

	Type of Company						Size of Company															All Companies		
	Mfg.			Non-Mfg.			1-24 Employees			25-49 Employees			50-99 Employees			100-499 Employees			500+ Employees			Total Responses		
	P	O	S	P	O	S	P	O	S	P	O	S	P	O	S	P	O	S	P	O	S	P	O	S
101.01 Holidays																								
How many paid holidays do you observe?																								
A. Less than 6	1%	0%	0%	6%	3%	3%	0%	6%	5%	5%	4%	4%	3%	0%	0%	5%	3%	3%	0%	0%	0%	4%	2%	2%
B. 6	2%	2%	2%	4%	3%	4%	12%	6%	0%	5%	4%	8%	0%	0%	0%	1%	1%	3%	9%	14%	14%	3%	3%	3%
C. 7	5%	5%	5%	15%	21%	18%	37%	25%	22%	5%	14%	12%	3%	5%	5%	11%	16%	14%	0%	7%	7%	8%	13%	11%
D. 8	16%	14%	15%	21%	15%	14%	12%	12%	11%	27%	19%	20%	13%	13%	12%	20%	17%	17%	9%	7%	7%	17%	15%	14%
E. 9	28%	29%	29%	17%	23%	23%	0%	25%	27%	11%	14%	12%	33%	31%	32%	24%	27%	26%	27%	21%	21%	23%	26%	25%
F. 10	26%	27%	26%	21%	22%	23%	25%	25%	27%	33%	28%	25%	30%	31%	30%	18%	19%	21%	27%	28%	28%	25%	25%	25%
G. 11	14%	16%	15%	4%	2%	3%	12%	6%	11%	11%	14%	12%	10%	7%	7%	9%	8%	7%	18%	14%	14%	10%	9%	9%
H. 12	4%	2%	2%	4%	3%	3%	0%	0%	0%	0%	0%	0%	3%	5%	5%	7%	4%	4%	0%	0%	0%	4%	3%	3%
I. More than 12	0%	0%	1%	4%	3%	4%	0%	0%	0%	0%	0%	4%	0%	2%	5%	1%	1%	1%	9%	7%	7%	1%	1%	3%
Number of Responses	75	74	78	46	76	81	8	16	18	18	21	24	30	38	40	54	62	64	11	14	14	123	153	162

101.02 Holidays
For employees who wish to observe a religious holiday other than regularly scheduled company holidays, what is your policy?

A. Take time off without pay	28%	23%	17%	11%	9%	7%	12%	12%	5%	11%	0%	4%	25%	18%	15%	23%	19%	12%	20%	23%	23%	21%	16%	12%
B. Take time off with pay	3%	3%	6%	15%	10%	12%	0%	0%	0%	0%	0%	0%	6%	5%	7%	14%	14%	18%	0%	0%	0%	8%	7%	9%
C. Use paid vacation	53%	53%	52%	48%	50%	50%	25%	50%	44%	38%	33%	41%	54%	51%	50%	54%	53%	51%	60%	69%	69%	50%	51%	50%
D. Use paid sick leave	2%	2%	1%	2%	1%	1%	0%	0%	0%	0%	0%	0%	3%	2%	2%	3%	3%	1%	0%	0%	0%	2%	1%	1%
E. Take paid time off and work compensatory day to make it up	1%	1%	1%	2%	4%	3%	0%	6%	5%	0%	0%	0%	3%	2%	5%	1%	3%	1%	0%	0%	0%	1%	2%	2%
F. No established policy	37%	39%	41%	37%	39%	38%	75%	50%	55%	55%	66%	58%	32%	37%	36%	27%	30%	31%	60%	46%	46%	38%	40%	40%
Number of Responses	77	76	78	45	73	78	8	16	18	18	21	24	31	37	38	55	63	64	10	13	13	124	152	159

101.03 Holidays
When a regularly scheduled company holiday falls on Saturday, how is it normally observed?

A. Grant preceding Friday off	81%	83%	84%	70%	73%	75%	75%	75%	77%	77%	76%	82%	66%	76%	77%	84%	85%	84%	72%	64%	64%	76%	78%	79%
B. Grant following Monday off	5%	4%	3%	9%	8%	7%	0%	6%	5%	11%	14%	8%	10%	5%	5%	1%	1%	3%	18%	14%	14%	6%	5%	5%
C. Grant compensatory day off at other time	1%	2%	2%	6%	5%	5%	12%	6%	5%	0%	0%	0%	6%	5%	5%	1%	1%	1%	0%	14%	14%	3%	3%	3%
D. Grant a day's pay instead of holiday	1%	0%	0%	2%	1%	1%	0%	0%	0%	5%	4%	4%	3%	0%	0%	1%	1%	1%	0%	0%	0%	2%	1%	1%
E. Do not observe the holiday	2%	1%	1%	2%	4%	3%	0%	0%	0%	0%	0%	0%	3%	5%	5%	3%	3%	3%	0%	0%	0%	2%	2%	2%
F. No formal policy	6%	6%	6%	9%	8%	7%	12%	12%	11%	5%	4%	4%	6%	5%	5%	5%	6%	6%	9%	7%	7%	7%	7%	6%
Number of Responses	75	74	78	44	75	80	8	16	18	18	21	23	30	38	40	52	61	64	11	14	14	121	152	161