



RESIDENTIAL
CONSTRUCTION
SECTOR COUNCIL

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Analysis of Current Employer Benefits

1. Do you currently offer a medical plan? _____
If yes, what percentage do you pay towards it? _____
 - a. Is Dental coverage included? _____
 - b. Is Vision coverage included? _____
 2. Do you offer a pension plan? _____
 3. Do you offer RRSP's? _____
 4. Do you offer sick days? How many? _____ *(Pei Employment Standards Act requires one sick day per year be provided)
 5. What do you offer for vacation time? _____
 6. Do you bank the overtime hours or pay them on employees' following cheque? _____
 7. Do you offer Profit Sharing? _____
 8. Do you offer mileage or gas cards for work travel? (Please specify which) _____
 9. Do you offer use of company vehicles? _____
 10. Do you offer a company cell phone? _____
 11. Do your employees have any requests for additional benefits? (Please specify) _____
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PEI Residential Construction Sector Council recently completed an in-house study on Employer Benefits. This study idea was fostered as a way to measure what employers are offering (or not offering) as stake holds or benefits to employees. The study also supports keeping Island Trades people at home on PEI rather than leaving PEI to work elsewhere by finding out what employers currently provide as a way of retention. We surveyed 20 companies with 11 questions and expect that this report will effectively support planning decisions in the future.

1. 10% of respondents offer medical plans and
 - a) Pay 50% towards coverage,
 - b) Dental and Vision are both provided
2. 15% of respondents offer pension plans
3. 15% of respondents offer RRSP's
4. 90% of respondents do not offer more than one sick day yearly (as per PEI Employment Standards Act)
5. 90% of respondents offer the standard 4% vacation time
6. 5% of respondents bank employees' overtime hours
7. 85% of respondents do not offer profit sharing
15% offer end of year Bonus
8. 10% of respondents offer mileage or gas cards for personal vehicles
9. 100% of respondents offer use of company vehicles
10. 100% of respondents offer company cell phones
11. 100% of respondents said to their knowledge, employees do not request or look for other benefits