



2011-2012

Human Resources Policies,

Practices and Benefits

Survey Report

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2011/2012 MEA HR Policies & Benefits Survey
Demographics Information

Number of participants by employee size category:

	# of Orgs	% of Orgs
1 - 100 employees	38	63.3%
101 - 500 employees	18	30.0%
Over 500 employees	4	6.7%
Total	60	100.0%

Number of participants by industry:

	# of Orgs	% of Orgs
Accommodation and Food Services	1	1.7%
Administrative, Support, Waste Mgmt & Remediation Svcs	0	.0%
Agriculture, Forestry, Fishing and Hunting	0	.0%
Arts, Entertainment, and Recreation	0	.0%
Construction	0	.0%
Educational Services	1	1.7%
Finance and Insurance	0	.0%
Health Care and Social Assistance	2	3.3%
Information (communication, publishing, broadcasting)	0	.0%
Management of Companies and Enterprises	0	.0%
Manufacturing - Chemical	2	3.3%
Manufacturing - Computer and Electronic Product	0	.0%
Manufacturing - Electrical Equip, Appliance, and Component	4	6.7%
Manufacturing - Fabricated Metal Product	10	16.7%
Manufacturing - Food and Beverage	3	5.0%
Manufacturing - Machinery	3	5.0%
Manufacturing - Miscellaneous	13	21.7%
Manufacturing - Non-Metalic Mineral Product	0	.0%
Manufacturing - Paper	1	1.7%
Manufacturing - Petroleum and Coal Products	0	.0%
Manufacturing - Plastics and Rubber Products	1	1.7%
Manufacturing - Primary Metal	0	.0%
Manufacturing - Textile and Apparel	2	3.3%
Manufacturing - Transportation Equipment	0	.0%
Manufacturing - Wood Product	0	.0%
Mining	0	.0%
Other Services (except Public Administration)	5	8.3%
Pharmaceuticals & Medicines	2	3.3%
Printing and Related Support Activities	0	.0%
Professional, Scientific, and Technical Services	3	5.0%
Public Administration	0	.0%
Real Estate and Rental and Leasing	1	1.7%
Retail Trade	0	.0%
Transportation and Warehousing	1	1.7%
Utilities	0	.0%
Wholesale Trade	5	8.3%
Total	60	100.0%

Number of participants by union status:

	# of Orgs	% of Orgs
Non-Union	52	86.7%
Union	8	13.3%
Total	60	100.0%

*2011/2012 MEA HR Policies & Benefits Survey
Health and Welfare Benefits*

SECTION 125 PLANS

1. Does your organization have any of the following Section 125 plan options?

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Pre-tax health insurance premiums (premium only plan)	80.0%	96.7%	94.7%	94.7%	100.0%	82.4%	83.3%	83.3%	.0%	100.0%	100.0%	100.0%	87.5%	92.2%	91.7%	91.7%
Flexible spending account for medical care	20.0%	66.7%	63.2%	63.2%	33.3%	94.1%	94.4%	94.4%	.0%	50.0%	75.0%	75.0%	25.0%	74.5%	73.3%	73.3%
Flexible spending account for dependent care (day care, pre-school, etc.)	20.0%	56.7%	52.6%	52.6%	33.3%	94.1%	94.4%	94.4%	.0%	50.0%	75.0%	75.0%	25.0%	68.6%	66.7%	66.7%
Full Cafeteria plan (refer to question #4)	.0%	6.7%	5.3%	5.3%	.0%	11.8%	11.1%	11.1%	.0%	25.0%	25.0%	25.0%	.0%	9.8%	8.3%	8.3%
Vacation buy/sell arrangements	.0%	3.3%	2.6%	2.6%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.0%	1.7%	1.7%
PTO buy/sell arrangements	.0%	6.7%	5.3%	7.9%	.0%	5.9%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	5.9%	3.3%	5.0%
None	20.0%	3.3%	2.6%	2.6%	.0%	5.9%	5.6%	5.6%	.0%	.0%	.0%	.0%	12.5%	3.9%	3.3%	3.3%
Organizations Responding	5	30	38	38	3	17	18	18	0	4	4	4	8	51	60	60

2. The Section 125 plan is administered:

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Internally	33.3%	48.3%	45.9%	45.9%	50.0%	26.7%	31.3%	31.3%	.0%	66.7%	33.3%	33.3%	40.0%	42.6%	41.1%	41.1%
By an outside administration firm	66.7%	51.7%	54.1%	54.1%	50.0%	73.3%	68.8%	68.8%	.0%	33.3%	66.7%	66.7%	60.0%	57.4%	58.9%	58.9%
Organizations Responding	3	29	37	37	2	15	16	16	0	3	3	3	5	47	56	56

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