

EMPLOYEE BENEFITS IN CONSTRUCTION

To help you understand what benefits are provided by contractors that are directly related to the employee's needs. These benefits could be put at risk if you prescribe a "one size fits all" paid sick leave and change the prevailing wage statute.

Categories	Company 1 under 50 employees	Company 2 50+ employees	Company 3 over 100 Employees	Company 4 50+ Employees	Company 5 Over 100 Employees
Allowance for					
T-shirts, Sweatshirts, Ball Caps, or company uniforms	YES All; free	YES free	YES All; free	YES T-shirts, baseball caps	YES
Boots	YES \$25-\$50 annually	YES \$50/yr	No	No	YES Provide 20\$
Tools	No	YES ALL	YES	No	No
Transportation (either provide transportation, pay mileage, or provide a truck)	YES	YES ALL 3	YES +fuel	YES	YES Depends on job vehicle and mileage
Gift cards for no accidents incentives	YES \$50 every six months	YES not giftcard	No	No	YES tiered from jacket to \$; ind. & team
Health Insurance					
Pay either a portion or all	YES 85% silver	YES 85%	YES 73% in 2014	YES 85%	YES , 60-80%
Disability Insurance (other than workers comp)	YES 15 wks 50% gross pay	YES	YES long-term	No	YES no cost up to 26 weeks
Life Insurance	YES after 3 months	YES	YES 3 months	YES	YES ext. to family for field
Dental and eye	No	YES Dental	YES Dental	No	YES Dental; Visual available
Fitness incentive	YES	No	No	No	YES Corp/fitness ctr;
Paid Time Off					
Sick	YES CTO	YES	YES CTO	YES No	YES called Paid Time Off
Vacation	YES CTO	YES both hourly and salary	YES CTO	YES CTO	YES , CTO + bereavement
Combined Time Off	YES tiered on length of service	YES tiered on length of service	YES tiered on length of service	YES tiered on length of service	YES Tiered on length of service
Profit Sharing					

If the company is profitable, do you share that through a bonus or other means	YES	YES	No	YES	YES Employee incentive
401(k) match or provide means to have a 401(k)	YES	YES	YES	YES	YES 401(k) match; ESOP match
Education					
Do you pay for any schooling	YES	YES	YES	YES	YES
Safety Training	YES	YES	YES	YES	YES
Other Benefits					YES Wellness program rewards \$400-\$500; FSA; AFLAC & add. insurance available.
Additional Comments: Companies vary across the trades from electrical to specialty to GCs.					