

2024 National Policies and Practices Survey
Miscellaneous Benefits

ADOPTION BENEFITS

57. What does your policy include for adoption assistance?

	1 - 99 employees				100 - 499 employees				500 or more employees				Total Responses			
	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP
No policy	87.5%	82.2%	77.9%	76.1%	62.5%	70.1%	67.2%	67.0%	66.7%	50.8%	50.0%	50.3%	72.3%	72.7%	69.7%	69.3%
Time off, with pay	2.1%	8.1%	11.3%	13.8%	16.1%	11.4%	16.0%	15.9%	21.2%	31.3%	30.9%	31.0%	12.4%	12.8%	15.9%	16.8%
Time off, without pay	10.4%	10.2%	11.3%	10.8%	21.4%	17.7%	16.6%	16.7%	9.1%	14.1%	13.8%	13.5%	14.6%	13.8%	13.8%	13.5%
Flat dollar amount per adoption	0.0%	0.3%	0.4%	0.7%	0.0%	1.6%	1.8%	2.1%	6.1%	7.0%	7.9%	7.7%	1.5%	1.8%	2.0%	2.1%
Organizations Responding	48	393	506	593	56	368	457	485	33	128	152	155	137	889	1115	1233

CREDIT UNION

58. Do you have or offer a credit union?

	1 - 99 employees				100 - 499 employees				500 or more employees				Total Responses			
	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP
Yes	18.4%	6.8%	7.2%	6.9%	16.1%	6.4%	7.4%	7.4%	14.3%	9.2%	11.8%	11.6%	16.4%	7.0%	7.9%	7.7%
No	81.6%	93.2%	92.8%	93.1%	83.9%	93.6%	92.6%	92.6%	85.7%	90.8%	88.2%	88.4%	83.6%	93.0%	92.1%	92.3%
Organizations Responding	49	395	512	597	56	373	461	489	35	130	153	155	140	898	1126	1241

TERMINATION POLICY/PRACTICE

59. Decision to terminate is reviewed by:

	1 - 99 employees				100 - 499 employees				500 or more employees				Total Responses			
	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP	U	NON	CT	SMP
Human Resources Department	79.2%	81.7%	84.6%	82.6%	93.0%	94.1%	95.2%	95.9%	88.2%	96.9%	99.3%	98.7%	87.1%	89.1%	91.0%	89.9%
Legal Counsel	33.3%	20.1%	25.1%	33.9%	22.8%	16.8%	20.3%	28.7%	29.4%	23.4%	26.1%	38.7%	28.1%	19.2%	23.3%	32.4%
Department Head	58.3%	61.4%	61.7%	59.9%	70.2%	65.2%	68.3%	66.7%	61.8%	65.6%	65.4%	63.9%	64.0%	63.6%	64.9%	63.1%
General Manager	52.1%	37.3%	31.8%	31.2%	33.3%	28.9%	27.4%	30.3%	32.4%	27.3%	27.5%	28.4%	39.6%	32.4%	29.4%	30.5%
Organization Officer	43.8%	46.7%	50.4%	52.2%	26.3%	25.7%	28.9%	34.1%	14.7%	5.5%	9.2%	16.1%	29.5%	32.0%	35.9%	40.5%
Not reviewed (supervisor has authority)	4.2%	4.6%	3.0%	3.9%	3.5%	2.4%	2.2%	2.0%	8.8%	1.6%	0.0%	0.0%	5.0%	3.2%	2.2%	2.7%
Organizations Responding	48	394	506	596	57	374	463	492	34	128	153	155	139	896	1122	1243

60. Does your organization carry employment practices liability insurance?

	1 - 99 employees	100 - 499 employees	500 or more employees	Total Responses
Yes	78.9%	81.0%	79.7%	79.8%
No	21.1%	19.0%	20.3%	20.2%
Organizations Responding	627	485	148	1260

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