

SANOFI AVENTIS HEALTHCARE SURVEY (60-5212-04)

Table of Contents

Province.....	1
Gender.....	2
Language of interview.....	3
Q1. Thinking broadly about Canada's healthcare system and the quality of medical services it provides, how would you describe it overall? Would you say it is excellent, very good, good, poor, or very poor?.....	4
Q2. What is the most important healthcare issue that you feel has not been successfully dealt with by federal and provincial governments in the past few years?.....	5
Q3. In general, would you say that your employer-sponsored HEALTH BENEFIT PLAN meets your needs extremely well, very well, somewhat well, not very well, not well at all?.....	6
Q4. And, in general, how would you describe the quality of your employer-sponsored HEALTH BENEFIT PLAN, that is your health benefit plan that is provided by your employer? Would you say it is excellent, very good, good, poor, or very poor.	7
Q5. And, overall, would you say that your employer does a very good job, a good job, a poor job or a very poor job of communicating information to you about what is and is not covered by your employer-sponsored health benefit plan?	8
Q6. [VERY/ SOMEWHAT IMPORTANT] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	9
Q6. [NOT AT ALL/ NOT VERY IMPORTANT] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	10
Q6_1. [Drug Plan] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	11
Q6_2. [Dental Plan] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	12
Q6_3. [Life Insurance] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	13
Q6_4. [Short-term disability] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	14
Q6_5. [Long-term disability] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	15
Q6_6. [Accidental death and dismemberment] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	16
Q6_7. [Paramedical practitioners like physiotherapists, chiropractors, private nurses, massage therapists etcetera] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	17
Q6_8. [Herbal or naturopathic medicines] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?	18
Q7. How well do you understand your healthcare benefits which you receive through your employer? Would you say extremely well, very well, somewhat well, not very well, not at all well?	19
Q8. [SUMMARY - STRONGLY/ SOMEWHAT AGREE].....	20
Q8. [SUMMARY - STRONGLY/ SOMEWHAT DISAGREE].....	21
Q8_1. [The government should set minimum standards and requirements for what is offered under employer-sponsored health benefit plans].....	22

Q8_2. [I believe that employee health benefit plans are basically the same from one company to the next].....	23
Q8_3. [I feel that I have an obligation to help my employer control the costs of my employee health benefit plan].....	24
Q8_4. [I am satisfied with my job]	25
Q8_5. [I have a good job]	26
Q13. I am going to read a statement and I would like you to tell me which option you would choose. Would you rather have an extra \$20,000 cash per year OR your employee health benefit plan?	27
Q14. In dollar terms how much do you think your employee health benefit plan costs your employer each year per employee?	28
Q14b. Please select the right category	29
Q15. You mentioned earlier that you would choose your employee health benefit plan over \$20,000 in cash. You also said the plan costs your employer less than \$20,000. What are the reasons you chose the plan over the cash when you believe your employer pays less than the cash value of \$20,000 you were offered?.....	30
Q16.[Yes Summary]Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?	32
Q16_1.[Prescription drug coverage for expensive medications that are not usually included in employee health benefit plans] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?	33
Q16_2.[Dental coverage for high cost procedures like bridges, crowns or orthodontics] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?	34
Q16_3.[Long-term care in facilities like nursing home] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?	35
Q16_4.[Paramedical practitioners like physiotherapists,chiropractors, private nurses, optometrists, massage therapists etcetera] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?	36
Q16_5.[Critical illness insurance coverage, that is insurance that pays you a lump sum payment of cash to be used as you wish if you are diagnosed with a specific serious condition] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?.....	37
Q17. If your employee health benefit plan began to cover services that were no longer covered by the provincial government how much of the premium for these services would you be willing to pay?	38
Q18_1. [Expensive medications or treatments for serious illnesses like cancer] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.	39
Q18_2. [Medications or treatments for serious illnesses like diabetes, heart disease and high cholesterol] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.	40
Q18_3. [Drug coverage for serious illness that may extend life, but does not cure the patient] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.	41
Q18_4. [Vaccines for things like hepatitis B and C] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.	42
Q18_5. [Diagnostic services such as MRIs or genetic testing] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.	43
Q18_6. [Non-emergency surgeries] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.	44
Q18_7. [Preventive health programs, that is, programs that help people avoid illness or injury] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be....	45
Q18_8. [Physiotherapy for injury recovery or rehabilitation] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.	46
Q19. [SUMMARY - YES] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?.....	47
Q19_1. [Education about the healthcare benefits available to you through your employee health benefit plan] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?.....	48
Q19_2. [The ability to purchase additional health benefit coverage] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?	49
Q19_3. [Health Risk Assessment tool, that is a tool that allows you to assess any health risks you may have] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?.....	50
Q19_4. [Physician referral service, that will help you to find a physician in your area] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?.....	51
Q19_5. [A workplace wellness program that offers personalized health counseling that provides health related ...] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?	52
Q20. How long have you worked for your current employer?	53
Q21. [SUMMARY - YES] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	54
Q21_1. [Good benefit package] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	55
Q21_2. [Health promotion programs] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	56

Q21_3. [Supportive/good co-workers] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	57
Q21_4. [Competent/good management] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	58
Q21_5. [Trusting the people you work with] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	59
Q21_6. [Being treated well/fairly by the company/good company] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	60
Q21_7. [Good spousal/maternity/sabbatical leave program] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has.....	61
Q22. [SUMMARY - YES] Would you say that you have experienced any of the following due to a negative work environment? How about...?	62
Q22. [Number of experience] Would you say that you have experienced any of the following due to a negative work environment? How about...?	63
Q22_1. [Loss of appetite] Would you say that you have experienced any of the following due to a negative work environment? How about...?	64
Q22_2. [Loss of sleep] Would you say that you have experienced any of the following due to a negative work environment? How about...?	65
Q22_3. [Stress, depression or anxiety] Would you say that you have experienced any of the following due to a negative work environment? How about...?	66
Q22_4. [Lowered productivity at work] Would you say that you have experienced any of the following due to a negative work environment? How about...?	67
Q22_5. [More time off of work] Would you say that you have experienced any of the following due to a negative work environment? How about...?	68
Q22_6. [Lower quality of work] Would you say that you have experienced any of the following due to a negative work environment? How about...?	69
Q22_7. [Sick more often] Would you say that you have experienced any of the following due to a negative work environment? How about...?	70
Q23. Have you ever left or seriously considered leaving an employer or become less engaged in your work due to a negative or bad work environment?	71
Q24. When you retire do you expect your employer to continue to provide access to your employee health benefit plan?	72
Q25. [SUMMARY - YES] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	73
Q25_1. [Increased salary with your new employer] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	74
Q25_2. [Other parts of the compensation such as health benefits and pension plan] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	75
Q25_3. [Employer's approach to work-life balance] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	76
Q25_4. [Relationship with manager or co-workers] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	77
Q25_5. [Length of commute to workplace] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	78
Q25_6. [Flexibility of work hours] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	79
Q25_7. [Training and development offered] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	80
Q25_8. [Career advancement] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?	81
Q26. And, other than salary or pay which of the items I just listed would you consider to be most important in your choice to LEAVE YOUR PREVIOUS EMPLOYER?	82
Q27. And, other than salary or pay, which of the items I just mentioned at the previous question would you consider to be most important in choosing TO JOIN YOUR CURRENT EMPLOYER?	83
Q28. The Canadian market has been reported to be undergoing or moving toward a shortage of qualified workers. If employers are unable to pay you more to attract you to another company, would you consider leaving your current employer for anything other than increased salary?	84
Q29. [SUMMARY - YES] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	85
Q29_1. [Other parts of the compensation such as health benefits and pension plan] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	86
Q29_2. [A better work-life balance] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	87
Q29_3. [A better relationship with manager or co-workers] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	88
Q29_4. [A shorter commute to your workplace] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	89
Q29_5. [Flexible work hours] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	90
Q29_6. [New training and development] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	91
Q29_7. [Career advancement] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	92
Q29_8. [Ability to work from home] What specifically would you consider leaving your current employer and joining a new company for? Would it be.....	93
Q30. Age of respondents.....	94
Q31. [SUMMARY - VERY/ SOMEWHAT LIKELY] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	95
Q31. [SUMMARY - NOT VERY/ NOT AT ALL LIKELY] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	96

Q31_1. [Prescription drug plan coverage that would continue into your retirement] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	97
Q31_2. [Dental coverage that would continue into your retirement] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	98
Q31_3. [Life insurance that would continue into your retirement] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	99
Q31_4. [Flexible work schedule] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	100
Q31_5. [Ability to work from home] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	101
Q31_6. [Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	102
Q31_7. [Reduced hours] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	103
Q31_8. [More opportunity or responsibility to mentor or train younger staff] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	104
Q32. [SUMMARY - VERY/ SOMEWHAT LIKELY] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	105
Q32. [SUMMARY - NOT VERY/ NOT AT ALL LIKELY] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	106
Q32_1. [Prescription drug plan coverage that would continue into your retirement] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	107
Q32_2. [Dental coverage that would continue into your retirement] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	108
Q32_3. [Life insurance that would continue into your retirement] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	109
Q32_4. [Flexible work schedule] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	110
Q32_5. [Ability to work from home] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	111
Q32_6. [Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	112
Q32_7. [Reduced hours] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	113
Q32_8. [More opportunity or responsibility to mentor or train younger staff] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.	114
Q33. In the past 12 months, have you been approached by another employer or someone recruiting on behalf of another employer?	115
Q34. In the past 12 months, have you considered changing employers?	116
Q35. In the past 12 months, would you say that your salary and benefits expectations have increased, stayed the same or decreased?	117
Q36. By what percentage do you expect your salary to increase this year over last year?	118
QD1. Which of the following groups indicates your highest level of education? Please stop me when I reach the right category.	119
QD2. Which of the following categories best describes the type of work you do?	120
QD3. How many employees would you say your company has nation-wide? OR How many employees would you say the company you worked for before you retired has nation-wide?	121
QD4. What language is most frequently spoken in your household, English, French or another language?	122
QD5. Which of the following categories best describes the total annual income for your entire household before taxes and other deductions? Please stop me at the right category for your household income.	123
QA. The aggregated findings from this study will be used for a public release. The writer of the article may wish to contact some of the survey respondents for a few further questions between February and April. Please be assured that your survey responses will NOT be provided to this reporter. Would you be willing to talk with the writer of the article? If you answer 'yes', the writer of the article may contact you for an interview.	124

Province.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
British Columbia	237 14%	237 100% BCDEFG	0 -	0 -	0 -	0 -	0 -	237 18%	237 15% B
Alberta	164 10%	0 -	164 100% ACDEFH	0 -	0 -	0 -	0 -	164 13% A	0 -
Saskatchewan	51 3%	0 -	0 -	51 45% ABDEF	0 -	0 -	0 -	51 4% A	51 3% B
Manitoba	62 4%	0 -	0 -	62 55% ABDEF	0 -	0 -	0 -	62 5% A	62 4% B
Ontario	654 38%	0 -	0 -	0 -	654 100% ABCEF	0 -	0 -	654 50% A	654 43% B
Quebec	403 24%	0 -	0 -	0 -	0 -	403 100% ABCDF	0 -	0 -	403 26% B
New Brunswick	39 2%	0 -	0 -	0 -	0 -	0 -	39 31% ABCDE	39 3% A	39 3% B
Nova Scotia	55 3%	0 -	0 -	0 -	0 -	0 -	55 43% ABCDE	55 4% A	55 4% B
Prince Edward Island	7 0	0 -	0 -	0 -	0 -	0 -	7 5% ABCDE	7 1% A	7 0 B
Newfoundland	27 2%	0 -	0 -	0 -	0 -	0 -	27 21% ABCDE	27 2% A	27 2% B

Gender.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Male	833 49%	116 49%	82 50%	56 49%	319 49%	197 49%	63 49%	635 49%	751 49%
Female	867 51%	121 51%	82 50%	57 51%	335 51%	206 51%	66 51%	661 51%	786 51%

Language of interview.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
 * small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
English	1335 79%	237 100% E	164 100% EH	113 100% E	654 100% E	38 9%	129 100% E	1297 100%	1171 76%
French	365 21%	0 -	0 -	0 -	0 -	365 91% ABCD	0 -	0 -	365 24% B

Q1. Thinking broadly about Canada's healthcare system and the quality of medical services it provides, how would you describe it overall? Would you say it is excellent, very good, good, poor, or very poor?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Excellent	110 6%	14 6%	12 8%	6 5%	46 7%	21 5%	10 8%	89 7%	97 6%
Very good	448 26%	64 27%	44 27%	27 24%	195 30% E	92 23%	26 20%	356 27%	404 26%
Good	897 53%	121 51%	83 51%	64 57%	313 48%	238 59% BD	78 60% D	659 51%	814 53%
Poor	162 10%	27 12%	17 10%	7 7%	65 10%	36 9%	9 7%	126 10%	145 9%
Very poor	74 4%	8 3%	6 4%	8 7%	30 5%	17 4%	5 4%	57 4%	68 4%
(DK/NS)	10 1%	2 1%	1 1% E	1 1%	5 1%	0 -	0 -	10 1%	9 1%
Summary									
Excellent/ Very good	557 33%	78 33%	56 34%	33 29%	241 37% E	113 28%	37 28%	445 34%	501 33%
Very poor/ Poor	236 14%	35 15%	23 14%	15 13%	95 15%	52 13%	15 11%	183 14%	213 14%

Q2. What is the most important healthcare issue that you feel has not been successfully dealt with by federal and provincial governments in the past few years?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Waiting times for surgery and diagnostic testing	679	105	63	56	255	152	47	527	616
	40%	44%	39%	49% E	39%	38%	37%	41%	40%
Enough doctors and nurses	485	40	45	40	173	145	43	341	440
	29%	17%	28%	35%	26%	36%	33%	26%	29%
Disease prevention strategies	57	15	4	3	18	12	5	45	52
	3%	6%	3%	3%	3%	3%	4%	3%	3%
Privatization of healthcare system	78	19	6	1	32	14	6	64	72
	5%	8%	4%	1%	5%	4%	4%	5%	5%
Demand for services	73	17	11	3	29	7	6	66	62
	4%	7%	7%	3%	4%	2%	4%	5%	4%
National prescription drug plan	38	4	6	3	15	3	7	35	32
	2%	2%	4%	2%	2%	1%	5% E	3%	2%
Improved access to homecare	71	9	2	1	30	29	1	42	69
	4%	4%	1%	1%	5% B	7% BCF	1%	3%	4% B
Not enough federal funding assistance	105	8	13	3	50	22	10	83	92
	6%	4%	8% AC	2%	8%	5%	8%	6%	6%
More healthcare for seniors	7	0	0	0	5	1	1	5	7
	0	-	-	-	1%	0	1%	0	0
Emergency service/ use of emergency services/ wait time	13	4	1	0	4	3	1	10	12
	1%	2%	1%	-	1%	1%	1%	1%	1%
Other	48	7	4	2	27	4	4	44	44
	3%	3%	3%	2%	4% E	1%	3%	3%	3%
None	4	0	2	0	1	2	0	3	3
	0	-	1% H	-	0	0	-	0	0
(DK/NS)	41	9	5	3	15	9	0	32	36
	2%	4%	3% F	2%	2%	2%	-	2%	2%

Q3. In general, would you say that your employer-sponsored HEALTH BENEFIT PLAN meets your needs extremely well, very well, somewhat well, not very well, not well at all?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 1/2 of All respondents	851	99	175	52	287	181	57	670	676
Weighted	857	122*	81	56*	329	206	62*	651	775
Extremely well	144 17%	21 17%	15 18%	7 12%	60 18%	26 12%	17 27% E	119 18%	129 17%
Very well	396 46%	64 52%	37 45%	26 47%	162 49% E	80 39%	26 43%	316 49%	359 46%
Somewhat well	263 31%	32 26%	27 33%	19 34%	82 25%	88 43% ADF	15 24%	175 27%	236 30%
Not very well	36 4%	4 3%	2 2%	4 7%	12 4%	10 5%	4 7%	25 4%	34 4%
Not well at all	14 2%	1 1%	1 1%	0 -	10 3%	2 1%	0 -	12 2%	12 2%
(DK/NS)	4 0	1 1%	0 -	0 -	3 1%	0 -	0 -	4 1%	4 1%
Summary									
Extremely/ Very well	540 63%	84 69% E	52 64% E	33 59%	222 68% E	106 51%	43 69% E	434 67%	489 63%
Not well at all/ Not very well	50 6%	5 4%	3 4%	4 7%	22 7%	12 6%	4 7%	37 6%	47 6%

Q4. And, in general, how would you describe the quality of your employer-sponsored HEALTH BENEFIT PLAN, that is your health benefit plan that is provided by your employer? Would you say it is excellent, very good, good, poor, or very poor.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Other 1/2 of All respondents	849	99	174	52	285	182	57	667	675
Weighted	843	115*	82	57*	325	197	67*	646	761
Excellent	157 19%	23 20%	14 17%	10 18%	64 20%	36 18%	9 14%	120 19%	143 19%
Very good	328 39%	45 39%	31 38%	22 38%	116 36%	84 43%	29 44%	244 38%	297 39%
Good	307 36%	43 37%	33 40%	19 34%	120 37%	70 36%	21 32%	237 37%	274 36%
Poor	37 4%	2 2%	3 3%	3 5%	18 5%	5 2%	6 9% E	32 5%	34 4%
Very poor	7 1%	2 2%	1 1%	2 4% D	1 0	1 0	1 1%	6 1%	6 1%
(DK/NS)	7 1%	0 -	0 0	0 -	6 2%	1 0	0 -	6 1%	7 1%
Summary									
Excellent/ Very good	485 58%	68 59%	45 55%	32 57%	181 56%	121 61%	38 58%	364 56%	440 58%
Very Poor/ Poor	44 5%	4 3%	4 5%	5 9%	19 6%	6 3%	7 10% E	38 6%	40 5%

Q5. And, overall, would you say that your employer does a very good job, a good job, a poor job or a very poor job of communicating information to you about what is and is not covered by your employer-sponsored health benefit plan?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Very good	702 41%	97 41%	69 42%	39 35%	287 44%	154 38%	56 44%	549 42%	633 41%
Good	764 45%	102 43%	74 45%	57 50%	282 43%	193 48%	58 45%	572 44%	691 45%
Poor	163 10%	25 11%	16 10%	14 13%	58 9%	39 10%	11 8%	124 10%	147 10%
Very poor	44 3%	8 3%	4 3%	1 1%	20 3%	8 2%	3 3%	36 3%	40 3%
(DK/NS)	26 2%	5 2%	1 1%	2 2%	7 1%	10 2%	1 1%	16 1%	25 2%
Summary									
Very good/ Good	1467 86%	199 84%	143 87%	96 85%	569 87%	346 86%	114 88%	1120 86%	1324 86%
Very poor/ Poor	208 12%	33 14%	20 12%	15 13%	79 12%	47 12%	14 11%	160 12%	188 12%

Q6. [VERY/ SOMEWHAT IMPORTANT] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Drug Plan	1621 95%	215 91%	158 96% AC	102 90%	632 97% AC	388 96% AC	126 98% AC	1233 95% A	1464 95%
Dental Plan	1600 94%	224 95% E	160 98% EH	113 100% AE	629 96% E	350 87%	123 96% E	1250 96%	1440 94%
Life Insurance	1404 83%	179 76%	139 85% A	93 82%	533 81%	341 84% A	118 92% ACD	1063 82%	1264 82%
Short-term disability	1510 89%	197 83%	152 93% ADH	100 88%	578 88%	362 90% A	121 94% A	1148 89%	1357 88%
Long-term disability	1571 92%	222 94%	154 94%	107 95%	591 90%	373 92%	124 96%	1198 92%	1417 92%
Accidental death and dismemberment	1430 84%	195 82%	140 85%	91 80%	545 83%	355 88%	105 81%	1075 83%	1290 84%
Paramedical practitioners like physiotherapists, chiropractors, private nurses, massage therapists etcetera	1505 89%	214 90%	142 87%	100 89%	580 89%	354 88%	114 89%	1151 89%	1363 89%
Herbal or naturopathic medicines	877 52%	130 55% E	93 57% E	55 49%	374 57% E	154 38%	71 55% E	723 56%	784 51%

Q6. [NOT AT ALL/ NOT VERY IMPORTANT] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Drug Plan	57 3%	17 7% BDE	3 2%	9 8% BDE	19 3%	8 2%	2 2%	50 4%	54 4%
Dental Plan	61 4%	9 4%	3 2%	0 -	19 3%	25 6% BCD	6 4%	36 3%	58 4%
Life Insurance	241 14%	46 20% BEF	20 12%	20 18% EF	110 17% EF	36 9%	7 6%	204 16%	220 14%
Short-term disability	154 9%	37 15% BDEFG	9 6%	10 9%	63 10% B	28 7%	7 5%	125 10%	145 9% B
Long-term disability	95 6%	15 6%	6 4%	4 3%	53 8% BE	13 3%	4 3%	82 6%	89 6%
Accidental death and dismemberment	211 12%	36 15% E	21 13% E	19 17% E	99 15% E	18 4%	19 15% E	194 15%	191 12%
Paramedical practitioners like physiotherapists, chiropractors, private nurses, massage therapists etcetera	139 8%	21 9%	19 11% EH	10 9%	53 8%	24 6%	14 10%	116 9%	120 8%
Herbal or naturopathic medicines	658 39%	99 42%	61 37%	49 44%	248 38%	152 38%	49 38%	506 39%	597 39%

Q6_1. [Drug Plan] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Drug Plan									
Very important	1362 80%	164 69%	133 81% A	82 73%	558 85% ACE	311 77%	115 89% ACE	1051 81% A	1230 80%
Somewhat important	259 15%	51 22% DFG	25 15%	20 18%	75 11%	77 19% DF	11 9%	182 14%	234 15%
Neither	13 1%	0 -	3 2% AD	1 1%	2 0	8 2% D	0 -	6 0	11 1%
Not very important	38 2%	12 5% BDE	2 1%	6 5% BDE	11 2%	5 1%	1 1%	32 2%	36 2%
Not at all important	20 1%	4 2%	1 1%	3 3%	8 1%	2 1%	1 1%	17 1%	19 1%
(DK/NS)	8 0	6 2% DEG	1 0	1 1%	1 0	0 -	0 -	8 1%	8 1%
Summary									
Very/ Somewhat important	1621 95%	215 91%	158 96% AC	102 90%	632 97% AC	388 96% AC	126 98% AC	1233 95% A	1464 95%
Not at all/ Not very important	57 3%	17 7% BDE	3 2%	9 8% BDE	19 3%	8 2%	2 2%	50 4%	54 4%

Q6.2. [Dental Plan] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents Weighted									
	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Dental Plan									
Very important	1334 78%	189 80% E	140 86% EH	94 83% E	562 86% E	248 62% E	101 78% E	1086 84% E	1194 78% E
Somewhat important	266 16%	35 15%	20 12%	19 17%	67 10%	102 25% ABD	23 18% D	164 13%	246 16%
Neither	30 2%	2 1%	0 0	0 -	3 0	25 6% ABCD	0 -	6 0	30 2% B
Not very important	39 2%	4 2%	1 1%	0 -	14 2%	14 3% B	6 4%	25 2%	37 2%
Not at all important	22 1%	5 2%	1 1%	0 -	5 1%	11 3% D	0 -	11 1%	21 1%
(DK/NS)	9 1%	1 0	0 0	0 -	3 0	4 1%	0 -	5 0	8 1%
Summary									
Very/ Somewhat important	1600 94%	224 95% E	160 98% EH	113 100% AE	629 96% E	350 87% E	123 96% E	1250 96% E	1440 94% E
Not at all/ Not very important	61 4%	9 4%	3 2%	0 -	19 3%	25 6% BCD	6 4%	36 3%	58 4%

Q6.3. [Life Insurance] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Life Insurance									
Very important	856 50%	103 43%	84 51%	52 46%	332 51%	209 52%	77 60% A	647 50%	772 50%
Somewhat important	547 32%	77 32%	55 34%	40 36%	202 31%	132 33%	42 32%	416 32%	492 32%
Neither	50 3%	6 3%	4 2%	0 -	10 2%	26 7% BCD	3 2%	23 2%	46 3%
Not very important	160 9%	23 10%	15 9%	17 15% EF	74 11% E	24 6%	6 5%	136 10%	145 9%
Not at all important	81 5%	24 10% BCDEFG	5 3%	3 3%	36 5%	12 3%	1 1%	69 5%	76 5%
(DK/NS)	6 0	5 2% BDEG	0 -	0 -	1 0	0 -	0 -	6 0	6 0
Summary									
Very/ Somewhat important	1404 83%	179 76%	139 85% A	93 82%	533 81%	341 84% A	118 92% ACD	1063 82%	1264 82%
Not at all/ Not very important	241 14%	46 20% BEF	20 12%	20 18% EF	110 17% EF	36 9%	7 6%	204 16%	220 14%

Q6_4. [Short-term disability] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Short-term disability									
Very important	1029 61%	137 58%	99 60%	64 56%	401 61%	235 58%	94 73% ABCDE	795 61%	930 61%
Somewhat important	481 28%	60 25%	54 33% F	36 32%	178 27%	127 32% F	26 20% B	353 27%	427 28%
Neither	28 2%	2 1%	1 1%	3 3%	9 1%	13 3% B	0 -	15 1%	27 2%
Not very important	117 7%	28 12% BDEFG	7 4%	9 8%	43 7%	25 6%	5 4%	91 7%	110 7%
Not at all important	37 2%	9 4% E	2 1%	1 1%	20 3% E	3 1%	2 2%	34 3%	35 2%
(DK/NS)	8 0	1 0	1 1%	0 -	4 1%	0 -	1 1%	8 1%	7 0
Summary									
Very/ Somewhat important	1510 89%	197 83%	152 93% ADH	100 88%	578 88%	362 90% A	121 94% A	1148 89%	1357 88%
Not at all/ Not very important	154 9%	37 15% BDEFG	9 6%	10 9%	63 10% B	28 7%	7 5%	125 10%	145 9% B

Q6.5. [Long-term disability] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Long-term disability									
Very important	1183 70%	170 72%	114 70%	82 73%	452 69%	268 66%	97 76%	915 71%	1069 70%
Somewhat important	388 23%	52 22%	40 24%	25 22%	139 21%	105 26%	27 21%	283 22%	348 23%
Neither	26 2%	0 -	2 1%	1 1%	7 1%	15 4% AD	1 1%	11 1%	24 2%
Not very important	65 4%	10 4%	5 3%	3 3%	34 5% E	10 2%	3 2%	55 4%	59 4%
Not at all important	30 2%	6 2%	1 0	1 1%	19 3% BE	3 1%	1 1%	27 2%	30 2% B
(DK/NS)	8 0	0 -	2 1%	1 1%	3 0	3 1%	0 -	6 0	7 0
Summary									
Very/ Somewhat important	1571 92%	222 94%	154 94%	107 95%	591 90%	373 92%	124 96%	1198 92%	1417 92%
Not at all/ Not very important	95 6%	15 6%	6 4%	4 3%	53 8% BE	13 3%	4 3%	82 6%	89 6%

Q6_6. [Accidental death and dismemberment] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Accidental death and dismemberment									
Very important	840 49%	111 47%	78 47%	66 58%	321 49%	194 48%	71 55%	646 50%	762 50%
Somewhat important	590 35%	84 36%	62 38%	25 22%	224 34%	161 40%	33 26%	429 33%	528 34%
Neither	52 3%	2 1%	2 2%	3 3%	9 1%	30 7%	5 4%	22 2%	49 3%
Not very important	167 10%	27 11%	17 11%	17 15%	73 11%	15 4%	18 14%	152 12%	150 10%
Not at all important	44 3%	8 4%	4 2%	3 2%	25 4%	2 1%	2 1%	42 3%	41 3%
(DK/NS)	7 0	4 2%	1 0	0 -	1 0	1 0	0 -	6 0	6 0
Summary									
Very/ Somewhat important	1430 84%	195 82%	140 85%	91 80%	545 83%	355 88%	105 81%	1075 83%	1290 84%
Not at all/ Not very important	211 12%	36 15%	21 13%	19 17%	99 15%	18 4%	19 15%	194 15%	191 12%

Q6.7. [Paramedical practitioners like physiotherapists, chiropractors, private nurses, massage therapists etcetera] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Paramedical practitioners like physiotherapists, chiropractors, private nurses, massage therapists etcetera									
Very important	864 51%	125 53%	79 48%	61 54%	341 52%	187 46%	71 55%	677 52%	785 51%
Somewhat important	641 38%	89 37%	63 38%	39 35%	239 37%	167 42%	44 34%	474 37%	578 38%
Neither	49 3%	2 1%	2 2%	2 2%	16 2%	25 6% ABDF	1 1%	23 2%	46 3%
Not very important	121 7%	18 8%	17 10% DEH	10 9%	43 7%	20 5%	13 10%	101 8%	104 7%
Not at all important	18 1%	2 1%	2 1%	0 -	10 2%	4 1%	1 1%	15 1%	17 1%
(DK/NS)	7 0	0 -	1 0	1 1%	5 1%	0 -	0 -	7 1%	6 0
Summary									
Very/ Somewhat important	1505 89%	214 90%	142 87%	100 89%	580 89%	354 88%	114 89%	1151 89%	1363 89%
Not at all/ Not very important	139 8%	21 9%	19 11% EH	10 9%	53 8%	24 6%	14 10%	116 9%	120 8%

Q6.8. [Herbal or naturopathic medicines] For the following portions of your health benefit plan, would you say each is very important, somewhat important, neither important nor unimportant, not very important, or not at all important to you. How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Herbal or naturopathic medicines									
Very important	326 19%	52 22% E	30 18% E	25 22% E	140 21% E	48 12% E	30 24% E	277 21%	296 19%
Somewhat important	551 32%	78 33%	63 38% CEH	30 27%	233 36%	106 26% E	41 32%	445 34%	488 32%
Neither	144 8%	7 3%	9 6%	6 5%	22 3%	91 23% ABCD	9 7%	53 4%	135 9%
Not very important	432 25%	62 26%	44 27%	33 29%	172 26%	87 22%	33 26%	345 27%	387 25%
Not at all important	227 13%	36 15%	17 10%	16 14%	77 12%	65 16% B	16 12%	162 12%	210 14%
(DK/NS)	21 1%	2 1%	1 0	3 3%	10 1%	6 2%	0 -	15 1%	20 1%
Summary									
Very/ Somewhat important	877 52%	130 55% E	93 57% E	55 49%	374 57% E	154 38%	71 55% E	723 56%	784 51%
Not at all/ Not very important	658 39%	99 42%	61 37%	49 44%	248 38%	152 38%	49 38%	506 39%	597 39%

Q7. How well do you understand your healthcare benefits which you receive through your employer? Would you say extremely well, very well, somewhat well, not very well, not at all well?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Extremely well	316 19%	41 17%	35 21%	26 23%	133 20%	47 12%	32 25%	269 21%	281 18%
Very well	828 49%	110 46%	78 48%	52 46%	331 51%	205 51%	53 41%	623 48%	750 49%
Somewhat well	485 29%	78 33%	44 27%	26 23%	165 25%	130 32%	42 33%	355 27%	441 29%
Not very well	57 3%	6 3%	6 4%	5 4%	19 3%	19 5%	2 1%	38 3%	50 3%
Not at all well	13 1%	1 0	1 0	4 3%	5 1%	3 1%	0 -	10 1%	12 1%
(DK/NS)	2 0	1 0	0 -	0 -	1 0	0 -	0 -	2 0	2 0
Summary									
Extremely/ Very well	1143 67%	151 64%	113 69%	78 69%	464 71%	252 62%	85 66%	892 69%	1031 67%
Not at all/ not very well	70 4%	7 3%	7 4%	8 7%	24 4%	22 5%	2 1%	48 4%	63 4%

Q8. [SUMMARY - STRONGLY/ SOMEWHAT AGREE]

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
The government should set minimum standards and requirements for what is offered under employer-sponsored health benefit plans	1337	178	127	80	514	335	103	1003	1210
	79%	75%	78%	70%	79%	83% AC	80%	77%	79%
I believe that employee health benefit plans are basically the same from one company to the next	413	52	37	28	141	129	27	284	377
	24%	22%	22%	24%	22%	32% ABDF	21%	22%	25%
I feel that I have an obligation to help my employer control the costs of my employee health benefit plan	1328	181	138	91	515	296	107	1032	1190
	78%	76%	84% AEH	81%	79%	73%	83%	80%	77%
I am satisfied with my job	1535	217	149	93	591	372	114	1164	1386
	90%	92%	91%	82%	90%	92%	88%	90%	90%
I have a good job	1590	223	154	102	607	380	124	1211	1437
	94%	94%	94%	90%	93%	94%	96%	93%	94%

Q8. [SUMMARY - STRONGLY/ SOMEWHAT DISAGREE]

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
The government should set minimum standards and requirements for what is offered under employer-sponsored health benefit plans	332	53	34	32	129	59	25	273	298
	20%	22% E	21% E	28% E	20%	15%	19%	21%	19%
I believe that employee health benefit plans are basically the same from one company to the next	1254	181	125	84	504	261	98	993	1128
	74%	76% E	77% E	75%	77% E	65%	76% E	77%	73%
I feel that I have an obligation to help my employer control the costs of my employee health benefit plan	349	54	23	21	129	102	21	247	326
	21%	23% B	14%	18%	20% B	25% B	16%	19%	21% B
I am satisfied with my job	119 7%	14 6%	14 8% E	16 15% ADE	48 7%	18 4%	9 7%	101 8%	105 7%
I have a good job	72 4%	8 4%	9 5% F	9 8% F	34 5% F	12 3%	0 -	60 5%	63 4%

Q8_1. [The government should set minimum standards and requirements for what is offered under employer-sponsored health benefit plans]

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
The government should set minimum standards and requirements for what is offered under employer-sponsored health benefit plans									
Strongly agree	688 40%	82 34%	56 34%	37 33%	280 43%	180 45%	53 41%	508 39%	633 41%
Somewhat agree	649 38%	97 41%	72 44%	42 37%	234 36%	155 38%	50 39%	494 38%	577 38%
Somewhat disagree	174 10%	27 12%	17 10%	16 14%	62 10%	38 10%	13 10%	135 10%	157 10%
Strongly disagree	158 9%	26 11%	18 11%	15 14%	67 10%	21 5%	11 9%	138 11%	140 9%
(DK/NS)	31 2%	6 2%	2 1%	2 2%	11 2%	9 2%	1 1%	21 2%	29 2%
Summary									
Strongly/ Somewhat agree	1337 79%	178 75%	127 78%	80 70%	514 79%	335 83%	103 80%	1003 77%	1210 79%
Strongly/ Somewhat disagree	332 20%	53 22%	34 21%	32 28%	129 20%	59 15%	25 19%	273 21%	298 19%

Q8.2. [I believe that employee health benefit plans are basically the same from one company to the next]

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
I believe that employee health benefit plans are basically the same from one company to the next									
Strongly agree	94 6%	12 5%	9 6%	6 5%	31 5%	33 8% D	4 3%	61 5%	85 6%
Somewhat agree	319 19%	40 17%	27 17%	22 19%	110 17%	96 24% BD	23 18%	222 17%	291 19%
Somewhat disagree	543 32%	92 39% CDG	53 32%	27 24%	173 27%	160 40% CD	38 29%	383 30%	490 32%
Strongly disagree	711 42%	88 37% E	73 44% E	57 51% AE	331 51% AE	101 25%	61 47% E	610 47% A	638 42%
(DK/NS)	33 2%	5 2%	2 1%	1 1%	9 1%	13 3%	3 3%	20 2%	31 2%
Summary									
Strongly/ Somewhat agree	413 24%	52 22%	37 22%	28 24%	141 22%	129 32% ABDF	27 21%	284 22%	377 25%
Strongly/ Somewhat disagree	1254 74%	181 76% E	125 77% E	84 75%	504 77% E	261 65%	98 76% E	993 77%	1128 73%

Q8.3. [I feel that I have an obligation to help my employer control the costs of my employee health benefit plan]

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
I feel that I have an obligation to help my employer control the costs of my employee health benefit plan									
Strongly agree	628 37%	85 36%	64 39%	38 34%	241 37%	144 36%	56 43%	484 37%	564 37%
Somewhat agree	700 41%	96 41%	73 45%	53 47%	274 42%	152 38%	51 40%	547 42%	627 41%
Somewhat disagree	238 14%	34 15%	14 8%	11 10%	93 14%	68 17%	17 13%	170 13%	224 15%
Strongly disagree	111 7%	19 8%	10 6%	10 8%	35 5%	33 8%	4 3%	78 6%	101 7%
(DK/NS)	23 1%	2 1%	3 2%	1 1%	11 2%	6 1%	1 1%	18 1%	21 1%
Summary									
Strongly/ Somewhat agree	1328 78%	181 76%	138 84% AEH	91 81%	515 79%	296 73%	107 83%	1032 80%	1190 77%
Strongly/ Somewhat disagree	349 21%	54 23% B	23 14%	21 18%	129 20% B	102 25% B	21 16%	247 19%	326 21% B

Q8.4. [I am satisfied with my job]

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
I am satisfied with my job									
Strongly agree	1040 61%	139 58%	107 66%	69 61%	401 61%	250 62%	74 57%	790 61%	933 61%
Somewhat agree	495 29%	78 33%	42 26%	23 21%	190 29%	121 30%	40 31%	374 29%	453 30%
Somewhat disagree	81 5%	14 6%	10 6%	9 8%	25 4%	15 4%	9 7%	66 5%	72 5%
Strongly disagree	38 2%	1 0	4 3%	7 6%	23 4%	2 1%	0 -	35 3%	33 2%
(DK/NS)	46 3%	6 2%	1 0	4 4%	15 2%	14 3%	6 5%	32 2%	45 3%
Summary									
Strongly/ Somewhat agree	1535 90%	217 92%	149 91%	93 82%	591 90%	372 92%	114 88%	1164 90%	1386 90%
Strongly/ Somewhat disagree	119 7%	14 6%	14 8%	16 15%	48 7%	18 4%	9 7%	101 8%	105 7%

Q8_5. [I have a good job]

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
I have a good job									
Strongly agree	1153 68%	181 77% DEFG	116 71%	76 68%	436 67%	260 65%	83 65%	893 69%	1038 68%
Somewhat agree	437 26%	42 18%	38 23%	26 23%	171 26% A	119 30% A	41 32% A	318 25%	399 26%
Somewhat disagree	41 2%	3 1%	6 3% F	6 5% F	17 3%	9 2%	0 -	31 2%	35 2%
Strongly disagree	31 2%	6 2%	3 2%	3 3%	16 2%	3 1%	0 -	28 2%	28 2%
(DK/NS)	38 2%	5 2%	1 1%	2 2%	13 2%	11 3% B	5 4%	26 2%	37 2% B
Summary									
Strongly/ Somewhat agree	1590 94%	223 94%	154 94%	102 90%	607 93%	380 94%	124 96%	1211 93%	1437 94%
Strongly/ Somewhat disagree	72 4%	8 4%	9 5% F	9 8% F	34 5% F	12 3%	0 -	60 5%	63 4%

Q13. I am going to read a statement and I would like you to tell me which option you would choose. Would you rather have an extra \$20,000 cash per year OR your employee health benefit plan?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Extra \$20,000 cash per year	648 38%	77 32%	65 40%	51 46% F ADF	221 34%	198 49% ABDF	35 27%	450 35%	583 38%
Your employee health benefit plan	1040 61%	159 67% CE	98 60% E	60 53%	430 66% CE	201 50%	92 71% BCE	839 65%	942 61%
(DK/NS)	12 1%	1 0	1 0	2 2%	3 0	4 1%	2 1%	8 1%	12 1%

Q14. In dollar terms how much do you think your employee health benefit plan costs your employer each year per employee?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
\$0	490 29%	61 26%	40 25%	27 24%	171 26%	153 38% ABCD	38 29%	337 26%	450 29%
\$1 to \$1000	240 14%	35 15%	18 11%	23 21% BD	64 10%	71 18% BD	29 22% BD	169 13%	222 14%
\$1001 to \$2000	166 10%	20 8%	19 12%	13 12%	58 9%	46 11%	10 7%	120 9%	147 10%
\$2001 to \$5000	308 18%	34 14%	33 20% F	27 23% F	140 21% EF	61 15%	14 11%	247 19%	275 18%
\$5001 to \$10000	235 14%	39 17% E	25 15% E	9 8%	104 16% E	39 10%	19 15%	196 15%	210 14%
\$10001 to \$20000	176 10%	32 14% E	21 13% E	11 10%	77 12% E	21 5%	14 11%	155 12%	155 10%
\$20001 +	85 5%	16 7%	8 5%	3 2%	40 6% E	12 3%	6 5%	73 6%	77 5%
Summary									
Mean (Incl 0)	8149.3	9621.2	8609.9	5743.3	9057.8	6246.2	7382.5	8646.4	8096.9
Mean (Excl 0)	8181.3	9621.2	8667.7	5743.3	9089.9	6278.8	7455.7	8677.4	8126.1
Std Dev	9987.9	10856.4	10160.9	6467.8	10093.9	10272.1	8233.1	9857.7	9971.3
Std Err	286.1	895.4	626.5	723.1	491.9	675.9	938.3	313.6	322.5
Median	4874.7	4970.9	4894.1	3250.9	4878.4	2462.8	3580.3	4921.3	4682.0

Q14b. Please select the right category

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
 * small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
<\$20,000	1536 90%	208 88%	145 89%	105 93%	577 88%	381 94% ABD	120 93%	1155 89%	1390 91%
\$20,000 or more	164 10%	29 12% E	18 11% E	8 7%	77 12% E	23 6%	9 7%	142 11%	146 9%

Q15. You mentioned earlier that you would choose your employee health benefit plan over \$20,000 in cash. You also said the plan costs your employer less than \$20,000. What are the reasons you chose the plan over the cash when you believe your employer pays less than the cash value of \$20,000 you were offered?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who chose the plan over \$20K at Q13 and mentioned <\$20K at Q14b	902	113	181	50	323	162	73	740	721
Weighted	907	132*	85	53*	371	185	83*	723	823
Security/ peace of mind	104 11%	18 14%	12 14% E	5 9%	46 12%	12 7%	11 13%	92 13%	92 11%
Age/ good for older people	7 1%	0 -	1 1%	0 -	4 1%	2 1%	0 -	5 1%	6 1%
Family coverage	33 4%	3 2%	4 4%	4 7%	12 3%	7 4%	4 5%	26 4%	29 4%
Prefer/ need the plan (reasons not specified)	52 6%	9 7%	4 5%	4 7%	23 6%	6 3%	5 6%	46 6%	48 6%
Long term disability	26 3%	4 3%	3 3%	2 4%	11 3%	6 3%	1 1%	20 3%	23 3%
Medication/ medical attention is expensive	41 5%	3 2%	3 3%	1 2%	16 4%	12 7%	6 8%	28 4%	38 5%
I would spend the money	50 5%	5 4%	8 10% AEH	1 2%	21 6%	8 4%	7 8%	42 6%	41 5%
May cost more than \$20, 000	149 16%	22 16%	16 19%	9 17%	69 19%	24 13%	10 12%	125 17%	133 16%
Insurance	29 3%	10 7% E	2 3%	0 -	13 3%	3 2%	1 1%	26 4%	27 3%
Life insurance	8 1%	0 -	2 2%	0 -	5 1%	2 1%	0 -	6 1%	6 1%
Dental coverage	10 1%	1 1%	0 -	0 -	5 1%	3 2%	1 1%	6 1%	10 1%
Group plan is cheaper/ superior to individual plan	43 5%	5 4%	3 3%	1 2%	23 6%	10 5%	1 1%	33 5%	40 5%
Employee plan is better than government plan	9 1%	1 1%	1 1%	0 -	2 0	4 2%	1 1%	5 1%	8 1%
Plan will last a long time/ lifetime	27 3%	5 3%	1 2%	0 -	12 3%	6 3%	3 4%	21 3%	26 3%

Q15. You mentioned earlier that you would choose your employee health benefit plan over \$20,000 in cash. You also said the plan costs your employer less than \$20,000. What are the reasons you chose the plan over the cash when you believe your employer pays less than the cash value of \$20,000 you were offered?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Cash payout would be taxed	26 3%	2 2%	2 3%	1 1%	9 2%	12 6% DF	0 -	14 2%	23 3%
Ease/ convenience	21 2%	3 2%	1 2%	0 -	11 3%	5 3%	1 1%	16 2%	19 2%
Don't need the money	6 1%	1 1%	0 0	0 -	5 1%	0 -	0 -	6 1%	6 1%
Assists if unable to work	7 1%	0 -	1 1%	1 2%	5 1%	1 0	0 -	7 1%	7 1%
Other	67 7%	13 9%	8 9%	4 8%	27 7%	2 1%	14 17% DE	65 9%	60 7%
None	1 0	0 -	0 -	0 -	1 0	0 -	0 -	1 0	1 0
(DK/NS)	381 42%	55 42%	27 32%	27 52% B	139 37%	99 54% BD	33 40%	282 39%	353 43% B

Q16.[Yes Summary] Which of the following healthcare services would you **PERSONALLY** be interested in purchasing new or additional insurance for, that is insurance that goes above and beyond what you already have coverage for?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Prescription drug coverage for expensive medications that are not usually included in employee health benefit plans	998	131	89	69	377	234	99	764	909
	59%	55%	54%	61%	58%	58%	76% ABCDE	59%	59%
Dental coverage for high cost procedures like bridges, crowns or orthodontics	960	148	95	55	340	246	77	715	866
	56%	62% CD	58%	49%	52%	61% CD	60%	55%	56%
Long-term care in facilities like nursing home	909	129	78	54	332	232	84	677	831
	53%	54%	48%	48%	51%	58% B	65% BCD	52%	54% B
Paramedical practitioners like physiotherapists, chiropractors, private nurses, optometrists, massage therapists etcetera	873	121	77	55	327	219	75	654	796
	51%	51%	47%	49%	50%	54%	58%	50%	52%
Critical illness insurance coverage, that is insurance that pays you a lump sum payment of cash to be used as you wish if you are diagnosed with a specific serious condition like cancer, heart attack, stroke, multiple sclerosis and others	1050	139	98	68	378	269	98	781	952
	62%	59%	60%	60%	58%	67% D	76% ABCD	60%	62%

Q16_1.*[Prescription drug coverage for expensive medications that are not usually included in employee health benefit plans] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for, that is insurance that goes above and beyond what you already have coverage for?*

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Yes	998 59%	131 55%	89 54%	69 61%	377 58%	234 58%	99 76% ABCDE	764 59%	909 59%
No	702 41%	106 45% F	75 46% F	44 39% F	277 42% F	169 42% F	30 24%	533 41%	627 41%

Q16_2.[Dental coverage for high cost procedures like bridges, crowns or orthodontics] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for, that is insurance that goes above and beyond what you already have coverage for?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Yes	960 56%	148 62%	95 58%	55 49%	340 52%	246 61%	77 60%	715 55%	866 56%
		CD				CD			
No	740 44%	89 38%	69 42%	58 51%	314 48%	157 39%	52 40%	582 45%	671 44%
				AE	AE				

Q16_3.[Long-term care in facilities like nursing home] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Yes	909 53%	129 54%	78 48%	54 48%	332 51%	232 58%	84 65%	677 52%	831 54%
No	791 47%	108 46%	86 52% EFH	59 52% F	322 49% F	171 42%	45 35%	619 48%	705 46%

Q16_4.*[Paramedical practitioners like physiotherapists, chiropractors, private nurses, optometrists, massage therapists etcetera] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for, that is insurance that goes above and beyond what you already have coverage for?*

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Yes	873 51%	121 51%	77 47%	55 49%	327 50%	219 54%	75 58%	654 50%	796 52%
No	827 49%	116 49%	87 53%	58 51%	328 50%	185 46%	54 42%	642 50%	740 48%

Q16_5.[Critical illness insurance coverage, that is insurance that pays you a lump sum payment of cash to be used as you wish if you are diagnosed with a specific serious condition] Which of the following healthcare services would you PERSONALLY be interested in purchasing new or additional insurance for,that is insurance that goes above and beyond what you already have coverage for?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Yes	1050 62%	139 59%	98 60%	68 60%	378 58%	269 67% D	98 76% ABCD	781 60%	952 62%
No	650 38%	98 41% F	65 40% F	45 40% F	276 42% EF	135 33%	31 24%	515 40%	585 38%

Q17. If your employee health benefit plan began to cover services that were no longer covered by the provincial government how much of the premium for these services would you be willing to pay?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Nothing	216 13%	24 10%	17 10%	9 8%	91 14%	61 15%	16 12%	156 12%	200 13%
1 to 10%	496 29%	49 20%	45 27%	22 20%	186 28%	165 41%	30 23%	331 26%	452 29%
11 to 20%	446 26%	71 30%	45 27%	35 31%	155 24%	94 23%	46 35%	352 27%	401 26%
21 to 30%	228 13%	35 15%	29 18%	15 13%	99 15%	38 9%	13 10%	191 15%	199 13%
31 to 40%	56 3%	7 3%	9 6%	4 3%	22 3%	4 1%	9 7%	52 4%	47 3%
41 to 50%	128 8%	25 11%	11 7%	16 14%	51 8%	13 3%	12 10%	115 9%	117 8%
51 to 60%	20 1%	4 2%	2 1%	1 1%	10 2%	3 1%	0 -	17 1%	19 1%
61 to 70%	3 0	0 -	1 1%	0 -	1 0	1 0	0 -	2 0	2 0
71 to 80%	16 1%	2 1%	1 0	2 2%	8 1%	3 1%	0 -	13 1%	16 1%
81 to 90%	3 0	1 0	0 -	0 -	1 0	1 0	1 1%	3 0	3 0
91 to 100%	18 1%	8 3%	1 1%	1 1%	8 1%	1 0	0 -	18 1%	17 1%
(DK/NS)	67 4%	11 5%	3 2%	8 7%	23 4%	19 5%	2 2%	48 4%	63 4%
Summary									
Mean (in %)	16.7	21.2	17.3	20.7	17.1	11.9	16.6	18.1	16.6
Standard Deviation	17.3	BDE	E	E	E		E		
Standard Error	0.4	21.1	15.7	17.9	17.9	13.9	14.3	18.0	17.5
		1.5	0.8	1.8	0.8	0.7	1.4	0.5	0.5

Q18_1. [Expensive medications or treatments for serious illnesses like cancer] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Expensive medications or treatments for serious illnesses like cancer									
The Government	1363 80%	188 80%	132 81%	93 83%	511 78%	328 81%	110 85%	1035 80%	1230 80%
Employers	145 9%	22 9%	14 8%	8 7%	69 11%	27 7%	4 3%	117 9%	131 9%
Employees	56 3%	8 3%	6 4%	6 5%	12 2%	18 4%	6 5%	38 3%	50 3%
Government and employer	50 3%	3 1%	2 2%	2 2%	32 5%	8 2%	3 2%	42 3%	48 3%
Government and employee	29 2%	6 3%	1 1%	1 1%	14 2%	4 1%	3 2%	25 2%	28 2%
Employer and employee	17 1%	2 1%	2 1%	0 -	5 1%	8 2%	0 -	9 1%	15 1%
All three	28 2%	5 2%	5 3% EH	1 1%	10 2%	4 1%	3 2%	24 2%	22 1%
(DK/NS)	12 1%	2 1%	1 0	1 1%	2 0	6 1%	1 1%	6 0	12 1%

Q18_2. [Medications or treatments for serious illnesses like diabetes, heart disease and high cholesterol] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Medications or treatments for serious illnesses like diabetes, heart disease and high cholesterol									
The Government	1066 63%	154 65%	100 61%	67 59%	397 61%	268 66%	81 63%	798 62%	966 63%
Employers	276 16%	33 14%	24 15%	19 16%	120 18%	55 14%	24 19%	220 17%	251 16%
Employees	201 12%	34 14%	24 14%	20 17% D	67 10%	46 11%	11 9%	156 12%	178 12%
Government and employer	53 3%	5 2%	5 3%	5 4%	30 5%	8 2%	1 1%	45 3%	49 3%
Government and employee	35 2%	5 2%	4 2%	0 -	15 2%	6 2%	4 3%	29 2%	31 2%
Employer and employee	21 1%	3 1%	3 2% D	0 -	4 1%	10 2% D	2 1%	12 1%	18 1%
All three	33 2%	1 0	4 3%	4 3%	12 2%	7 2%	5 4% A	26 2%	29 2%
(DK/NS)	15 1%	2 1%	0 -	0 -	9 1%	3 1%	1 1%	12 1%	15 1%

Q18_3. [Drug coverage for serious illness that may extend life, but does not cure the patient] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents									
Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Drug coverage for serious illness that may extend life, but does not cure the patient									
The Government	1094 64%	154 65%	103 63%	69 61%	418 64%	263 65%	87 68%	831 64%	991 65%
Employers	248 15%	36 15%	23 14%	20 18%	94 14%	55 14%	20 15%	192 15%	225 15%
Employees	228 13%	35 15%	26 16% F	13 12%	88 13%	57 14%	9 7%	171 13%	202 13%
Government and employer	39 2%	2 1%	5 3%	0 -	22 3%	6 2%	3 3%	32 2%	34 2%
Government and employee	24 1%	4 2%	2 1%	3 3% E	12 2% E	1 0	2 2%	24 2%	22 1%
Employer and employee	13 1%	1 0	2 1%	1 1%	2 0	5 1%	2 2%	8 1%	11 1%
All three	30 2%	1 0	2 1%	2 2%	11 2%	10 2%	4 3%	20 2%	28 2%
(DK/NS)	25 1%	4 2%	2 1%	4 3%	7 1%	6 2%	2 1%	19 1%	23 2%

Q18_4. [Vaccines for things like hepatitis B and C] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Vaccines for things like hepatitis B and C									
The Government	1132 67%	158 67%	104 64%	66 59%	483 74% BCEF	239 59%	81 63%	893 69%	1028 67%
Employers	219 13%	32 14%	20 12%	22 19% D	63 10%	63 16% D	19 14%	155 12%	199 13%
Employees	289 17%	38 16%	34 21% D	22 19%	81 12%	94 23% D	20 16%	195 15%	255 17%
Government and employer	15 1%	1 0	2 1%	1 1%	9 1%	2 1%	0 -	12 1%	13 1%
Government and employee	14 1%	1 0	2 1% E	0 -	9 1% E	0 -	2 2% E	14 1%	12 1%
Employer and employee	10 1%	2 1%	1 1%	0 -	3 0	2 0	2 1%	8 1%	9 1%
All three	9 1%	1 0	1 0	0 -	4 1%	0 -	4 3% DE	9 1%	9 1%
(DK/NS)	12 1%	3 1%	1 1%	3 2% D	2 0	2 1%	1 1%	10 1%	11 1%

Q18_5. [Diagnostic services such as MRIs or genetic testing] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Diagnostic services such as MRIs or genetic testing									
The Government	1283 75%	182 77%	122 74%	92 81%	535 82%	238 59%	115 90%	1045 81%	1161 76%
Employers	154 9%	21 9%	15 9%	11 10%	49 8%	52 13%	7 5%	102 8%	140 9%
Employees	178 10%	23 10%	15 9%	4 4%	39 6%	93 23%	3 3%	85 7%	163 11%
Government and employer	26 2%	3 1%	3 2%	3 3%	13 2%	4 1%	0 -	22 2%	23 1%
Government and employee	9 1%	2 1%	2 1%	0 -	4 1%	1 0	1 1%	8 1%	7 0
Employer and employee	13 1%	0 -	3 2%	1 1%	5 1%	4 1%	0 -	9 1%	11 1%
All three	17 1%	1 0	2 1%	2 2%	6 1%	5 1%	1 1%	12 1%	15 1%
(DK/NS)	20 1%	5 2%	3 2%	0 -	4 1%	7 2%	1 1%	13 1%	16 1%

Q18_6. [Non-emergency surgeries] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Non-emergency surgeries									
The Government	777 46%	118 50% B	64 39%	47 42%	289 44%	194 48% B	65 51% B	583 45%	714 46% B
Employers	281 17%	27 11%	21 13%	12 11%	125 19% AB	75 19% A	19 15%	206 16%	259 17%
Employees	535 31%	77 32%	67 41% DEFH	47 42% DE	193 30%	114 28%	37 29%	421 32%	468 30%
Government and employer	25 1%	2 1%	2 1%	3 3%	11 2%	6 2%	1 1%	19 1%	23 2%
Government and employee	14 1%	5 2% E	2 1% E	0 -	7 1%	0 -	0 -	14 1%	12 1%
Employer and employee	27 2%	7 3% D	4 2%	1 1%	5 1%	8 2%	1 1%	19 1%	23 1%
All three	13 1%	0 -	2 1% E	0 -	7 1%	1 0	3 2% E	12 1%	11 1%
(DK/NS)	28 2%	2 1%	1 1%	2 2%	17 3%	5 1%	2 1%	23 2%	27 2%

Q18_7. [Preventive health programs, that is, programs that help people avoid illness or injury] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Preventive health programs, that is, programs that help people avoid illness or injury									
The Government	910 54%	125 53%	81 50%	58 52%	364 56%	214 53%	67 52%	696 54%	829 54%
Employers	452 27%	59 25%	41 25%	29 26%	154 24%	127 31% D	42 33%	325 25%	411 27%
Employees	210 12%	33 14%	28 17%	19 17%	86 13%	32 8%	11 9%	178 14%	182 12%
Government and employer	48 3%	4 2%	7 4%	1 1%	24 4%	10 2%	3 2%	39 3%	42 3%
Government and employee	22 1%	4 2%	1 1%	1 1%	13 2%	2 0	1 1%	21 2%	21 1%
Employer and employee	14 1%	1 0	2 1%	1 1%	3 0	6 1%	1 1%	8 1%	12 1%
All three	29 2%	6 3%	2 2%	3 2%	8 1%	9 2%	1 1%	20 2%	27 2%
(DK/NS)	14 1%	4 2%	1 1%	0 -	2 0	5 1%	1 1%	9 1%	13 1%

Q18_8. [Physiotherapy for injury recovery or rehabilitation] Who do you think should pay for the following types of services? Should it be the government, employers, employees? Should it be.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Physiotherapy for injury recovery or rehabilitation									
The Government	711 42%	99 42%	64 39%	55 49%	255 39%	189 47% D	48 37%	523 40%	647 42%
Employers	684 40%	97 41%	58 35%	45 39%	277 42% B	147 36%	61 47%	538 41%	626 41%
Employees	131 8%	16 7%	24 15% ACDEFH	7 6%	45 7%	31 8%	8 6%	101 8%	107 7%
Government and employer	74 4%	8 3%	7 4%	2 2%	44 7% E	9 2%	5 4%	65 5%	67 4%
Government and employee	12 1%	4 2% E	1 1% E	0 -	6 1%	0 -	1 1%	12 1%	11 1%
Employer and employee	37 2%	0 -	4 3% A	2 2%	10 2%	15 4% AD	5 4% A	22 2%	33 2%
All three	25 1%	7 3%	3 2%	1 1%	8 1%	6 2%	0 -	19 1%	22 1%
(DK/NS)	24 1%	5 2%	1 1%	2 2%	8 1%	6 2%	1 1%	18 1%	22 1%

Q19. [SUMMARY - YES] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Education about the healthcare benefits available to you through your employee health benefit plan	1464	204	143	98	579	320	122	1144	1322
	86%	86%	87% E	87%	88% E	79%	94% ABE	88%	86%
The ability to purchase additional health benefit coverage	1290	178	127	102	513	259	112	1031	1164
	76%	75% E	77% E	90% ABDE	78% E	64%	87% ABE	80%	76%
Health Risk Assessment tool, that is a tool that allows you to assess any health risks you may have	1332	181	133	94	503	305	116	1027	1199
	78%	76%	81%	83%	77%	76%	90% ABDE	79%	78%
Physician referral service, that will help you to find a physician in your area	1319	169	119	88	526	324	93	995	1200
	78%	71%	73%	78%	80% AB	80% AB	72%	77%	78% B
A workplace wellness program that offers personalized health counseling that provides health related ...	1382	187	129	94	530	325	117	1056	1253
	81%	79%	79%	83%	81%	81%	91% ABDE	81%	82%

Q19_1. [Education about the healthcare benefits available to you through your employee health benefit plan] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents Weighted		198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Education about the healthcare benefits available to you through your employee health benefit plan									
Yes	1464	204	143	98	579	320	122	1144	1322
	86%	86%	87%	87%	88%	79%	94%	88%	86%
No	233	33	21	15	74	82	7	151	212
	14%	14%	13%	13%	11%	20%	6%	12%	14%
(DK/NS)	2	0	0	0	1	1	0	1	2
	0	-	-	-	0	0	-	0	0

Q19_2. [The ability to purchase additional health benefit coverage] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
The ability to purchase additional health benefit coverage									
Yes	1290 76%	178 75% E	127 77% E	102 90% ABDE	513 78% E	259 64% E	112 87% ABE	1031 80%	1164 76%
No	400 24%	58 24% CF	37 22% CF	11 10%	138 21% C	139 34% ABCD	17 13% F	261 20%	363 24%
(DK/NS)	10 1%	1 0	1 0	0 -	3 0	6 1%	0 -	4 0	9 1%

Q19_3. [Health Risk Assessment tool, that is a tool that allows you to assess any health risks you may have] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Health Risk Assessment tool, that is a tool that allows you to assess any health risks you may have									
Yes	1332	181	133	94	503	305	116	1027	1199
	78%	76%	81%	83%	77%	76%	90% ABDE	79%	78%
No	356	55	30	19	146	94	12	262	326
	21%	23% F	18% F	17%	22% F	23% F	10%	20%	21%
(DK/NS)	12	1	1	0	5	4	1	8	11
	1%	0	1%	-	1%	1%	1%	1%	1%

Q19_4. [Physician referral service, that will help you to find a physician in your area] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
Physician referral service, that will help you to find a physician in your area									
Yes	1319	169	119	88	526	324	93	995	1200
	78%	71%	73%	78%	80% AB	80% AB	72%	77%	78% B
No	373	66	43	25	125	79	35	294	330
	22%	28% DE	27% DEH	22%	19%	20%	27%	23%	21%
(DK/NS)	8	2	1	0	4	0	1	8	6
	0	1%	1% E	-	1%	-	1%	1%	0

Q19_5. [A workplace wellness program that offers personalized health counseling that provides health related ...] I am going to read you a list of things your employer could do and I would like you to tell me whether or not they would help you to become a better healthcare consumer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents Weighted	1700	198	349	104	572	363	114	1337	1351
	1700	237	164	113*	654	403	129*	1297	1536
A workplace wellness program that offers personalized health counseling that provides health related ...									
Yes	1382	187	129	94	530	325	117	1056	1253
	81%	79%	79%	83%	81%	81%	91% ABDE	81%	82%
No	311	49	33	19	123	75	12	236	278
	18%	21% F	20% F	17%	19% F	19% F	9%	18%	18%
(DK/NS)	7	1	2	0	1	3	0	4	5
	0	0	1% D	-	0	1%	-	0	0

Q20. How long have you worked for your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Less than one year	121 7%	14 6%	18 11% DEH	11 10%	45 7%	25 6%	7 6%	96 7%	102 7%
One to two years	162 10%	24 10%	21 13% EH	11 9%	65 10%	33 8%	8 7%	129 10%	141 9%
3 to 4 years	180 11%	21 9%	21 13%	12 11%	71 11%	41 10%	14 11%	140 11%	159 10%
5 to 6 years	205 12%	38 16% F	23 14% F	12 11%	73 11% F	54 13% F	6 4%	152 12%	182 12%
7 to 8 years	159 9%	24 10%	14 9%	8 7%	67 10%	29 7%	16 13%	130 10%	145 9%
9 to 10 years	106 6%	9 4%	9 5%	5 4%	51 8%	26 6%	7 6%	80 6%	98 6%
More than 10 years	565 33%	81 34%	48 29%	41 36%	205 31%	137 34%	54 42% BD	428 33%	518 34%
Self-employed	24 1%	4 2%	2 1%	0 -	10 2%	5 1%	2 1%	18 1%	21 1%
Not currently employed	12 1%	2 1%	1 1%	1 1%	5 1%	2 0	1 1%	11 1%	11 1%
Retired	160 9%	19 8%	7 4%	10 9%	62 9% B	51 13% B	13 10%	110 8%	154 10% B
(DK/NS)	4 0	0 -	0 -	2 2% D	1 0	2 0	0 -	3 0	4 0
Summary									
Mean (in Yrs.)	7.0	7.0 B	6.3	6.9	7.0 B	7.2 B	7.8 B	7.0	7.1 B

Q21. [SUMMARY - YES] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Good benefit package	1555 91%	215 91%	148 90%	101 89%	600 92%	367 91%	125 97% BC	1188 92%	1408 92%
Health promotion programs	1140 67%	140 59%	104 63%	70 62%	433 66%	283 70% A	110 85% ABCDE	857 66%	1036 67%
Supportive/good co-workers	1599 94%	224 95%	157 96%	105 93%	616 94%	375 93%	122 94%	1224 94%	1442 94%
Competent/good management	1558 92%	219 92%	155 95% EH	102 90%	604 92% E	355 88%	123 96% E	1203 93%	1403 91%
Trusting the people you work with	1581 93%	216 91%	158 96% AEH	108 95%	614 94% E	362 90%	124 96% E	1219 94%	1424 93%
Being treated well/fairly by the company/good company	1626 96%	232 98% E	160 97% E	110 97% E	636 97% E	363 90%	126 98% E	1263 97%	1467 95%
Good spousal/maternity/sabbatical leave program	1242 73%	170 72%	115 70%	74 65%	462 71%	314 78% BCD	109 84% ABCD	929 72%	1127 73%

Q21_1. [Good benefit package] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Good benefit package									
Yes	1555 91%	215 91%	148 90%	101 89%	600 92%	367 91%	125 97% BC	1188 92%	1408 92%
No	140 8%	22 9%	16 10% F	10 9%	51 8%	36 9%	4 3%	104 8%	124 8%
(DK/NS)	5 0	0 -	0 -	2 2% E	3 0	0 -	0 -	5 0	5 0

Q21_2. [Health promotion programs] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Health promotion programs									
Yes	1140 67%	140 59%	104 63%	70 62%	433 66%	283 70% A	110 85% ABCDE	857 66%	1036 67%
No	550 32%	96 40% EF	59 36% F	41 37% F	217 33% F	118 29% F	19 15%	432 33%	491 32%
(DK/NS)	10 1%	1 0	1 1%	2 2%	3 1%	2 1%	0 -	8 1%	9 1%

Q21_3. [Supportive/good co-workers] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Supportive/good co-workers									
Yes	1599 94%	224 95%	157 96%	105 93%	616 94%	375 93%	122 94%	1224 94%	1442 94%
No	99 6%	13 5%	6 4%	8 7%	38 6%	27 7%	7 6%	72 6%	93 6%
(DK/NS)	2 0	0 -	0 0	0 -	0 -	2 0	0 -	0 0	2 0

Q21_4. [Competent/good management] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Competent/good management									
Yes	1558 92%	219 92%	155 95% EH	102 90%	604 92% E	355 88%	123 96% E	1203 93%	1403 91%
No	135 8%	17 7%	8 5%	10 9%	48 7%	47 12% BDF	6 4%	88 7%	127 8% B
(DK/NS)	7 0	1 0	1 1%	1 1%	3 0	1 0	0 -	6 0	6 0

Q21_5. [Trusting the people you work with] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Trusting the people you work with									
Yes	1581 93%	216 91%	158 96% AEH	108 95%	614 94% E	362 90%	124 96% E	1219 94%	1424 93%
No	114 7%	20 8% B	6 3%	4 4%	38 6%	42 10% BCDF	5 4%	72 6%	108 7% B
(DK/NS)	5 0	1 0	0 0	1 1%	2 0	0 -	0 -	5 0	5 0

Q21_6. [Being treated well/fairly by the company/good company] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Being treated well/fairly by the company/good company									
Yes	1626 96%	232 98%	160 97%	110 97%	636 97%	363 90%	126 98%	1263 97%	1467 95%
No	70 4%	4 2%	4 2%	3 3%	16 2%	40 10% ABCD	3 2%	30 2%	66 4%
(DK/NS)	4 0	1 0	0 0	0 -	2 0	1 0	0 -	3 0	4 0

Q21_7. [Good spousal/maternity/sabbatical leave program] Other than a good salary, what are the most important factors in determining whether or not you have a good job? Is it one that has...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Good spousal/maternity/sabbatical leave program									
Yes	1242 73%	170 72%	115 70%	74 65%	462 71%	314 78% BCD	109 84% ABCD	929 72%	1127 73%
No	440 26%	66 28% F	48 29% EF	35 31% EF	185 28% EF	86 21%	20 16%	355 27%	393 26%
(DK/NS)	17 1%	1 0	1 0	4 4% AB	8 1%	4 1%	0 -	13 1%	17 1%

Q22. [SUMMARY - YES] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Loss of appetite	273 16%	37 16%	28 17%	14 12%	112 17%	67 17%	15 12%	206 16%	245 16%
Loss of sleep	713 42%	116 49% DE	78 47% DEH	46 41%	260 40%	145 36%	68 53% DE	567 44%	635 41%
Stress, depression or anxiety	800 47%	119 50%	89 54% DEH	53 47%	307 47%	176 44%	56 43%	623 48%	710 46%
Lowered productivity at work	586 34%	91 38%	56 34%	43 38%	201 31%	157 39% D	38 29%	429 33%	529 34%
More time off of work	437 26%	68 29%	35 22%	28 25%	186 29% B	95 24%	25 19%	342 26%	401 26%
Lower quality of work	519 31%	88 37% DFG	51 31%	29 26%	172 26%	150 37% CDF	28 22%	369 28%	467 30%
Sick more often	349 21%	47 20%	31 19%	27 24%	142 22%	73 18%	29 23%	276 21%	319 21%

Q22. [Number of experience] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
None	572 34%	71 30%	46 28%	39 35%	239 37% B	140 35%	37 28%	432 33%	526 34% B
At least 1	1128 66%	166 70%	118 72% DH	74 65%	415 63%	263 65%	92 72%	865 67%	1010 66%
At least 2	898 53%	133 56%	97 59% DEH	60 53%	337 51%	202 50%	70 54%	696 54%	802 52%
At least 3	651 38%	108 46% F	69 42%	44 39%	242 37%	148 37%	41 32%	503 39%	582 38%
At least 4	473 28%	76 32%	42 25%	30 27%	184 28%	110 27%	31 24%	364 28%	432 28%
At least 5	290 17%	42 18%	25 16%	22 20%	109 17%	74 18%	19 14%	216 17%	265 17%
At least 6	156 9%	26 11%	13 8%	8 7%	64 10%	41 10%	5 4%	114 9%	143 9%
All 7	79 5%	14 6%	5 3%	2 1%	31 5%	25 6%	2 1%	54 4%	74 5%

Q22_1. [Loss of appetite] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Loss of appetite									
Yes	273 16%	37 16%	28 17%	14 12%	112 17%	67 17%	15 12%	206 16%	245 16%
No	1423 84%	199 84%	136 83%	98 87%	540 83%	336 83%	113 88%	1086 84%	1287 84%
(DK/NS)	4 0	1 0	0 -	1 1%	2 0	0 -	0 -	4 0	4 0

Q22_2. [Loss of sleep] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Loss of sleep									
Yes	713 42%	116 49% DE	78 47% DEH	46 41%	260 40%	145 36%	68 53% DE	567 44%	635 41%
No	986 58%	121 51%	86 53%	67 59%	393 60% BF	258 64% ABF	61 47%	728 56%	900 59%
(DK/NS)	1 0	0 -	0 -	0 -	1 0	0 -	0 -	1 0	1 0

Q22_3. [Stress, depression or anxiety] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Stress, depression or anxiety									
Yes	800 47%	119 50%	89 54% DEH	53 47%	307 47%	176 44%	56 43%	623 48%	710 46%
No	896 53%	118 50%	75 46%	60 53%	343 53%	227 56%	73 57%	669 52%	822 53%
(DK/NS)	4 0	0 -	0 -	0 -	4 1%	0 -	0 -	4 0	4 0

Q22_4. [Lowered productivity at work] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Lowered productivity at work									
Yes	586 34%	91 38%	56 34%	43 38%	201 31%	157 39% D	38 29%	429 33%	529 34%
No	1107 65%	145 61%	107 66%	70 62%	447 68%	247 61% E	91 71%	860 66%	1000 65%
(DK/NS)	8 0	1 0	0 -	0 -	7 1%	0 -	0 -	8 1%	8 0

Q22_5. [More time off of work] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
More time off of work									
Yes	437 26%	68 29%	35 22%	28 25%	186 29% B	95 24%	25 19%	342 26%	401 26%
No	1258 74%	168 71%	128 78% D	85 75%	465 71%	308 76%	103 80%	950 73%	1130 74%
(DK/NS)	5 0	1 0	0 -	0 -	3 0	0 -	1 1%	5 0	5 0

Q22_6. [Lower quality of work] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Lower quality of work									
Yes	519 31%	88 37% DFG	51 31%	29 26%	172 26%	150 37% CDF	28 22%	369 28%	467 30%
No	1179 69%	149 63%	112 69%	84 74% E	479 73% AE	254 63%	100 78% AE	925 71% A	1067 69%
(DK/NS)	2 0	0 -	0 -	0 -	2 0	0 -	0 -	2 0	2 0

Q22_7. [Sick more often] Would you say that you have experienced any of the following due to a negative work environment? How about...?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Sick more often									
Yes	349 21%	47 20%	31 19%	27 24%	142 22%	73 18%	29 23%	276 21%	319 21%
No	1347 79%	190 80%	133 81%	86 76%	508 78%	330 82%	100 77%	1017 78%	1215 79%
(DK/NS)	3 0	0 -	0 -	0 -	3 0	0 -	0 -	3 0	3 0

Q23. Have you ever left or seriously considered leaving an employer or become less engaged in your work due to a negative or bad work environment?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Yes	912 54%	143 61% E	106 65% DEFH	68 61% E	340 52%	194 48%	62 48%	719 55%	807 53%
No	785 46%	94 39%	57 35%	45 39%	313 48% B	210 52% ABC	66 51% B	575 44%	728 47% B
(DK/NS)	3 0	0 -	1 0	0 -	1 0	0 -	1 1%	3 0	2 0

Q24. When you retire do you expect your employer to continue to provide access to your employee health benefit plan?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Work for employer	1529	176	329	94	505	324	101	1205	1200
Weighted	1500	212	154	100*	576	344	114*	1155	1346
Yes	811 54%	112 53%	70 46%	56 56%	345 60% BE	159 46%	69 61% BE	652 56%	741 55% B
No	661 44%	99 47%	83 54% DFH	44 44%	224 39%	166 48% D	45 39%	495 43%	578 43%
(DK/NS)	28 2%	1 0	0 0	0 -	7 1%	20 6% ABCDF	0 -	8 1%	27 2% B

Q25. [SUMMARY - YES] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Increased salary with your new employer	294	44	39	21	115	50	25	244	255
	63%	74% E	64% E	63%	63%	50%	83%	67%	63%
Other parts of the compensation such as health benefits and pension plan	204	27	22	13	84	41	18	163	182
	44%	46%	36%	37%	46%	41%	59%	45%	45%
WORKPLACE ENVIRONMENT(Net)	321	44	45	22	125	65	21	256	277
	69%	73%	74%	65%	69%	66%	70%	70%	69%
Employer's approach to work-life balance	211	25	29	11	88	41	15	170	181
	45%	42%	48%	34%	49%	42%	51%	46%	45%
Relationship with manager or co-workers	237	36	32	17	85	49	19	189	205
	51%	60%	53%	50%	47%	49%	63%	52%	51%
Length of commute to workplace	165	26	20	5	67	33	14	132	144
	36%	43% C	34% C	15% C	37% C	34% C	46% C	36% C	36% C
WORKPLACE POLICIES(Net)	353	48	46	20	145	68	27	285	307
	76%	80% C	76% C	58% C	80% C	69% C	89% C	78% C	76% C
Flexibility of work hours	200	28	21	14	84	37	17	163	179
	43%	47%	34%	40%	46%	38%	56%	45%	44%
Training and development offered	204	22	24	9	85	41	22	163	179
	44%	37% C	40% C	27% C	47% C	42% C	75% C	45% C	45% C
Career advancement	289	42	38	12	122	49	26	240	251
	62%	70% CE	64% C	35% C	67% CE	50% C	86% C	66% C	62% C
(DK/NS)	47	4	5	3	19	15	1	32	42
	10%	7%	8%	8%	11%	15%	3%	9%	11%

Q25_1. [Increased salary with your new employer] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer	447	46	120	32	137	91	21	356	327
Weighted	463	60*	60	34*	181	98*	30**	365	403
Increased salary with your new employer									
Yes	294 63%	44 74% E	39 64% E	21 63%	115 63%	50 50%	25 83%	244 67%	255 63%
No	165 36%	16 26%	21 36%	13 37%	65 36%	45 46% A	5 17%	120 33%	144 36%
(DK/NS)	4 1%	0 -	0 -	0 -	1 0	4 4%	0 -	1 0	4 1%

Q25_2. [Other parts of the compensation such as health benefits and pension plan] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Other parts of the compensation such as health benefits and pension plan									
Yes	204 44%	27 46%	22 36%	13 37%	84 46%	41 41%	18 59%	163 45%	182 45%
No	256 55%	32 54%	39 64%	21 63%	96 53%	55 56%	12 41%	201 55%	217 54%
(DK/NS)	4 1%	0 -	0 -	0 -	1 0	3 3%	0 -	1 0	4 1%

Q25_3. [Employer's approach to work-life balance] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Employer's approach to work-life balance									
Yes	211 45%	25 42%	29 48%	11 34%	88 49%	41 42%	15 51%	170 46%	181 45%
No	249 54%	34 58%	31 52%	22 66%	92 51%	55 56%	15 49%	194 53%	218 54%
(DK/NS)	4 1%	0 -	0 -	0 -	1 0	3 3%	0 -	1 0	4 1%

Q25_4. [Relationship with manager or co-workers] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Relationship with manager or co-workers									
Yes	237 51%	36 60%	32 53%	17 50%	85 47%	49 49%	19 63%	189 52%	205 51%
No	223 48%	24 40%	28 46%	17 50%	95 52%	48 49%	11 37%	175 48%	195 48%
(DK/NS)	3 1%	0 -	1 1%	0 -	1 0	2 2%	0 -	1 0	3 1%

Q25_5. [Length of commute to workplace] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Length of commute to workplace									
Yes	165 36%	26 43% C	20 34% C	5 15%	67 37% C	33 34% C	14 46%	132 36%	144 36%
No	296 64%	34 57%	40 66%	29 85% ABDE	113 63%	63 64%	16 54%	232 64%	256 63%
(DK/NS)	3 1%	0 -	0 -	0 -	1 0	2 2%	0 -	1 0	3 1%

Q25_6. [Flexibility of work hours] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Flexibility of work hours									
Yes	200 43%	28 47%	21 34%	14 40%	84 46%	37 38%	17 56%	163 45%	179 44%
No	261 56%	32 53%	40 66%	20 60%	96 53%	60 61%	13 44%	201 55%	221 55%
(DK/NS)	3 1%	0 -	0 -	0 -	1 0	2 2%	0 -	1 0	3 1%

Q25_7. [Training and development offered] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Training and development offered									
Yes	204 44%	22 37%	24 40%	9 27%	85 47%	41 42%	22 75%	163 45%	179 45%
No	256 55%	38 63%	36 60%	25 73%	95 53%	55 56%	8 25%	201 55%	220 55%
(DK/NS)	4 1%	0 -	0 -	0 -	1 0	3 3%	0 -	1 0	4 1%

Q25_8. [Career advancement] Which of the following reasons contributed to you leaving your previous employer and joining your current employer?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Career advancement									
Yes	289 62%	42 70% CE	38 64% C	12 35%	122 67% CE	49 50%	26 86%	240 66%	251 62%
No	171 37%	18 30%	22 36%	22 65% ABD	58 32%	47 48% D	4 14%	124 34%	149 37%
(DK/NS)	3 1%	0 -	0 -	0 -	1 0	2 2%	0 -	1 0	3 1%

Q26. And, other than salary or pay which of the items I just listed would you consider to be most important in your choice to LEAVE YOUR PREVIOUS EMPLOYER?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Other parts of the compensation such as health benefits and pension plan	60	6	7	7	26	12	2	48	53
	13%	10%	12%	21%	15%	12%	5%	13%	13%
WORKPLACE ENVIRONMENT(Net)	192	19	21	17	79	43	14	149	171
	42%	31%	36%	51%	44%	44%	45%	41%	42%
Employer's approach to work-life balance	33	2	4	5	9	10	3	23	29
	7%	4%	6%	14%	5%	10%	11%	6%	7%
Relationship with manager or co-workers	112	11	15	12	44	21	10	90	97
	24%	18%	24%	34%	24%	22%	32%	25%	24%
Length of commute to workplace	48	6	3	1	26	12	1	37	45
	10%	10%	5%	3%	14%	12%	2%	10%	11%
WORKPLACE POLICIES(Net)	167	31	27	8	55	31	15	135	140
	36%	52% CDE	45% CD	22%	30%	32%	49%	37%	35%
Flexibility of work hours	26	4	5	5	6	7	0	20	22
	6%	7%	8%	14% D	3%	7%	-	5%	5%
Training and development offered	13	3	3	2	2	3	0	10	9
	3%	4%	6% D	6%	1%	3%	-	3%	2%
Career advancement	128	24	19	1	47	22	15	106	109
	28%	40% C	31% C	3%	26% C	22% C	49%	29%	27%
(DK/NS)	44	5	5	2	20	12	0	32	39
	9%	8%	8%	6%	11%	12%	-	9%	10%

Q27. And, other than salary or pay, which of the items I just mentioned at the previous question would you consider to be most important in choosing TO JOIN YOUR CURRENT EMPLOYER?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: 4 or less years with Employer Weighted	447	46	120	32	137	91	21	356	327
	463	60*	60	34*	181	98*	30**	365	403
Other parts of the compensation such as health benefits and pension plan	83	10	7	10	30	14	13	69	76
	18%	17%	12%	29% B	17%	14%	42%	19%	19%
WORKPLACE ENVIRONMENT(Net)	155	16	20	11	57	42	10	114	135
	34%	27%	33%	32%	32%	42%	32%	31%	34%
Employer's approach to work-life balance	30	1	4	5	12	5	2	24	25
	6%	2%	7%	14% A	7%	5%	6%	7%	6%
Relationship with manager or co-workers	87	11	12	4	28	27	5	60	75
	19%	18%	20%	12%	15%	27% D	16%	16%	19%
Length of commute to workplace	39	4	4	2	17	10	3	29	36
	8%	6%	6%	6%	9%	10%	10%	8%	9%
WORKPLACE POLICIES(Net)	188	30	29	11	77	32	8	156	159
	41%	50%	48% E	34%	43%	32%	26%	43%	39%
Flexibility of work hours	46	3	6	3	22	10	2	36	40
	10%	6%	10%	9%	12%	10%	8%	10%	10%
Training and development offered	28	4	2	5	12	5	0	24	27
	6%	7%	3%	16% BE	7%	5%	-	7%	7%
Career advancement	113	22	21	3	43	18	6	96	92
	24%	37% CE	35% CEH	9%	24%	18%	19%	26%	23%
(DK/NS)	37	4	5	2	16	11	0	26	33
	8%	7%	8%	5%	9%	11%	-	7%	8%

Q28. The Canadian market has been reported to be undergoing or moving toward a shortage of qualified workers. If employers are unable to pay you more to attract you to another company, would you consider leaving your current employer for anything other than increased salary?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Currently employed and with the employer for 5 or more years	1082	130	209	62	368	233	80	849	873
Weighted	1036	152	93	66*	396	246	84*	790	943
Yes	414 40%	61 41%	41 44%	22 33%	172 43%	83 34%	34 41%	331 42%	373 40%
No	619 60%	90 59%	52 55%	44 67%	224 57%	160 65%	49 59%	459 58%	568 60%
(DK/NS)	3 0	0 -	0 1%	0 -	0 -	2 1%	0 -	0 0	2 0

Q29. [SUMMARY - YES] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
Other parts of the compensation such as health benefits and pension plan	264	37	25	12	117	49	24	216	239
	63%	61%	61%	54%	67%	58%	70%	65%	64%
WORKPLACE ENVIRONMENT(Net)	376	59	36	21	150	79	31	297	340
	90%	96%	87%	96%	86%	94%	90%	89%	90%
A better work-life balance	328	54	27	15	130	71	31	257	301
	79%	88% B	66%	69%	75%	85% B	90%	77%	80% B
A better relationship with manager or co-workers	235	38	20	18	94	52	12	182	214
	56%	61%	49%	80%	54%	62%	36%	55%	57%
A shorter commute to your workplace	191	29	16	6	90	34	15	157	175
	46%	47%	39%	29%	52%	41%	45%	47%	47%
WORKPLACE POLICIES(Net)	404	61	37	20	167	84	34	320	367
	97%	100% B	90%	92%	96% B	100% B	98%	96%	97% B
Flexible work hours	292	42	27	15	134	50	23	242	265
	70%	69%	66%	70%	77% E	60%	67%	73%	71%
New training and development	261	49	22	14	106	49	21	212	239
	63%	79% BDEG	53%	65%	61%	58%	61%	64%	64%
Career advancement	317	49	26	17	132	64	29	252	291
	76%	79%	63%	78%	76% B	77%	84%	76%	77% B
Ability to work from home	235	38	17	15	108	34	22	201	218
	56%	62% BE	42%	70%	62% BE	41%	65%	60%	58% B
(DK/NS)	4	0	1	0	3	0	1	4	4
	1%	-	1%	-	2%	-	2%	1%	1%

Q29_1. [Other parts of the compensation such as health benefits and pension plan] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
Other parts of the compensation such as health benefits and pension plan									
Yes	264 63%	37 61%	25 61%	12 54%	117 67%	49 58%	24 70%	216 65%	239 64%
No	152 36%	24 39%	16 39%	10 46%	56 32%	35 42%	10 30%	117 35%	136 36%
(DK/NS)	1 0	0 -	0 -	0 -	1 0	0 -	0 -	1 0	1 0

Q29_2. [A better work-life balance] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
A better work-life balance									
Yes	328 79%	54 88% B	27 66% B	15 69% B	130 75% B	71 85% B	31 90% B	257 77% B	301 80% B
No	88 21%	8 12%	14 33% AEH	7 31%	44 25%	13 15%	3 10%	76 23%	75 20%
(DK/NS)	1 0	0 -	1 1% H	0 -	0 -	0 -	0 -	1 0	0 -

Q29_3. [A better relationship with manager or co-workers] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
A better relationship with manager or co-workers									
Yes	235 56%	38 61%	20 49%	18 80%	94 54%	52 62%	12 36%	182 55%	214 57%
No	183 44%	24 39%	21 51%	4 20%	80 46%	32 38%	22 64%	151 45%	162 43%

Q29_4. [A shorter commute to your workplace] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
A shorter commute to your workplace									
Yes	191 46%	29 47%	16 39%	6 29%	90 52%	34 41%	15 45%	157 47%	175 47%
No	226 54%	32 53%	25 61%	16 71%	84 48%	49 59%	19 55%	176 53%	201 53%

Q29_5. [Flexible work hours] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
Flexible work hours									
Yes	292 70%	42 69%	27 66%	15 70%	134 77% E	50 60%	23 67%	242 73%	265 71%
No	125 30%	19 31%	14 34%	7 30%	40 23%	34 40% D	11 33%	91 27%	111 29%

Q29_6. [New training and development] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
New training and development									
Yes	261 63%	49 79% BDEG	22 53%	14 65%	106 61%	49 58%	21 61%	212 64%	239 64%
No	156 37%	13 21%	19 45% A	8 35%	68 39% A	35 42% A	14 39%	120 36% A	137 36%
(DK/NS)	1 0	0 -	1 1% H	0 -	0 -	0 -	0 -	1 0	0 -

Q29_7. [Career advancement] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
Career advancement									
Yes	317 76%	49 79%	26 63%	17 78%	132 76% B	64 77%	29 84%	252 76%	291 77% B
No	98 24%	12 19%	16 37% ADH	5 22%	41 24%	20 23%	6 16%	79 24%	83 22%
(DK/NS)	2 1%	1 2%	0 -	0 -	1 1%	0 -	0 -	2 1%	2 1%

Q29_8. [Ability to work from home] What specifically would you consider leaving your current employer and joining a new company for? Would it be...

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Would consider leaving their current employer for anything other than increased salary	433	52	92	19	157	81	32	352	341
Weighted	417	61*	41*	22**	174	84*	34**	333	376
Ability to work from home									
Yes	235 56%	38 62% BE	17 42%	15 70%	108 62% BE	34 41%	22 65%	201 60%	218 58% B
No	179 43%	23 38%	24 58% ADH	7 30%	66 38%	47 56% D	12 35%	132 40%	156 41%
(DK/NS)	3 1%	0 -	0 -	0 -	0 -	3 3% D	0 -	0 -	3 1%

Q30. Age of respondents

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
18 to 34	500 29%	69 29%	53 33%	35 31%	194 30%	113 28%	37 29%	387 30%	447 29%
35 to 44	321 19%	48 20%	33 20%	13 11%	128 20%	75 18%	24 19%	246 19%	288 19%
45 to 54	356 21%	47 20%	34 21%	29 26%	133 20%	86 21%	27 21%	270 21%	322 21%
55 to 64	331 19%	42 18%	32 19%	23 20%	116 18%	91 23%	27 21%	240 18%	299 19%
65 and above	151 9%	25 11%	7 4%	11 10%	62 9%	34 8%	11 9%	117 9%	144 9%
(DK/NS)	42 2%	B 3%	B 3%	B 2%	B 3%	B 1%	B 2%	B 3%	B 2%
Summary									
Mean	45.5	45.7	43.5	45.8	45.4	46.2 B	45.2	45.2	45.7 B
Std Dev	14.1	14.2	12.9	14.9	14.1	14.1	14.3	14.1	14.2
Std Err	0.3	1.0	0.7	1.5	0.6	0.7	1.4	0.4	0.4
Median	44.2	43.8 DEG	42.4 DEH	47.3 ABDE	43.7	45.6 D	44.4 ADE	43.9	44.5

Q31. [SUMMARY - VERY/ SOMEWHAT LIKELY] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Prescription drug plan coverage that would continue into your retirement	314	44	29	23	122	69	27	246	285
	65%	66%	75% E	67%	69% E	55%	71%	69%	64%
Dental coverage that would continue into your retirement	293	45	29	20	114	55	29	238	264
	61%	67% E	76% EH	59%	64% E	44%	76% E	67%	60%
Life insurance that would continue into your retirement	266	33	23	18	103	60	27	205	243
	55%	50%	59%	54%	58%	48%	71% E	58%	55%
Flexible work schedule	343	45	32	28	131	77	30	266	311
	71%	67%	82% AEH	81%	74% E	61%	78%	75%	70%
Ability to work from home	228	31	24	10	98	41	25	187	204
	47%	46%	62% EH	30%	55% E	32%	64% E	53%	46%
Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall	303	45	29	20	116	69	25	235	274
	63%	67%	76% EH	57%	65%	55%	66%	66%	62%
Reduced hours	324	45	32	25	119	73	30	250	292
	67%	67%	82% DEH	73%	67%	58%	78%	70%	66%
More opportunity or responsibility to mentor or train younger staff	276	36	24	19	100	72	25	204	252
	57%	53%	61%	57%	56%	57%	66%	57%	57%

Q31. [SUMMARY - NOT VERY/ NOT AT ALL LIKELY] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Prescription drug plan coverage that would continue into your retirement	162	22	9	11	52	57	10	105	153
	34%	33%	23%	33%	29%	45% BD	27%	29%	34%
Dental coverage that would continue into your retirement	185	22	9	14	61	70	9	115	176
	38%	33%	24%	41%	34%	56% ABDF	24%	32%	40% B
Life insurance that would continue into your retirement	210	33	16	16	70	65	10	144	194
	44%	49% F	41%	46%	39%	52% F	27%	41%	44%
Flexible work schedule	137	22	7	6	45	49	7	88	130
	28%	33% B	18%	19%	25%	39% BD	20%	25%	29% B
Ability to work from home	246	34	15	22	79	83	13	163	231
	51%	51%	38%	65%	44%	66% BDF	34%	46%	52% B
Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall	173	21	9	15	59	57	11	116	163
	36%	32%	24%	43%	33%	45% B	28%	32%	37% B
Reduced hours	155	21	7	9	58	52	7	103	148
	32%	31%	18%	27%	33% B	42% BF	20%	29%	33% B
More opportunity or responsibility to mentor or train younger staff	203	30	14	15	77	54	13	149	189
	42%	45%	37%	43%	43%	43%	34%	42%	43%

Q31_1. [Prescription drug plan coverage that would continue into your retirement] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55	429	61	77	27	153	77	34	352	352
Weighted	482	67*	39*	34**	178	126*	38*	356	443
Prescription drug plan coverage that would continue into your retirement									
Very likely	228 47%	27 40%	19 48%	18 54%	92 52%	49 39%	24 62% AE	179 50%	209 47%
Somewhat likely	86 18%	18 26%	11 27% FH	5 13%	30 17%	20 16%	4 9%	66 19%	76 17%
Not very likely	84 17%	13 20%	5 12%	7 19%	22 12%	33 26% BD	5 13%	51 14%	80 18%
Not at all likely	78 16%	9 13%	4 12%	5 14%	30 17%	24 19%	5 13%	53 15%	73 17%
(DK/NS)	6 1%	1 2%	1 1%	0 -	3 2%	0 -	1 2%	6 2%	5 1%
Summary									
Very/ Somewhat likely	314 65%	44 66%	29 75% E	23 67%	122 69% E	69 55%	27 71%	246 69%	285 64%
Not very/ Not at all likely	162 34%	22 33%	9 23%	11 33%	52 29%	57 45% BD	10 27%	105 29%	153 34%

Q31_2. [Dental coverage that would continue into your retirement] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Dental coverage that would continue into your retirement									
Very likely	211 44%	31 46%	18 47% E	12 35%	91 51% E	39 31%	21 54% E	172 48%	193 44%
Somewhat likely	82 17%	14 21%	11 29% DEH	8 25%	23 13%	16 13%	8 22%	66 18%	71 16%
Not very likely	84 17%	12 18%	5 13%	5 14%	24 14%	34 27% BDF	3 9%	49 14%	79 18%
Not at all likely	102 21%	10 15%	5 12%	9 27%	36 20%	36 29% B	6 16%	66 18%	97 22% B
(DK/NS)	3 1%	0 -	0 -	0 -	3 2%	0 -	0 -	3 1%	3 1%
Summary									
Very/ Somewhat likely	293 61% E	45 67% E	29 76% EH	20 59%	114 64% E	55 44%	29 76% E	238 67%	264 60%
Not very/ Not at all likely	185 38%	22 33%	9 24%	14 41%	61 34%	70 56% ABDF	9 24%	115 32%	176 40% B

Q31_3. [Life insurance that would continue into your retirement] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Life insurance that would continue into your retirement									
Very likely	180	21	13	10	73	44	19	136	167
	37%	31%	32%	29%	41%	35%	49%	38%	38%
Somewhat likely	86	12	10	8	30	16	8	69	76
	18%	18%	26% E	25%	17%	13%	22%	19%	17%
Not very likely	107	14	8	8	38	34	4	72	98
	22%	21%	22%	22%	22%	27% F	9%	20%	22%
Not at all likely	103	19	7	8	31	31	7	72	96
	21%	28%	19%	24%	18%	25%	17%	20%	22%
(DK/NS)	7	1	0	0	5	0	1	7	7
	1%	2%	-	-	3%	-	2%	2%	1%
Summary									
Very/ Somewhat likely	266	33	23	18	103	60	27	205	243
	55%	50%	59%	54%	58%	48%	71% E	58%	55%
Not very/ Not at all likely	210	33	16	16	70	65	10	144	194
	44%	49% F	41%	46%	39%	52% F	27%	41%	44%

Q31_4. [Flexible work schedule] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Flexible work schedule									
Very likely	227 47%	33 49%	18 46%	16 46%	85 48%	52 42%	23 61%	175 49%	209 47%
Somewhat likely	116 24%	12 18%	14 36% AEFH	12 35%	47 26%	25 19%	7 17%	91 26%	102 23%
Not very likely	55 11%	11 16%	2 6%	1 3%	19 10%	20 16%	3 7%	36 10%	53 12%
Not at all likely	82 17%	11 16%	4 11%	6 16%	27 15%	29 23%	5 12%	52 15%	77 17%
(DK/NS)	2 0	0 -	0 -	0 -	1 1%	0 -	1 2%	2 1%	2 0
Summary									
Very/ Somewhat likely	343 71%	45 67%	32 82% AEH	28 81%	131 74% E	77 61%	30 78%	266 75%	311 70%
Not very/ Not at all likely	137 28%	22 33% B	7 18%	6 19%	45 25%	49 39% BD	7 20%	88 25%	130 29% B

Q31_5. [Ability to work from home] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Ability to work from home									
Very likely	127 26%	19 28%	14 36% E	5 14%	55 31%	24 19%	10 27%	103 29%	113 26%
Somewhat likely	101 21%	12 18%	10 26% E	6 16%	43 24% E	16 13%	14 37% AE	85 24%	91 21%
Not very likely	109 23%	21 32%	8 20%	9 27%	35 20%	31 25%	5 13%	78 22%	101 23%
Not at all likely	137 28%	13 19%	7 18%	13 38%	44 25%	52 42% ABDF	8 20%	85 24%	130 29%
(DK/NS)	8 2%	2 3%	0 -	2 5%	1 1%	2 1%	1 2%	6 2%	8 2%
Summary									
Very/ Somewhat likely	228 47%	31 46%	24 62% EH	10 30%	98 55% E	41 32%	25 64% E	187 53%	204 46%
Not very/ Not at all likely	246 51%	34 51%	15 38%	22 65%	79 44%	83 66% BDF	13 34%	163 46%	231 52% B

Q31_6. [Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall									
Very likely	212 44%	35 52% E	21 53% E	16 46%	79 44%	44 35%	18 46%	168 47%	191 43%
Somewhat likely	92 19%	10 14%	9 22%	4 11%	37 21%	25 19%	7 20%	67 19%	83 19%
Not very likely	79 16%	9 13%	5 13%	5 13%	34 19%	23 18%	5 12%	57 16%	74 17%
Not at all likely	93 19%	13 19%	4 12%	10 30%	26 14%	34 27% BD	6 16%	59 17%	89 20%
(DK/NS)	6 1%	1 2%	0 -	0 -	2 1%	0 -	2 6% E	6 2%	6 1%
Summary									
Very/ Somewhat likely	303 63%	45 67%	29 76% EH	20 57%	116 65%	69 55%	25 66%	235 66%	274 62%
Not very/ Not at all likely	173 36%	21 32%	9 24%	15 43%	59 33%	57 45% B	11 28%	116 32%	163 37% B

Q31_7. [Reduced hours] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted									
	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
Reduced hours									
Very likely	209 43%	30 44%	21 54% D	17 51%	69 39%	54 43%	19 48%	155 44%	188 42%
Somewhat likely	115 24%	15 23%	11 28%	7 22%	50 28%	20 16%	11 30%	95 27%	104 23%
Not very likely	77 16%	7 10%	4 11%	4 11%	30 17%	31 25% ABF	2 5%	46 13%	73 17%
Not at all likely	78 16%	14 21% B	3 8%	6 16%	28 16%	21 17%	6 15%	56 16%	75 17% B
(DK/NS)	3 1%	1 2%	0 -	0 -	1 1%	0 -	1 2%	3 1%	3 1%
Summary									
Very/ Somewhat likely	324 67%	45 67%	32 82% DEH	25 73%	119 67%	73 58%	30 78%	250 70%	292 66%
Not very/ Not at all likely	155 32%	21 31%	7 18%	9 27%	58 33% B	52 42% BF	7 20%	103 29%	148 33% B

Q31_8. [More opportunity or responsibility to mentor or train younger staff] If your employer wanted to encourage you to stay on or come back after your planned retirement age, how likely would the following be to encourage you to stay longer? For each, please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents over 55 Weighted	429	61	77	27	153	77	34	352	352
	482	67*	39*	34**	178	126*	38*	356	443
More opportunity or responsibility to mentor or train younger staff									
Very likely	168	19	10	8	65	51	15	117	158
	35%	29%	25%	25%	37%	40% B	40%	33%	36%
Somewhat likely	108	17	14	11	35	21	10	87	94
	22%	25%	37% DEH	32%	20%	17%	26%	24%	21%
Not very likely	97	14	9	3	43	24	3	72	88
	20%	21%	23%	8%	24%	19%	9%	20%	20%
Not at all likely	106	16	5	12	34	29	10	77	101
	22%	24%	14%	35%	19%	23%	26%	22%	23%
(DK/NS)	3	1	0	0	1	0	0	3	2
	1%	2%	1%	-	1%	-	-	1%	0
Summary									
Very/ Somewhat likely	276	36	24	19	100	72	25	204	252
	57%	53%	61%	57%	56%	57%	66%	57%	57%
Not very/ Not at all likely	203	30	14	15	77	54	13	149	189
	42%	45%	37%	43%	43%	43%	34%	42%	43%

Q32. [SUMMARY - VERY/ SOMEWHAT LIKELY] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Prescription drug plan coverage that would continue into your retirement	800	107	85	50	317	174	67	626	714
	68%	65%	71%	64%	70%	64%	76%	69%	68%
Dental coverage that would continue into your retirement	742	93	79	46	310	158	57	585	663
	63%	57%	66%	60%	68% AE	58%	65%	65%	63%
Life insurance that would continue into your retirement	715	86	75	44	297	152	62	563	641
	61%	52%	62%	58%	65% AE	56%	71% AE	62%	61%
Flexible work schedule	829	119	87	51	335	167	69	662	742
	70%	73% E	73% E	66% E	74% E	61% E	79% E	73% E	70% E
Ability to work from home	622	91	67	37	268	106	54	516	555
	53%	56% E	56% E	47% E	59% E	39% E	62% E	57% E	53% E
Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall	825	117	89	47	316	187	69	638	737
	70%	71%	74% C	61%	69%	69%	79% C	71%	70%
Reduced hours	726	97	77	42	281	168	62	558	650
	62%	59%	64%	54%	62%	62%	70%	62%	61%
More opportunity or responsibility to mentor or train younger staff	682	89	73	39	263	157	61	525	609
	58%	54%	61%	51%	58%	58%	70% C	58%	58%

Q32. [SUMMARY - NOT VERY/ NOT AT ALL LIKELY] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Prescription drug plan coverage that would continue into your retirement	360	57	32	23	130	98	19	262	328
	31%	35%	27%	30%	29%	36% BDF	22%	29%	31%
Dental coverage that would continue into your retirement	417	71	39	27	138	114	29	303	378
	35%	43% D	32%	35%	30%	42% BD	33%	34%	36%
Life insurance that would continue into your retirement	445	78	44	28	151	120	23	325	401
	38%	48% DFG	36%	37%	33%	44% DF	27%	36%	38%
Flexible work schedule	331	44	31	22	112	105	17	226	300
	28%	27%	26%	28%	25%	38% ABDF	19%	25%	28%
Ability to work from home	527	72	52	35	180	157	32	371	476
	45%	44%	43%	45%	39%	57% ABDF	37%	41%	45%
Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall	336	47	30	26	132	85	17	251	306
	29%	29%	25%	33%	29%	31%	19%	28%	29%
Reduced hours	435	67	42	31	167	104	24	331	393
	37%	41%	35%	40%	37%	38%	28%	37%	37%
More opportunity or responsibility to mentor or train younger staff	474	75	45	33	182	113	25	361	429
	40%	46% F	37%	43%	40%	42%	29%	40%	41%

Q32_1. [Prescription drug plan coverage that would continue into your retirement] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Prescription drug plan coverage that would continue into your retirement									
Very likely	463 39%	45 27%	46 38%	24 32%	196 43% A	111 41% A	40 46% A	351 39% A	417 39%
Somewhat likely	337 29%	62 38% DE	40 33% E	25 33%	122 27%	62 23%	27 30%	275 30%	297 28%
Not very likely	241 20%	38 23%	23 19%	12 16%	79 17%	77 28% BCDF	12 14%	164 18%	218 21%
Not at all likely	119 10%	19 12%	9 8%	11 14%	51 11%	22 8%	7 8%	97 11%	110 10%
(DK/NS)	17 1%	0 -	2 2% E	4 6% ADE	8 2%	1 0	1 2%	16 2%	15 1%
Summary									
Very/ Somewhat likely	800 68%	107 65%	85 71%	50 64%	317 70%	174 64%	67 76%	626 69%	714 68%
Not very/ Not at all likely	360 31%	57 35%	32 27%	23 30%	130 29%	98 36% BDF	19 22%	262 29%	328 31%

Q32_2. [Dental coverage that would continue into your retirement] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Dental coverage that would continue into your retirement									
Very likely	423 36%	46 28%	46 38%	28 36%	181 40% A	95 35%	27 31%	328 36%	377 36%
Somewhat likely	319 27%	47 29%	33 27%	18 23%	128 28%	63 23%	30 34%	256 28%	286 27%
Not very likely	291 25%	53 32% BDG	25 21%	15 19%	94 21%	88 32% BCDF	17 19%	203 22%	266 25%
Not at all likely	126 11%	18 11%	14 11%	12 15%	44 10%	26 10%	12 14%	100 11%	112 11%
(DK/NS)	17 1%	0 -	2 2% E	4 6% ADE	8 2%	1 0	1 2%	16 2%	15 1%
Summary									
Very/ Somewhat likely	742 63%	93 57%	79 66%	46 60%	310 68% AE	158 58%	57 65%	585 65%	663 63%
Not very/ Not at all likely	417 35%	71 43% D	39 32%	27 35%	138 30%	114 42% BD	29 33%	303 34%	378 36%

Q32_3. [Life insurance that would continue into your retirement] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Life insurance that would continue into your retirement									
Very likely	394 34%	37 23%	38 32%	24 31%	170 37% A	94 34% A	31 35%	300 33% A	356 34%
Somewhat likely	321 27%	48 29%	37 31% E	20 27%	127 28%	58 21%	31 36% E	263 29%	284 27%
Not very likely	303 26%	58 36% CDFG	31 26%	12 16%	95 21%	90 33% CDF	16 18%	212 24%	272 26%
Not at all likely	142 12%	20 12%	13 11%	16 21% BE	56 12%	30 11%	8 9%	112 12%	129 12%
(DK/NS)	17 1%	0 -	2 1%	4 6% ADE	7 2%	1 0	2 3%	16 2%	15 1%
Summary									
Very/ Somewhat likely	715 61%	86 52%	75 62%	44 58%	297 65% AE	152 56%	62 71% AE	563 62%	641 61%
Not very/ Not at all likely	445 38%	78 48% DFG	44 36%	28 37%	151 33%	120 44% DF	23 27%	325 36%	401 38%

Q32_4. [Flexible work schedule] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Flexible work schedule									
Very likely	460 39%	47 29%	53 44%	28 36%	193 42%	109 40%	30 34%	351 39%	407 39%
Somewhat likely	369 31%	72 44%	34 29%	23 30%	142 31%	59 21%	40 45%	311 34%	335 32%
Not very likely	205 17%	27 16%	20 16%	9 12%	68 15%	69 25%	12 14%	136 15%	185 18%
Not at all likely	126 11%	17 11%	11 9%	12 16%	44 10%	36 13%	5 6%	90 10%	114 11%
(DK/NS)	16 1%	0 -	2 1%	4 6%	8 2%	1 0	1 2%	16 2%	15 1%
Summary									
Very/ Somewhat likely	829 70%	119 73%	87 73%	51 66%	335 74%	167 61%	69 79%	662 73%	742 70%
Not very/ Not at all likely	331 28%	44 27%	31 26%	22 28%	112 25%	105 38%	17 19%	226 25%	300 28%

Q32_5. [Ability to work from home] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Ability to work from home									
Very likely	343 29%	40 25%	33 27%	21 27%	167 37% ABE	60 22%	21 25%	283 31%	310 29%
Somewhat likely	279 24%	51 31% E	34 28% E	16 20%	100 22%	46 17%	32 37% CDE	233 26%	245 23%
Not very likely	321 27%	42 26%	34 28%	15 20%	118 26%	95 35% CDF	16 19%	226 25%	287 27%
Not at all likely	207 18%	30 18%	18 15%	20 25% BD	61 14%	62 23% BD	16 18%	145 16%	189 18%
(DK/NS)	27 2%	0 -	2 1%	6 7% ABD	8 2%	10 4% A	1 2%	17 2%	26 2%
Summary									
Very/ Somewhat likely	622 53%	91 56% E	67 56% E	37 47%	268 59% E	106 39%	54 62% E	516 57%	555 53%
Not very/ Not at all likely	527 45%	72 44%	52 43%	35 45%	180 39%	157 57% ABDF	32 37%	371 41%	476 45%

Q32_6. [Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Ability to take a significant amount of time away from work, for example taking the summer off and coming back to work in the fall									
Very likely	542 46%	66 40%	55 46%	27 35%	211 46%	133 49%	49 56%	408 45%	487 46%
Somewhat likely	283 24%	51 31%	34 28%	20 26%	105 23%	54 20%	20 23%	229 25%	250 24%
Not very likely	217 18%	27 17%	19 16%	15 20%	87 19%	55 20%	14 16%	162 18%	198 19%
Not at all likely	119 10%	20 12%	10 9%	10 14%	45 10%	30 11%	3 3%	89 10%	108 10%
(DK/NS)	16 1%	0 -	2 1%	4 6%	7 2%	1 0	1 2%	15 2%	14 1%
ADE									
Summary									
Very/ Somewhat likely	825 70%	117 71%	89 74%	47 61%	316 69%	187 69%	69 79%	638 71%	737 70%
Not very/ Not at all likely	336 29%	47 29%	30 25%	26 33%	132 29%	85 31%	17 19%	251 28%	306 29%
C									

Q32_7. [Reduced hours] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
Reduced hours									
Very likely	404 34%	47 29%	41 34%	23 30%	160 35%	105 39%	28 32%	299 33%	364 34%
Somewhat likely	322 27%	50 31%	36 30%	18 24%	122 27%	63 23%	33 38% E	259 29%	286 27%
Not very likely	286 24%	42 25%	30 25%	16 21%	106 23%	75 28%	17 20%	211 23%	256 24%
Not at all likely	148 13%	25 15%	11 10%	15 19% BE	61 13%	29 11%	7 8%	119 13%	137 13%
(DK/NS)	16 1%	0 -	2 1%	4 6% ADE	7 2%	1 0	1 2%	15 2%	14 1%
Summary									
Very/ Somewhat likely	726 62%	97 59%	77 64%	42 54%	281 62%	168 62%	62 70%	558 62%	650 61%
Not very/ Not at all likely	435 37%	67 41%	42 35%	31 40%	167 37%	104 38%	24 28%	331 37%	393 37%

Q32_8. [More opportunity or responsibility to mentor or train younger staff] If you were considering a new employer, how likely would the following be to encourage you to move to the new company assuming the salary was competitive? For each please tell me if it would be very likely, somewhat likely, not very likely or not at all likely.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents who are in under 55 years old	1231	131	262	76	401	283	78	948	969
Weighted	1176	164*	120	77*	455	273	88*	904	1056
More opportunity or responsibility to mentor or train younger staff									
Very likely	306 26%	21 13%	33 27%	21 27%	116 25%	87 32%	30 34%	219 24%	273 26%
Somewhat likely	376 32%	68 42%	40 34%	19 24%	147 32%	70 26%	32 36%	306 34%	335 32%
Not very likely	323 27%	48 29%	30 25%	17 23%	123 27%	89 33%	16 18%	234 26%	293 28%
Not at all likely	151 13%	27 17%	15 12%	16 21%	60 13%	24 9%	9 10%	127 14%	136 13%
(DK/NS)	20 2%	0 -	2 2%	4 6%	10 2%	2 1%	1 2%	18 2%	18 2%
Summary									
Very/ Somewhat likely	682 58%	89 54%	73 61%	39 51%	263 58%	157 58%	61 70%	525 58%	609 58%
Not very/ Not at all likely	474 40%	75 46%	45 37%	33 43%	182 40%	113 42%	25 29%	361 40%	429 41%

Q33. In the past 12 months, have you been approached by another employer or someone recruiting on behalf of another employer?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Yes	438 26%	68 29% E	58 36% CDEFH	25 22%	179 27% E	84 21%	23 18%	355 27%	380 25%
No	1255 74%	168 71%	105 64%	87 77% B	470 72% B	320 79% ABD	106 82% B	935 72%	1151 75% B
(DK/NS)	7 0	1 0	0 0	1 1%	4 1%	0 -	0 -	7 1%	6 0

Q34. In the past 12 months, have you considered changing employers?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H
 * small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Yes	519 31%	78 33%	61 37% DEH	38 33%	195 30%	104 26%	44 34%	415 32%	458 30%
No	1166 69%	156 66%	102 63%	75 66%	451 69%	298 74% B	84 65%	868 67%	1064 69% B
(DK/NS)	15 1%	3 1%	0 0	1 1%	8 1%	2 0	1 1%	13 1%	14 1%

Q35. In the past 12 months, would you say that your salary and benefits expectations have increased, stayed the same or decreased?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Increased a lot	182 11%	24 10%	26 16% EH	16 14% E	77 12% E	29 7%	11 9%	153 12%	156 10%
Increased a little	480 28%	75 32%	55 34% CEH	26 23%	189 29%	95 24%	40 31%	385 30%	426 28%
Stayed the same	918 54%	118 50%	74 45%	65 58% B	342 52% B	251 62% ABD	67 52%	667 51%	844 55% B
Decreased a little	72 4%	15 6%	6 3%	3 3%	28 4%	15 4%	5 4%	57 4%	66 4%
Decreased a lot	26 2%	3 1%	2 1%	1 1%	12 2%	5 1%	2 2%	21 2%	24 2%
(DK/NS)	23 1%	2 1%	1 1%	2 2%	7 1%	8 2%	3 3%	15 1%	22 1%
Summary									
Increased a lot/a little	662 39%	99 42% E	81 50% CDEH	42 37%	266 41% E	124 31%	51 39%	538 41%	581 38%
Decreased a little/ a lot	97 6%	18 7%	8 5%	4 4%	40 6%	20 5%	7 6%	77 6%	89 6%

Q36. By what percentage do you expect your salary to increase this year over last year?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents whose expectations increased a lot/a little	686	83	168	40	235	113	47	573	518
Weighted	662	99*	81	42*	266	124	51*	538	581
Nothing	30 5%	2 2%	2 3%	1 3%	19 7%	5 4%	1 3%	25 5%	28 5%
1 to 10%	494 75%	66 67%	61 75%	33 79%	194 73%	98 79%	43 84%	396 74%	433 75%
11 to 20%	47 7%	10 10%	10 13%	4 9%	19 7%	2 1%	2 4%	45 8%	36 6%
21 to 30%	23 3%	4 4%	2 3%	2 4%	12 4%	1 1%	2 4%	22 4%	21 4%
31 to 40%	6 1%	2 3%	1 1%	0 -	2 1%	0 -	1 2%	6 1%	5 1%
41 to 50%	9 1%	6 6%	0 -	0 -	1 0	2 1%	0 -	7 1%	9 1%
51 to 60%	3 0	0 -	0 -	1 2%	2 1%	0 -	0 -	3 1%	3 0
91 to 100%	4 1%	1 1%	1 1%	1 3%	2 1%	0 -	0 -	4 1%	4 1%
(DK/NS)	46 7%	7 7%	4 5%	0 -	15 6%	17 14%	2 4%	29 5%	42 7%
Summary									
Mean	8.2	12.0 DE	9.1 E	10.4 E	7.7	5.1	6.5	8.8	8.0
Std Dev	12.2	15.9	10.7	18.5	12.0	6.8	7.1	12.9	12.4
Std Err	0.5	1.8	0.8	2.9	0.8	0.7	1.0	0.6	0.6
Median	4.0	4.6 G	5.4 DH	4.0 D	3.4	2.8	3.0	4.2	3.5

QD1. Which of the following groups indicates your highest level of education? Please stop me when I reach the right category.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
High school or less	322 19%	31 13%	28 17%	32 29% ABDF	112 17%	98 24% ABD	21 16%	224 17%	294 19%
Some college	200 12%	31 13% C	27 16% CEH	5 5%	80 12% C	44 11%	13 10%	156 12%	174 11%
College diploma	357 21%	56 24%	38 23%	23 20%	132 20%	79 20%	29 22%	278 21%	319 21%
Some university	166 10%	30 13%	13 8%	11 10%	51 8%	45 11%	16 12%	121 9%	154 10%
University degree	417 25%	56 24%	39 24%	23 20%	179 27% E	85 21%	36 28%	332 26%	378 25%
Graduate or post-graduate degree	213 13%	30 13%	17 10%	14 12%	91 14%	48 12%	14 11%	165 13%	196 13%
(DK/NS)	24 1%	2 1%	3 2%	4 3%	11 2%	4 1%	1 1%	20 2%	21 1%

QD2. Which of the following categories best describes the type of work you do?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents working with current employer	1529	176	329	94	505	324	101	1205	1200
Weighted	1500	212	154	100*	576	344	114*	1155	1346
Technical or tradesperson	367 24%	42 20%	34 22%	25 25%	139 24%	106 31% ABDF	21 19%	261 23%	333 25%
Administrative, Clerical or secretarial	206 14%	35 16%	18 12%	13 13%	73 13%	50 14%	18 16%	156 14%	188 14%
Sales or service	146 10%	23 11%	16 11%	12 12%	53 9%	33 10%	9 8%	113 10%	130 10%
Professional	370 25%	62 29%	40 26%	29 29%	129 22%	83 24%	27 24%	287 25%	330 25%
Managerial or Supervisory	223 15%	28 13%	29 19% H	11 11%	86 15%	46 13%	22 20%	177 15%	194 14%
Teaching or academic	149 10%	19 9%	13 8%	6 6%	75 13% E	20 6%	16 14% E	129 11%	136 10%
(DK/NS)	38 3%	3 1%	3 2%	5 5% F	21 4%	6 2%	0 -	32 3%	35 3%

QD3. How many employees would you say your company has nation-wide? OR How many employees would you say the company you worked for before you retired has nation-wide?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: Respondents working with current employer/ who are retired	1661	193	342	102	558	355	111	1306	1319
Weighted	1660	230	161	110*	638	395	126*	1265	1499
<50	417 25%	78 34% BDFG	34 21%	28 25%	139 22%	113 29% BD	25 20%	304 24%	383 26%
50 -<250	230 14%	32 14%	20 12%	14 12%	88 14%	55 14%	21 17%	174 14%	210 14%
250 -<1000	258 16%	34 15%	33 20% DH	18 16%	88 14%	62 16%	23 18%	195 15%	225 15%
1000 -<5000	300 18%	34 15%	39 24% ACEFH	14 13%	141 22% CE	55 14%	17 13%	245 19%	261 17%
5000+	456 27%	52 23%	35 22%	37 33% B	182 29% B	110 28%	40 32%	346 27%	421 28% B
Summary									
Mean	20594.0	12086.4	19492.8	14226.9	24036.9	21720.6	21284.0	20267.4	20719.1
Std Dev	76384.4	31912.4	78229.8	36020.6	85680.7	83522.1	81123.9	74223.9	76201.4
Std Err	1992.9	2484.4	4393.8	3818.2	3816.5	4879.4	8072.1	2164.4	2245.1
Median	1448.0	711.6	990.1	1484.5	1929.9	1052.6	875.0	1485.2	1487.1

QD4. What language is most frequently spoken in your household, English, French or another language?

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
English	1258 74%	230 97% DEF	157 96% DEH	106 94% E	596 91% E	52 13%	117 91% E	1205 93%	1101 72%
French	360 21%	2 1%	0 -	0 -	9 1%	338 84% ABCDF	11 8% ABCD	22 2%	360 23% B
Other	61 4%	4 2%	6 3% F	3 3%	35 5% AF	13 3%	0 -	48 4%	55 4%
(DK/NS)	21 1%	2 1%	1 1% E	4 3% E	13 2% E	0 -	1 1%	21 2%	20 1%

QD5. Which of the following categories best describes the total annual income for your entire household before taxes and other deductions? Please stop me at the right category for your household income.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

	Total	Region							
		BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Less than \$30,000	121 7%	15 6%	7 4%	6 5%	39 6%	47 12% BD	7 6%	74 6%	114 7%
\$30,000 to less than \$60,000	459 27%	69 29% BD	31 19%	29 26%	137 21%	153 38% BCD	40 31% BD	306 24%	428 28% B
\$60,000 to less than \$100,000	546 32%	59 25%	54 33% A	44 39% A	225 34% A	123 30%	41 32%	423 33% A	491 32%
\$100,000 and over	409 24%	69 29% CE	55 33% CDEH	18 16%	172 26% CE	66 16%	29 23%	343 26%	354 23%
(DK/NS)	165 10%	25 11% E	16 10% E	16 14% E	81 12% E	15 4%	12 9% E	150 12%	149 10%
Summary									
Mean (in \$ K)	77.2	79.4 E	86.5 ACDEFH	74.6	81.4 E	67.3	76.0 E	80.5	76.2
Std Dev	33.7	35.8	33.5	30.2	33.3	32.1	33.2	33.6	33.6
Std Err	0.9	2.7	1.9	3.2	1.5	1.7	3.3	1.0	1.0

QA. The aggregated findings from this study will be used for a public release. The writer of the article may wish to contact some of the survey respondents for a few further questions between February and April. Please be assured that your survey responses will NOT be provided to this reporter. Would you be willing to talk with the writer of the article? If you answer 'yes', the writer of the article may contact you for an interview.

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - A/G - B/H

* small base

		Region							
	Total	BC	AB	SK/MN	ON	PQ	ATL	Rest of Canada excluding QC	Rest of Canada excluding AB
		A	B	C	D	E	F	G	H
Base: All respondents	1700	198	349	104	572	363	114	1337	1351
Weighted	1700	237	164	113*	654	403	129*	1297	1536
Yes	701 41%	108 46%	68 42%	39 35%	274 42%	166 41%	45 35%	535 41%	633 41%
No	982 58%	127 54%	94 58%	74 65%	369 56%	237 59%	81 63%	745 57%	888 58%
(DK/NS)	17 1%	2 1%	1 1%	0 -	11 2% E	0 -	3 2% E	17 1%	16 1%