Leave	1	0.1	1.7
Education Leave	1	0.1	1.7
Not Applicable	21	1.9	36.2
Misc. Responses	9	0.8	15.5
Subtotal Written Response	58	5.3	100.0
Non-Written Response	1,035	94.7	—
Total Responding Firms	1,093	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 35AH: Written Responses for "Other" Medical/Health Benefits Offered by All Industries, All Employee Categories and All Firm Sizes. Question 35: "Please checkboxes indicating any additional medical/health benefits your company provides cost assistance."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Supplementary Policies	15	1.2	28.3
Medical Reimbursement	2	0.2	3.8
Optional Life	2	0.2	3.8
Burial Plan	1	0.1	1.9
Medical Fertilization	1	0.1	1.9
Not Applicable	16	1.3	30.2
Misc. Responses	16	1.3	30.2
Subtotal Written Response	53	4.4	100.0
Non-Written Response	1,163	95.6	—
Total Responding Firms	1,216	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 37AH: Written Responses for "Other" Retirement Benefits Offered by All Industries, Employee Categories and All Firm Sizes. Question 37: "Please check boxes indicating retirement benefits you offer."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
SEP - IRA	44	2.3	37.6
Teacher's Retirement	37	1.9	31.6
403(b)	8	0.4	6.8
457 Plan	3	0.2	2.6
IRA	3	0.2	2.6
ESOP	6	0.3	5.1
Not Applicable	8	0.4	6.8
Misc. Responses	8	0.4	6.8
Subtotal Written Response	117	6.1	100.0
Non-Written Response	1,804	93.9	—
Total Responding Firms	1,921	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 41AH: Written Responses for "Other" Flexible Spending Accounts Offered by All Industries, All Employee Categories and All Firm Sizes. Question 41: "Do you offer flexible spending accounts, or cafeteria plan, to your employees?"

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Disability Insurance	8	0.4	7.1
Full Life Insurance	17	0.9	15.2
Supplementary Insurance	20	1.0	17.9
Adult Care	2	0.1	1.8
Vision Care	6	0.3	5.4
Dental Care	15	0.8	13.4
Health/Accident Insurance	21	1.1	18.8
Misc. Responses	23	1.2	20.5
Subtotal Written Response	112	5.7	100.0
Non-Written Response	1,844	94.3	—
Total Responding Firms	1,956	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 44AH: Written Responses for "Other" Additional Miscellaneous Benefits Offered by / Industries, All Employee Categories and All Firm Sizes. Question 44: "Please checkboxes indicating any additional miscellaneous benefits your company offers."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Pay for Unused Sick Leave	1	0.1	2.7
Call Back Pay	2	0.2	5.4
Mileage Allowance	2	0.2	5.4
Commission	4	0.3	10.8
Employee Discounts	2	0.2	5.4
Incentive Pay	10	0.8	27.0
Safety Bonus	3	0.2	8.1
Uniform Allowance	2	0.2	5.4
Interest Free Payroll Advance	1	0.1	2.7
Free Parking	1	0.1	2.7
Company Vehicles	1	0.1	2.7
Phone & Phone Service	1	0.1	2.7
Misc. Responses	7	0.5	18.9
Subtotal Written Response	37	2.8	100.0
Non-Written Response	1,280	97.2	—
Total Responding Firms	1,317	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix C: Questionnaire



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing

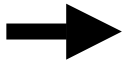


Economic Research and Analysis Division
Oklahoma Employment Security Commission

2003 OESC EMPLOYER BENEFITS SURVEY
A Survey of Benefits Offered to Oklahoma Employees

1. Please tell us your contact person: _____

Telephone: (____) _____ EMAIL _____

	Full- Time Salary	Part- Time Hourly	All Employees
HOLIDAYS			
2. Please check all paid holidays offered by your company:			
a. New Year's Day.....			
b. Martin Luther King Day (January)			
c. Presidents' Day (February)			
d. Good Friday.....			
e. Memorial Day.....			
f. Independence Day			
g. Labor Day			
h. Columbus Day (October)			
i. Election Day (November)			
j. Veterans' Day (November)			
k. Thanksgiving Day			
l. Day after Thanksgiving			
m. Christmas Eve Day			
n. Christmas Day			
o. New Year's Eve Day			
p. Birthday.....			
q. One floating holiday or personal leave day			
r. Other (please name) _____			
3. What do you pay hourly employees who work on a holiday?			
a. Straight time	<input type="checkbox"/>		
b. Time and one-half	<input type="checkbox"/>		
c. Double time	<input type="checkbox"/>		
d. Other (please describe) _____	<input type="checkbox"/>		
PERSONAL LEAVE			
4. Do you combine paid leave time (vacation, sick leave & misc. time) together to be used at the employee's discretion?			
a. No (If no for all categories, skip to question #13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Are holidays included with vacation, and sick leave in this combined paid leave time?			
a. No.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PLEASE TURN TO PAGE TWO			
Page 1			

OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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PERSONAL LEAVE (continued)

6. Are other types of paid leave time (e. g., jury duty, military leave & bereavement leave), included with vacations and sick leave in this combined leave time?

- a. No.....
- b. Yes.....

--	--	--

7. What is the minimum number of paid leave time days offered to any employee in each category per year?

- a. 5 days or less
- b. 6 to 10 days.....
- c. 11 to 15 days.....
- d. 16 to 29 days
- e. 30 or more days.....

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. What is the maximum number of paid leave days offered to any employee in each category per year?

- a. 14 days or less.....
- b. 15 to 24 days.....
- c. 25 to 34 days
- d. 35 or more days.....

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9. Does paid leave time increase with years of service or with seniority?

- a. No.....
- b. Yes.....

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10. Do you allow paid leave days to accumulate or carry over into the following year?

- a. No (If no on all categories, skip to question #12).....
- b. Yes.....

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11. If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?

- a. 10 or less days.....
- b. 11 to 20 days.....
- c. 21 or more days.....
- d. No maximum or limit.....

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Do you offer a pay option in lieu of paid leave time?

- 12. a. No.....
- b. Yes.....

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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VACATION (If you combine sick leave, and vacation together to be used at the employees discretion, skip to question #23).

13. How long must an employee work to qualify for one week of paid vacation?

- a. No paid vacation offered (If no, skip to question #20).....
- b. less than 1 month.....
- c. 1 to 2 months.....
- d. 3 to 6 months.....
- e. 7 to 11 months.....
- f. 12 months or more.....

14. How long must an employee work to qualify for two weeks of paid vacation?

- a. Do not offer two weeks of paid vacation.....
- b. 11 months or less.....
- c. 1 year to 1 year & 11 months.....
- d. 2 years to 2 years & 11 months.....
- e. 3 years to 3 years & 11 months.....
- f. 4 or more years.....

15. How long must an employee work to qualify for three weeks of paid vacation?

- a. Do not offer three weeks of paid vacation.....
- b. 3 years or less.....
- c. 4 years to 7 years & 11 months.....
- d. 8 years to 11 years & 11 months.....
- e. 12 or more years.....

16. How long must an employee work to qualify for four weeks of paid vacation?

- a. Do not offer four weeks of paid vacation.....
- b. 9 years or less.....
- c. 10 years to 15 years & 11 months.....
- d. 16 or more years.....

17. Do you offer a pay option in lieu of vacation?

- a. No.....
- b. Yes.....

18. Do you allow vacation days to accumulate or carry over into the following year?

- a. No (If no for all categories, skip to question #20).....
- b. Yes.....



OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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VACATION (continued)

19. If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?
- a. 10 days or less.....
 - b. 11 to 30 days.....
 - c. 31 days or over.....
 - d. No maximum or limit.....

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SICK LEAVE

20. What is the maximum number of paid sick leave days offered to any employee in each category a year?
- a. None (If none in all categories, skip to question #23)....
 - b. 5 days or less.....
 - c. 6 to 9 days.....
 - d. 10 to 14 days.....
 - e. 15 or more days.....

	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	

21. Do you allow sick leave to accumulate into the following year?
- a. No (If no for all categories, skip to question #23).....
 - b. Yes.....

	<input type="checkbox"/>	
	<input type="checkbox"/>	

22. If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?
- a. 5 days or less.....
 - b. 6 to 14 days.....
 - c. 15 to 29 days.....
 - d. 30 or more days.....
 - e. No maximum or limit.....

	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	

OTHER PAID LEAVE (If you combine all types of paid leave to be used at the employee's discretion, skip to question #26).

23. Do you offer paid bereavement leave?
- a. No.....
 - b. Yes, 1 to 3 days.....
 - c. Yes, 4 to 7 days.....
 - d. Yes, 8 days and over.....

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24. Do you offer short term paid disability leave?
- a. No.....
 - b. Yes, 6 weeks or less.....
 - c. Yes, 7 to 13 weeks.....
 - d. Yes, 14 to 26 weeks.....
 - e. More than 26 weeks.....

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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PAID LEAVE (continued)

25. Please check boxes indicating any other paid leave you offer.
- | | | | | |
|-----------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Military..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Jury duty..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Family medical..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Maternity leave..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Paternity leave..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Doctor/Dental appointment..... | | | | |
| g. Other (please name)_____ | | | | |

MEDICAL/HEALTH/DENTAL

26. Do you offer medical/health care plans to your employees?
- | | | | |
|--|--|--|--|
| a. No (If no in all categories, skip to question #31)..... | | | |
| b. Yes, Employee only..... | | | |
| c. Yes, Employee and dependents..... | | | |
27. What types of medical/health care plans do you offer?
(Check all that apply)
- | | | | |
|---|--|--|--|
| a. Traditional fee-for-service..... | | | |
| b. Health Maintenance Organization (HMO)..... | | | |
| c. Preferred Provider Organization (PPO)..... | | | |
28. Can employees choose between medical/health care plans?
- | | | | |
|-------------|--|--|--|
| a. Yes..... | | | |
| b. No..... | | | |
29. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?
- | | | | |
|--------------------|--|--|--|
| a. None..... | | | |
| b. 1% to 25%..... | | | |
| c. 26% to 50%..... | | | |
| d. 51% to 75%..... | | | |
| e. 76% to 99%..... | | | |
| f. 100%..... | | | |
30. What percentage of the cost of the medical/health care plans do you pay for the employee's dependents?
- | | | | |
|--------------------|--|--|--|
| a. None..... | | | |
| b. 1% to 25%..... | | | |
| c. 26% to 50%..... | | | |
| d. 51% to 75%..... | | | |
| e. 76% to 99%..... | | | |
| f. 100%..... | | | |

OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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MEDICAL/HEALTH/Dental (continued)

31. Do you offer dental care plan(s) to your employees?
 a. No (If no in all categories, skip to question #35).....
 b. Yes, Employee only.....
 c. Yes, Employee and dependents.....

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32. Can employees choose between dental care plans?
 a. No.....
 b. Yes.....

--	--	--

33. What percentage of the cost of the dental plan(s) do you pay for the employee (employee only)?
 a. None.....
 b. 1% to 25%.....
 c. 26% to 50%.....
 d. 51% to 75%.....
 e. 76% to 99%.....
 f. 100%.....

<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		

34. What percentage of the cost of the dental plan(s) do you pay for an employee's dependents?
 a. None.....
 b. 1% to 25%.....
 c. 26% to 50%.....
 d. 51% to 75%.....
 e. 76% to 99%.....
 f. 100%.....

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35. Please check **boxes** indicating any additional medical/health benefits for which your company provides cost assistance.
 a. Long term disability insurance.....
 b. Employee Assistance Program.....
 c. Wellness program.....
 d. Vision care plan.....
 e. Prescription drug plan.....
 f. Mental health rider.....
 g. Life insurance.....
 h. Accidental death insurance.....
 i. Dependent life insurance.....
 j. Ill child daycare.....
 k. Long-term nursing home/assisted living care plan.....
 l. Elder daycare (for employee's relative).....
 m. Other (please name)_____

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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MEDICAL/HEALTH/DENTAL (continued)

36. Does your company require a waiting period for new hire Medical/Health/Dental benefit eligibility?
- a. Do not offer any Medical/Health/Dental benefits.....
 - b. No waiting period required.....
 - c. Yes, 30 days or less.....
 - d. 31 to 60 days.....
 - e. 61 to 90 days.....
 - f. More than 90 days.....
 - g. Varies, according to plans and/or union contract.....

<input type="checkbox"/>			
<input type="checkbox"/>			
<input type="checkbox"/>			

RETIREMENT

37. Please check **boxes** indicating retirement benefits you offer.
- a. No retirement plan offered (If no, skip to question #39) ..
 - b. Defined benefit pension plan.....
 - c. Defined contribution plan [e. g., 401(k)].....
 - d. Profit sharing.....
 - e. Other (please name) _____

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38. If a defined contribution plan is offered, who funds the plan?
- a. Employee only.....
 - b. Employer only.....
 - c. Employer and employee each contribute half.....
 - d. Employer contributes larger share.....
 - e. Employee contributes larger share.....

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EDUCATIONAL BENEFITS

39. Do you provide any education or tuition assistance?
(Please check all **boxes** that apply)
- a. No assistance offered (If no, skip to question #41)
 - b. Yes, based on seniority/years of service.....
 - c. Yes, based on course grade.....
 - d. Yes, must be job related.....
 - e. Yes, as long as the institution is accredited.....
 - f. Yes, depending on employee's work performance.....

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40. What is the maximum percentage of education and tuition cost you will compensate for any employee in each category?
- a. 1% to 25%.....
 - b. 26% to 50%.....
 - c. 51% to 75%.....
 - d. 76% to 99%.....
 - e. 100%.....

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time	Part- Time	All
	Salary	Hourly	Hourly
			Employees

MISCELLANEOUS BENEFITS

41. Do you offer flexible spending accounts, or a cafeteria plan, to your employees? (Please check all that apply)
- a. No.....
 - b. Yes, for health expenses.....
 - c. Yes, for childcare expenses.....
 - d. Yes, other expenses (please name)_____

42. Do you offer childcare assistance? (Please check all that apply)
- a. No.....
 - b. Yes, on-site facility.....
 - c. Yes, vouchers or off-site subsidized.....
 - d. Yes, referral information.....

43. Do you offer flexible work arrangements? (Check all that apply)
- a. None.....
 - b. Flex-time.....
 - c. Four day (ten hour/day) work weeks.....
 - d. Telecommuting (work at home).....

44. Please check **boxes** indicating any additional miscellaneous benefits your company offers.
- a. Bonuses.....
 - b. Shift differential.....
 - c. Longevity pay.....
 - d. Stock options.....
 - e. Other (please name)_____

	<input type="checkbox"/>		
	<input type="checkbox"/>		

We realize that the next two questions may not be easy ones. However, your responses are very important to us for our analysis. Feel free to take the necessary response time and consult with others, if you need to do so. Approximations of the numbers in each category are O. K.

45. What percentage of your total personnel compensation cost consists of fringe benefits (excluding worker's compensation and unemployment insurance)?
- a. 15% or less.....
 - b. 16% to 20%.....
 - c. 21% to 25%.....
 - d. 26% to 30%.....
 - e. More than 30%.....

All Employees

46. On August 1, 2003, how many salary people were employed in your Oklahoma Facilities: _____
- How many employees were full-time hourly: _____
- (Please respond for all three categories & the Total)** How many employees were Part-time hourly: _____
- What was your Oklahoma Facilities' employee Total: _____

THANK YOU FOR YOUR COOPERATION

END OF SURVEY

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix D: Special Recognition



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SPECIAL RECOGNITION
AND
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