CMA Employer Benefits Survey (12-004423-01)

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SQAGE. What is your age?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
18	1	0	0	0	0	0	1	0	1	0	1	0	0	1	0
	0.1%	-	-	-	-	-	1.6%	-	0.2%	-	0.6%	-	-	0.3%	-
20	3	0	0	0	3	0	0	1	1	1	0	1	0	3	0
	0.5%	-	-	-	1.4%	-	-	0.6%	0.5%	0.6%	-	0.8%	-	1.4%	-
22	2	1	0	0	1	0	0	0	2	0	1	1	0	1	1
	0.3%	1.3%	-	-	0.4%	-	-	-	0.6%	-	0.8%	0.5%	-	0.4%	0.3%
23	2	0	1	0	0	0	0	0	2	1	0	0	1	0	0
	0.3%	-	1.9%	-	-	0.4%	-	-	0.6%	0.5%	0.5%	-	1.6%	-	0.2%
24	1	0	0	0	0	1	0	1	0	0	0	1	0	0	1
	0.2%	-	-	-	-	0.7%	-	0.4%	-	-	-	0.5%	-	-	0.4%
25	5	0	2	1	2	0	0	1	4	2	2	1	2	1	3
	1.1%	-	3.7%	3.1%	1.2%	-	-	0.4%	1.7%	0.9%	2.3%	0.5%	3.1%	0.4%	1.0%
			E	E											
26	3	1	1	0	1	0	0	0	3	1	1	1	1	0	2
	0.5%	1.3%	1.9%	-	0.4%	-	-	-	1.0%	0.5%	0.8%	0.5%	1.6%	-	0.6%
27	4	0	1	0	2	0	1	3	1	3	0	1	1	0	3
	0.9%	-	1.9%	-	1.1%	-	2.7%	1.3%	0.4%	1.4%	-	0.6%	1.7%	-	1.3%
28	5	0	1	0	1	1	1	1	3	5	0	0	0	2	2
	1.0%	-	1.9%	-	0.7%	1.2%	2.7%	0.6%	1.4%	2.2%	-	-	-	1.3%	1.0%
29	2	1	0	0	1	0	0	0	2	0	2	0	0	0	2
	0.3%	1.1%	-	-	0.4%	-	-	-	0.6%	-	1.5%	-	-	-	0.6%
30	12	3	1	0	5	3	0	5	7	6	4	1	0	6	6
	2.3%	4.9%	1.9%	-	2.5%	2.3%	-	1.9%	2.8%	2.8%	4.4%	0.6%	-	2.9%	2.5%
											K				
31	3	0	1	0	1	1	0	2	1	0	1	2	0	2	1
	0.7%	-	2.4%	-	0.6%	0.7%	-	0.8%	0.5%	-	1.2%	1.3%	-	1.1%	0.5%
32	6	0	0	0	4	1	1	3	3	0	2	3	0	2	4
	1.1%	-	-	-	2.0%	0.7%	2.5%	1.2%	1.0%	-	2.2%	2.0%	-	0.9%	1.6%
											I	I			
33	8	3	2	0	1	1	2	3	5	5	1	3	1	2	6
	1.7%	4.4%	3.7%	-	0.5%	0.7%	4.4%	1.2%	2.2%	2.1%	1.2%	1.5%	1.4%	1.0%	2.3%
		D													
34	7	0	3	1	0	2	1	3	3	2	3	1	2	1	4
	1.3%	-	4.6%	1.7%	-	1.9%	3.3%	1.3%	1.3%	1.1%	2.8%	0.7%	2.7%	0.3%	1.8%
			D				D								
35	20	1	1	1	11	6	0	8	12	13	6	2	1	8	12
	4.0%	2.3%	1.7%	2.8%	5.8%	5.0%	-	3.2%	4.9%	5.6%	5.7%	1.1%	1.2%	4.0%	4.8%
										K	K				

SQAGE. What is your age?

				Region				Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
36	10	0	2	0	4	4	0	5	6	4	0	6	1	3	6
	2.1%	-	3.7%	-	2.4%	3.2%	-	1.9%	2.3%	1.7%	0.5%	3.5%	1.7%	1.7%	2.5%
37	11	1	0	0	6	3	1	7	4	3	2	6	3	1	8
	2.3%	2.0%	-	-	2.9%	2.8%	2.8%	2.9%	1.6%	1.2%	2.5%	3.5%	4.5%	0.5%	3.1%
													M		
38	8	1	0	1	2	3	1	2	6	6	1	1	2	0	6
	1.6%	2.0%	-	2.8%	1.2%	2.3%	2.7%	0.9%	2.4%	2.7%	1.3%	0.5%	4.0%	-	2.3%
													M		
39	11	5	0	0	4	1	1	6	5	1	3	6	2	2	8
	2.2%	7.2%	-	-	2.3%	0.8%	2.8%	2.5%	2.0%	0.6%	3.4%	3.6%	2.9%	0.9%	3.1%
		E										I			
40	7	1	1	1	2	2	1	2	5	2	2	3	1	4	1
	1.4%	1.8%	1.9%	2.0%	0.9%	1.5%	1.8%	0.9%	1.9%	0.8%	1.9%	1.8%	1.9%	2.3%	0.5%
41	12	0	2	1	4	3	1	4	7	2	1	8	1	4	8
	2.4%	-	3.1%	3.5%	2.4%	2.9%	2.8%	1.8%	2.9%	1.0%	1.0%	4.9%	0.8%	2.0%	3.0%
												I			
42	13	0	3	1	4	3	3	7	6	4	5	4	0	5	9
	2.6%	-	4.8%	1.7%	2.2%	2.5%	7.1%	2.8%	2.5%	1.9%	5.3%	2.1%	-	2.4%	3.5%
							A								
43	18	4	4	2	3	5	1	8	11	6	5	7	5	5	8
	3.7%	6.4%	7.1%	5.1%	1.6%	3.8%	3.3%	3.0%	4.4%	2.8%	4.8%	4.1%	8.6%	2.6%	3.3%
			D												
44	15	2	1	1	4	6	0	10	5	6	6	2	1	7	6
	2.9%	3.6%	1.2%	4.9%	2.2%	4.9%	-	3.8%	2.0%	2.9%	5.6%	1.4%	1.9%	3.7%	2.6%
												K			
45	17	0	2	2	9	4	1	9	9	7	3	7	1	3	13
	3.5%	-	3.7%	5.1%	4.8%	3.1%	2.5%	3.4%	3.6%	2.9%	3.4%	4.3%	2.2%	1.8%	5.1%
46	18	5	3	0	3	6	1	11	7	9	3	6	1	6	11
	3.7%	8.3%	5.6%	-	1.4%	5.0%	3.3%	4.5%	2.9%	4.1%	3.0%	3.5%	1.4%	3.4%	4.5%
		D													
47	19	2	4	0	5	7	2	10	10	3	3	13	3	9	8
	3.9%	2.4%	7.5%	-	2.5%	6.0%	4.3%	3.8%	3.9%	1.4%	2.9%	7.6%	4.1%	4.7%	3.2%
												I			
48	23	3	2	1	7	8	3	7	16	13	4	7	3	10	9
	4.6%	4.0%	3.1%	3.1%	3.7%	6.6%	7.1%	2.7%	6.5%	5.6%	3.5%	3.9%	5.4%	5.4%	3.8%
49	27	3	1	1	13	6	2	13	14	11	3	13	4	12	11
	5.3%	5.4%	1.7%	3.1%	6.9%	5.1%	5.2%	5.0%	5.6%	4.7%	3.5%	7.2%	6.5%	6.1%	4.4%
50	30	2	3	3	15	8	0	17	13	14	5	12	3	13	14
	6.1%	3.2%	4.8%	10.7%	7.7%	6.6%	-	7.0%	5.2%	6.1%	4.6%	6.9%	4.5%	6.9%	5.9%
				F											
51	36	3	2	2	18	10	1	24	12	19	7	10	5	11	21
	7.3%	4.4%	3.5%	8.0%	9.5%	8.5%	2.5%	9.8%	4.8%	8.4%	7.1%	5.9%	7.8%	5.8%	8.3%
								H							
52	34	5	3	4	16	1	5	20	14	16	8	10	3	21	10
	6.7%	7.0%	4.9%	14.4%	8.6%	0.7%	12.1%	7.9%	5.6%	7.1%	7.7%	5.8%	4.4%	10.9%	4.1%
		E		E	E		E							N	

SQAGE. What is your age?

	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
						Region			**Gender**		**Business Size**			**Education**	
53	24	4	1	4	8	5	3	11	13	12	4	9	2	13	10
	4.9%	6.1%	1.0%	13.0%	4.1%	4.6%	7.1%	4.5%	5.3%	5.3%	3.9%	5.0%	2.9%	6.7%	4.0%
				BD											
54	40	7	7	1	14	8	3	21	19	22	1	17	5	15	20
	8.0%	10.6%	13.4%	3.1%	7.3%	6.3%	8.7%	8.6%	7.5%	10.0%	1.1%	9.5%	8.8%	7.7%	8.1%
										J		J			
55	42	7	2	4	16	11	3	24	18	25	9	8	8	20	15
	8.4%	10.4%	3.7%	11.9%	8.5%	9.0%	6.8%	9.7%	7.2%	11.2%	9.0%	4.5%	12.3%	10.4%	5.9%
										K					
Summary															
18-34	62	8	13	1	21	10	7	24	38	27	18	16	8	19	35
	12.3%	13.0%	23.7%	4.9%	11.3%	8.7%	17.2%	9.6%	15.1%	12.0%	18.3%	9.4%	12.2%	10.1%	14.1%
			CDE							K					
35-49	231	29	25	10	82	67	18	108	123	90	48	93	29	79	123
	46.2%	45.3%	44.9%	33.9%	42.9%	55.6%	45.7%	43.0%	49.3%	39.9%	48.3%	53.0%	47.1%	41.4%	49.6%
						CD						I			
50+	207	27	17	18	87	43	15	118	89	108	33	66	25	92	90
	41.5%	41.7%	31.4%	61.2%	45.8%	35.7%	37.1%	47.4%	35.6%	48.1%	33.4%	37.6%	40.7%	48.6%	36.2%
				BE				H		J				N	
Mean	45.3	45.7	43.1	48	45.4	45.4	44.9	46.3	44.3	46	43.4	45.5	45.3	46.6	44.3
				B				H		J		J		N	
Std Dev	8.4	8.4	9.3	7	8.7	7.5	8.8	7.8	8.8	8.6	8.8	7.7	8.8	8.2	8.3
Std Err	0.4	1.1	1.2	1.1	0.7	0.6	1.4	0.5	0.5	0.6	0.8	0.6	1.1	0.6	0.5

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

SQGENDER. What is your gender?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	250	28	30	14	90	62	26	250	0	90	58	102	31	83	135
Male	50.0%	42.7%	54.5%	46.6%	47.4%	51.7%	65.6%	100.0%	-	39.9%	58.3%	58.2%	50.6%	43.8%	54.6%
							A	H			I	I			M
	250	37	25	16	100	58	14	0	250	135	42	73	31	107	112
Female	50.0%	57.3%	45.5%	53.4%	52.6%	48.3%	34.4%	-	100.0%	60.1%	41.7%	41.8%	49.4%	56.2%	45.4%
		F							G	JK					N

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

SQEn01CTY. In what country do you live?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Canada	500	65	55	30	190	120	40	250	250	225	100	175	62	190	248
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

SQCAPROV1. Which of the following provinces do you live in?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Newfoundland and Labrador	4	0	0	0	0	0	4	3	1	2	1	1	0	1	3
	0.8%	-	-	-	-	-	10.2%	1.1%	0.5%	0.8%	1.2%	0.6%	-	0.3%	1.4%
							ABDE								
Prince Edward Island	6	0	0	0	0	0	6	3	3	2	1	3	0	2	4
	1.1%	-	-	-	-	-	13.8%	1.1%	1.1%	0.8%	1.2%	1.4%	-	1.0%	1.5%
							ABCDE								
Nova Scotia	21	0	0	0	0	0	21	13	8	9	6	6	3	4	14
	4.2%	-	-	-	-	-	52.5%	5.1%	3.3%	4.0%	6.2%	3.3%	4.6%	2.2%	5.6%
							ABCDE								
New Brunswick	9	0	0	0	0	0	9	8	2	5	3	2	0	2	7
	1.9%	-	-	-	-	-	23.5%	3.1%	0.7%	2.0%	2.6%	1.3%	-	1.2%	2.8%
							ABCDE								
Quebec	120	0	0	0	0	120	0	62	58	69	14	37	23	46	51
	24.0%	-	-	-	-	100.0%	-	24.8%	23.2%	30.6%	14.1%	21.2%	37.1%	24.0%	20.7%
						ABCDF				JK			N		
Ontario	190	0	0	0	190	0	0	90	100	80	42	68	14	78	98
	38.0%	-	-	-	100.0%	-	-	36.0%	40.0%	35.6%	41.6%	39.1%	22.5%	41.1%	39.5%
					ABCEF									L	L
Manitoba	17	0	0	17	0	0	0	9	8	5	3	9	3	6	8
	3.4%	-	-	56.3%	-	-	-	3.7%	3.0%	2.1%	2.7%	5.4%	5.2%	3.1%	3.1%
				ABDEF											
Saskatchewan	13	0	0	13	0	0	0	5	8	8	3	2	2	7	4
	2.6%	-	-	43.7%	-	-	-	1.9%	3.4%	3.4%	3.4%	1.2%	3.3%	3.8%	1.5%
				ABDEF											
Alberta	55	0	55	0	0	0	0	30	25	24	7	24	10	18	27
	11.0%	-	100.0%	-	-	-	-	12.0%	10.0%	10.8%	7.2%	13.5%	16.1%	9.3%	11.0%
			ACDEF												
British Columbia	65	65	0	0	0	0	0	28	37	22	20	23	7	26	32
	13.0%	100.0%	-	-	-	-	-	11.1%	14.9%	10.0%	19.8%	13.0%	11.3%	13.9%	12.8%
		BCDEF								I					
Summary															
Atlantic	40	0	0	0	0	0	40	26	14	17	11	12	3	9	28
	8.0%	-	-	-	-	-	100.0%	10.5%	5.5%	7.6%	11.2%	6.7%	4.6%	4.7%	11.4%
							ABCDE								M

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q5. Which of the following best describes your current employment status?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Employed full-time (30 or more hours per week) - including if on leave, such as parental, educational or disability	393	60	43	26	142	92	30	211	181	125	98	170	44	141	208
	78.6%	92.0%	78.5%	87.0%	74.9%	76.5%	74.3%	84.6%	72.5%	55.5%	97.7%	97.3%	70.6%	73.9%	84.1%
		BDEF						H			I	I			LM
Employed part-time (less than 30 hours per week) - including if on leave, such as parental, educational or disability	25	1	6	1	9	8	1	6	20	18	2	5	4	14	7
	5.1%	2.0%	10.4%	2.0%	4.6%	6.7%	2.7%	2.3%	7.9%	8.2%	2.3%	2.7%	6.9%	7.5%	2.8%
									G	K				N	
	82	4	6	3	39	20	9	33	49	82	0	0	14	35	32
Self-employed	16.3%	6.0%	11.1%	11.1%	20.6%	16.8%	22.9%	13.1%	19.6%	36.3%	-	-	22.4%	18.6%	13.1%
					A		A			JK					

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q6. Does your job include human resources responsibilities?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	500	65	55	30	190	120	40	250	250	225	100	175	62	190	248
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
1	39	1	4	2	21	7	4	15	24	39	0	0	6	17	16
	7.8%	2.0%	6.7%	8.0%	11.0%	5.5%	9.9%	5.9%	9.6%	17.3%	-	-	9.1%	9.1%	6.4%
					A					JK					
2	15	0	1	0	1	9	3	6	9	15	0	0	1	3	11
	2.9%	-	1.9%	-	0.7%	7.9%	7.1%	2.4%	3.5%	6.5%	-	-	1.4%	1.7%	4.2%
						AD	AD			JK					
3	20	3	2	0	8	6	0	11	8	20	0	0	5	9	5
	3.9%	5.2%	3.7%	-	4.1%	5.2%	-	4.5%	3.3%	8.7%	-	-	8.5%	4.9%	2.0%
										JK			N		
4	14	0	2	0	8	4	0	4	10	14	0	0	2	7	5
	2.7%	-	3.7%	-	4.0%	3.4%	-	1.4%	4.0%	6.1%	-	-	3.6%	3.6%	1.9%
										JK					
5	17	1	2	0	7	6	0	7	10	17	0	0	5	5	6
	3.3%	2.0%	3.7%	-	3.7%	5.2%	-	2.8%	3.8%	7.4%	-	-	8.6%	2.6%	2.6%
										JK			N		
6	5	0	0	1	3	2	0	0	5	5	0	0	0	3	2
	1.1%	-	-	3.1%	1.4%	1.5%	-	-	2.2%	2.4%	-	-	-	1.6%	0.9%
									G						
7	7	0	2	2	3	1	0	0	7	7	0	0	2	5	1
	1.5%	-	3.7%	6.2%	1.4%	0.7%	-	-	3.0%	3.3%	-	-	2.9%	2.5%	0.4%
				AE					G	K					
8	4	0	0	0	3	1	0	0	4	4	0	0	0	2	1
	0.7%	-	-	-	1.4%	0.7%	-	-	1.4%	1.6%	-	-	-	1.2%	0.5%
9	3	0	0	0	1	2	0	0	3	3	0	0	0	1	2
	0.6%	-	-	-	0.7%	1.5%	-	-	1.2%	1.4%	-	-	-	0.5%	0.9%
10	8	1	1	1	4	1	0	4	5	8	0	0	0	6	2
	1.6%	2.0%	1.9%	3.1%	1.9%	1.2%	-	1.4%	1.8%	3.6%	-	-	-	3.1%	0.9%
										K					
12	6	0	0	0	0	6	0	6	1	6	0	0	4	2	0
	1.3%	-	-	-	-	5.4%	-	2.2%	0.4%	2.9%	-	-	6.7%	1.2%	-
						D				K			MN		
13	4	0	0	0	0	4	0	3	1	4	0	0	1	1	1
	0.7%	-	-	-	-	3.1%	-	1.1%	0.4%	1.6%	-	-	2.2%	0.7%	0.4%
						D									
14	2	1	1	0	0	0	0	0	2	2	0	0	0	2	0
	0.5%	2.0%	1.9%	-	-	-	-	-	0.9%	1.0%	-	-	-	1.2%	-
15	9	1	1	0	2	5	0	5	4	9	0	0	1	5	3
	1.8%	2.0%	1.9%	-	1.1%	3.8%	-	2.0%	1.6%	4.0%	-	-	1.6%	2.7%	1.1%
										JK					
16	2	0	0	0	2	0	0	2	0	2	0	0	0	2	0
	0.4%	-	-	-	1.1%	-	-	0.9%	-	1.0%	-	-	-	1.1%	-
20	4	1	0	0	0	2	1	0	4	4	0	0	0	2	2
	0.8%	2.0%	-	-	-	1.5%	2.7%	-	1.7%	1.8%	-	-	-	1.3%	0.7%
							D								

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
	1	0	0	0	0	1	0	1	0	1	0	0	0	1	0
22	0.3%	-	-	-	-	1.2%	-	0.6%	-	0.6%	-	-	-	0.7%	-
	1	0	0	0	0	0	1	0	1	1	0	0	0	0	1
24	0.2%	-	-	-	-	-	2.7%	-	0.4%	0.5%	-	-	-	-	0.4%
							D								
	8	0	1	0	4	0	3	6	2	8	0	0	4	2	2
25	1.6%	-	1.9%	-	1.9%	-	8.7%	2.3%	1.0%	3.6%	-	-	6.6%	0.9%	0.9%
							ADE			K			MN		
	1	1	0	0	0	0	0	0	1	1	0	0	0	1	0
27	0.3%	2.0%	-	-	-	-	-	-	0.5%	0.6%	-	-	-	0.7%	-
	4	1	2	0	0	1	0	2	2	4	0	0	1	2	1
30	0.8%	2.0%	2.9%	-	-	0.7%	-	0.6%	0.9%	1.7%	-	-	1.4%	0.9%	0.5%
			D												
	3	0	0	0	3	0	0	0	3	3	0	0	0	0	3
31	0.5%	-	-	-	1.4%	-	-	-	1.1%	1.2%	-	-	-	-	1.1%
	1	0	1	0	0	0	0	0	1	1	0	0	0	1	0
32	0.2%	-	1.9%	-	-	-	-	-	0.4%	0.5%	-	-	-	0.5%	-
	6	1	1	0	0	4	0	3	3	6	0	0	1	0	5
35	1.2%	2.0%	1.9%	-	-	3.1%	-	1.1%	1.3%	2.7%	-	-	1.4%	-	2.1%
							D			K					
	6	0	0	0	3	1	3	2	5	6	0	0	0	1	5
40	1.3%	-	-	-	1.4%	0.7%	7.1%	0.7%	1.9%	2.9%	-	-	-	0.7%	2.1%
							AE			K					
	4	1	0	1	1	0	0	1	3	4	0	0	0	4	0
45	0.8%	2.0%	-	4.9%	0.7%	-	-	0.6%	1.1%	1.8%	-	-	-	2.2%	-
				E										N	
	1	0	0	0	1	0	0	0	1	1	0	0	0	0	1
48	0.3%	-	-	-	0.7%	-	-	-	0.5%	0.6%	-	-	-	-	0.5%
	10	2	0	4	1	2	0	6	3	10	0	0	0	10	0
50	1.9%	3.2%	-	12.9%	0.7%	1.9%	-	2.6%	1.3%	4.2%	-	-	-	5.0%	-
				BDEF						JK				N	
	1	1	0	0	0	0	0	0	1	1	0	0	0	0	1
54	0.3%	2.0%	-	-	-	-	-	-	0.5%	0.6%	-	-	-	-	0.5%
	2	0	0	0	2	0	0	2	0	2	0	0	0	0	2
55	0.4%	-	-	-	1.1%	-	-	0.9%	-	1.0%	-	-	-	-	0.9%
	1	0	0	0	1	0	0	0	1	1	0	0	0	1	0
58	0.3%	-	-	-	0.7%	-	-	-	0.5%	0.6%	-	-	-	0.7%	-
	1	0	0	0	0	1	0	0	1	1	0	0	1	0	0
60	0.2%	-	-	-	-	0.7%	-	-	0.4%	0.4%	-	-	1.4%	-	-
	1	0	0	0	0	1	0	0	1	1	0	0	0	1	0
65	0.2%	-	-	-	-	0.7%	-	-	0.4%	0.4%	-	-	-	0.5%	-

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
75	1	0	0	1	0	0	0	0	1	1	0	0	0	0	1
	0.2%	-	-	3.1%	-	-	-	-	0.4%	0.4%	-	-	-	-	0.4%
				DE											
80	4	1	1	0	0	1	0	1	2	4	0	0	0	1	3
	0.7%	2.0%	1.9%	-	-	1.2%	-	0.6%	0.9%	1.7%	-	-	-	0.5%	1.1%
85	6	0	2	0	1	1	2	3	2	6	0	0	0	1	4
	1.1%	-	2.9%	-	0.7%	0.7%	4.4%	1.3%	0.9%	2.5%	-	-	-	0.7%	1.7%
99	2	1	1	0	0	0	0	0	2	2	0	0	0	1	1
	0.5%	2.0%	1.9%	-	-	-	-	-	0.9%	1.0%	-	-	-	0.7%	0.4%
100	15	1	0	1	10	1	2	8	8	0	15	0	3	4	8
	3.1%	1.8%	-	1.7%	5.4%	1.1%	5.6%	3.1%	3.1%	-	15.4%	-	5.5%	2.0%	3.3%
											IK				
105	2	1	0	0	0	1	1	0	2	0	2	0	0	0	2
	0.5%	1.1%	-	-	-	0.8%	1.6%	-	0.9%	-	2.3%	-	-	0.3%	0.7%
											IK				
109	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.1%	-	-	-	-	0.4%	-	-	0.2%	-	0.5%	-	0.8%	-	-
110	2	1	1	0	0	0	0	1	1	0	2	0	0	2	0
	0.4%	1.8%	1.0%	-	-	0.4%	-	0.5%	0.4%	-	2.2%	-	-	1.2%	-
											IK				
112	1	0	0	0	1	0	0	1	0	0	1	0	0	0	1
	0.2%	-	-	-	0.6%	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
120	3	0	1	1	1	1	0	3	1	0	3	0	1	1	1
	0.7%	-	1.7%	1.7%	0.6%	0.7%	-	1.2%	0.2%	-	3.4%	-	1.3%	0.6%	0.6%
											IK				
124	1	0	0	0	1	0	0	0	1	0	1	0	0	0	1
	0.2%	-	-	-	0.4%	-	-	-	0.3%	-	0.8%	-	-	-	0.3%
125	2	0	0	0	1	0	1	1	1	0	2	0	0	2	0
	0.4%	-	-	-	0.6%	-	1.6%	0.5%	0.2%	-	1.8%	-	-	1.0%	-
											I				
135	1	0	0	0	0	0	1	0	1	0	1	0	0	0	1
	0.1%	-	-	-	-	-	1.6%	-	0.2%	-	0.6%	-	-	-	0.3%
145	1	0	0	0	1	0	0	0	1	0	1	0	0	1	0
	0.2%	-	-	-	0.4%	-	-	-	0.3%	-	0.8%	-	-	0.4%	-
150	13	4	2	0	4	3	0	10	2	0	13	0	2	4	8
	2.6%	5.4%	3.8%	-	2.3%	2.4%	-	4.2%	1.0%	-	12.8%	-	2.5%	1.9%	3.1%
								H			IK				
160	1	1	0	1	0	0	0	0	1	0	1	0	0	1	1
	0.3%	1.1%	-	1.7%	-	-	-	-	0.5%	-	1.3%	-	-	0.3%	0.3%
165	1	0	0	0	0	0	1	1	0	0	1	0	0	1	0
	0.2%	-	-	-	-	-	2.5%	0.4%	-	-	1.0%	-	-	0.5%	-

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
180	1	0	0	1	0	0	0	0	1	0	1	0	0	0	1
	0.1%	-	-	1.7%	-	-	-	-	0.2%	-	0.5%	-	-	-	0.2%
187	1	0	1	0	0	0	0	1	0	0	1	0	0	0	1
	0.2%	-	1.7%	-	-	-	-	0.4%	-	-	0.9%	-	-	-	0.4%
200	9	1	0	1	6	2	0	6	3	0	9	0	0	4	6
	1.8%	1.1%	-	2.8%	3.1%	1.3%	-	2.4%	1.2%	-	9.1% IK	-	-	1.9%	2.2%
210	1	0	0	0	0	0	1	0	1	0	1	0	0	0	1
	0.1%	-	-	-	-	-	1.6%	-	0.2%	-	0.6%	-	-	-	0.3%
220	2	1	0	0	0	0	0	0	2	0	2	0	0	0	2
	0.4%	2.3%	-	-	-	0.4%	-	-	0.8%	-	2.0% I	-	-	-	0.8%
221	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.1%	-	-	-	-	0.4%	-	-	0.2%	-	0.5%	-	-	0.3%	-
222	1	0	1	0	0	0	0	1	0	0	1	0	1	0	0
	0.2%	-	1.7%	-	-	-	-	0.4%	-	-	0.9%	-	1.5%	-	-
240	1	0	0	0	0	0	1	1	0	0	1	0	0	1	0
	0.2%	-	-	-	-	-	2.5%	0.4%	-	-	1.0%	-	-	0.5%	-
250	4	0	0	2	2	0	1	2	3	0	4	0	1	0	4
	0.9%	-	-	6.2% ADE	0.8%	-	2.5%	0.7%	1.0%	-	4.4% IK	-	0.8%	-	1.6%
280	1	1	0	0	0	0	0	1	0	0	1	0	0	0	1
	0.2%	1.8%	-	-	-	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
285	1	0	0	0	0	0	1	1	0	0	1	0	0	0	1
	0.2%	-	-	-	-	-	2.5%	0.4%	-	-	1.0%	-	-	-	0.4%
300	12	3	1	1	7	0	0	4	7	0	12	0	2	5	4
	2.3%	4.7%	1.7%	1.7%	3.5%	0.4%	-	1.8%	2.9%	-	11.6% IK	-	3.9%	2.9%	1.5%
325	1	0	0	0	0	0	1	0	1	0	1	0	0	0	1
	0.1%	-	-	-	-	-	1.6%	-	0.2%	-	0.6%	-	-	-	0.3%
328	1	1	0	0	0	0	0	1	0	0	1	0	0	0	1
	0.2%	1.8%	-	-	-	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
350	7	2	0	0	3	2	1	4	3	0	7	0	1	2	5
	1.5%	2.9%	-	-	1.4%	1.5%	2.5%	1.7%	1.3%	-	7.4% IK	-	1.3%	1.1%	1.9%
356	1	1	0	0	0	0	0	0	1	0	1	0	0	1	0
	0.1%	1.1%	-	-	-	-	-	-	0.3%	-	0.7%	-	-	0.4%	-
400	5	1	0	0	2	1	0	3	1	0	5	0	1	1	3
	0.9%	2.3%	-	-	1.3%	0.7%	-	1.3%	0.6%	-	4.7% IK	-	1.2%	0.4%	1.3%

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
450	6	1	1	1	1	2	1	6	1	0	6	0	1	3	3
	1.2%	1.1%	1.7%	2.8%	0.6%	1.3%	2.5%	2.2%	0.3%	-	6.2%	-	1.5%	1.5%	1.0%
											IK				
499	1	0	0	0	1	0	0	1	0	0	1	0	0	0	1
	0.2%	-	-	-	0.6%	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
500	10	1	1	0	4	2	2	2	8	0	0	10	1	4	5
	1.9%	1.3%	1.9%	-	2.3%	1.4%	4.5%	0.9%	3.0%	-	-	5.6%	1.7%	2.0%	2.0%
												IJ			
550	2	1	1	0	0	0	0	1	1	0	0	2	0	0	2
	0.4%	1.3%	1.9%	-	-	-	-	0.4%	0.3%	-	-	1.1%	-	-	0.8%
600	3	0	0	0	0	3	0	2	1	0	0	3	0	0	3
	0.6%	-	-	-	-	2.4%	-	0.7%	0.4%	-	-	1.7%	-	-	1.2%
						D									
625	1	0	0	1	0	0	0	1	0	0	0	1	0	0	1
	0.2%	-	-	3.1%	-	-	-	0.4%	-	-	-	0.5%	-	-	0.4%
				DE											
650	1	1	0	0	0	0	0	1	0	0	0	1	0	0	1
	0.3%	2.0%	-	-	-	-	-	0.5%	-	-	-	0.8%	-	-	0.5%
700	1	0	0	0	1	0	0	0	1	0	0	1	0	1	0
	0.2%	-	-	-	0.5%	-	-	-	0.3%	-	-	0.5%	-	0.5%	-
750	2	0	1	0	0	1	0	1	1	0	0	2	0	1	1
	0.3%	-	1.2%	-	-	0.7%	-	0.4%	0.3%	-	-	0.9%	-	0.5%	0.3%
800	1	0	0	0	1	1	0	0	1	0	0	1	0	0	1
	0.3%	-	-	-	0.5%	0.5%	-	-	0.6%	-	-	0.8%	-	-	0.6%
900	1	0	0	1	0	0	0	0	1	0	0	1	0	1	0
	0.1%	-	-	2.0%	-	-	-	-	0.2%	-	-	0.3%	-	0.3%	-
950	2	0	0	0	1	0	1	1	1	0	0	2	0	1	1
	0.4%	-	-	-	0.5%	-	2.8%	0.4%	0.3%	-	-	1.1%	-	0.6%	0.4%
990	1	0	0	0	0	1	0	0	1	0	0	1	0	1	0
	0.1%	-	-	-	-	0.5%	-	-	0.2%	-	-	0.3%	-	0.3%	-
1000	9	0	1	0	4	3	0	6	3	0	0	9	1	1	7
	1.8%	-	1.9%	-	2.4%	2.9%	-	2.2%	1.4%	-	-	5.1%	1.4%	0.7%	2.7%
												IJ			
1100	2	0	1	0	0	1	0	1	1	0	0	2	0	1	1
	0.3%	-	1.9%	-	-	0.5%	-	0.4%	0.2%	-	-	0.9%	-	0.5%	0.2%
1200	6	2	1	2	0	1	1	2	3	0	0	6	0	2	4
	1.1%	2.6%	1.2%	5.1%	-	0.5%	2.8%	0.8%	1.4%	-	-	3.2%	-	0.9%	1.6%
		D		DE			D					I			
1300	1	0	0	0	0	1	0	1	1	0	0	1	0	1	0
	0.3%	-	-	-	-	1.2%	-	0.4%	0.2%	-	-	0.8%	-	0.8%	-

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
1400	2	0	1	1	0	1	0	0	2	0	0	2	0	1	1
	0.4%	-	1.2%	2.0%	-	0.5%	-	-	0.7%	-	-	1.0%	-	0.6%	0.3%
1500	4	0	2	0	1	0	1	3	1	0	0	4	0	1	3
	0.8%	-	3.8%	-	0.7%	-	1.8%	1.4%	0.3%	-	-	2.4%	-	0.5%	1.3%
			E									I			
1600	1	0	0	0	0	0	1	1	0	0	0	1	0	0	1
	0.2%	-	-	-	-	-	2.8%	0.4%	-	-	-	0.6%	-	-	0.4%
							D								
1700	1	1	0	0	0	1	0	0	1	0	0	1	0	1	1
	0.3%	1.3%	-	-	-	0.5%	-	-	0.6%	-	-	0.8%	-	0.4%	0.2%
1800	7	0	1	0	6	0	0	4	2	0	0	7	0	3	4
	1.3%	-	1.2%	-	3.1%	-	-	1.7%	1.0%	-	-	3.7%	-	1.5%	1.5%
												IJ			
2000	3	1	0	0	2	1	0	0	3	0	0	3	0	2	1
	0.6%	1.3%	-	-	0.9%	0.5%	-	-	1.3%	-	-	1.8%	-	0.9%	0.6%
2400	1	0	0	0	1	0	0	0	1	0	0	1	0	1	0
	0.2%	-	-	-	0.5%	-	-	-	0.3%	-	-	0.5%	-	0.5%	-
2500	5	0	2	0	2	1	0	4	1	0	0	5	2	2	1
	1.0%	-	3.8%	-	1.2%	0.7%	-	1.7%	0.3%	-	-	3.0%	3.3%	1.2%	0.4%
												I	N		
3000	11	0	2	0	5	2	2	7	3	0	0	11	2	1	8
	2.1%	-	3.8%	-	2.6%	1.4%	4.5%	2.9%	1.3%	-	-	6.0%	3.1%	0.5%	3.1%
												IJ			
3500	5	0	0	1	3	2	0	5	0	0	0	5	0	2	3
	1.1%	-	-	3.1%	1.5%	1.5%	-	2.2%	-	-	-	3.1%	-	1.2%	1.3%
								H				I			
4000	4	0	0	0	3	1	0	2	2	0	0	4	0	2	2
	0.8%	-	-	-	1.6%	0.7%	-	0.9%	0.7%	-	-	2.3%	-	0.9%	0.9%
												I			
4136	1	0	0	1	0	0	0	0	1	0	0	1	0	0	1
	0.1%	-	-	2.0%	-	-	-	-	0.2%	-	-	0.3%	-	-	0.2%
4500	1	0	0	1	0	0	0	0	1	0	0	1	0	0	1
	0.1%	-	-	2.0%	-	-	-	-	0.2%	-	-	0.3%	-	-	0.2%
5000	11	2	2	1	2	4	0	6	5	0	0	11	2	2	7
	2.2%	2.6%	3.8%	2.0%	1.2%	3.6%	-	2.4%	1.9%	-	-	6.2%	2.6%	1.1%	2.9%
												IJ			
5500	1	0	0	0	0	0	1	1	0	0	0	1	0	0	1
	0.2%	-	-	-	-	-	2.8%	0.4%	-	-	-	0.6%	-	-	0.4%
							D								
5700	1	0	0	0	1	0	0	0	1	0	0	1	0	0	1
	0.2%	-	-	-	0.5%	-	-	-	0.3%	-	-	0.5%	-	-	0.4%
6000	1	0	0	1	0	0	0	1	0	0	0	1	0	1	0
	0.2%	-	-	3.1%	-	-	-	0.4%	-	-	-	0.5%	-	0.5%	-
				DE											

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
6500	2	0	1	0	1	0	0	2	0	0	0	2	0	0	2
	0.5%	-	1.9%	-	0.7%	-	-	1.0%	-	-	-	1.4%	-	-	1.0%
7000	4	0	1	0	3	0	0	1	3	0	0	4	1	2	1
	0.7%	-	1.9%	-	1.4%	-	-	0.4%	1.0%	-	-	2.1%	1.4%	0.9%	0.4%
												I			
8000	1	0	0	0	0	1	0	1	0	0	0	1	0	1	0
	0.2%	-	-	-	-	0.7%	-	0.4%	-	-	-	0.5%	-	0.5%	-
9000	1	0	0	0	1	0	0	1	0	0	0	1	0	1	0
	0.3%	-	-	-	0.7%	-	-	0.6%	-	-	-	0.8%	-	0.7%	-
9200	1	0	0	0	1	0	0	0	1	0	0	1	0	1	0
	0.2%	-	-	-	0.5%	-	-	-	0.3%	-	-	0.5%	-	0.5%	-
10000+	65	15	6	4	25	12	3	41	24	0	0	65	7	19	40
	13.0%	22.7%	11.8%	14.1%	12.9%	10.2%	7.3%	16.5%	9.6%	-	-	37.3%	10.8%	9.8%	16.1%
		E						H				IJ			
Summary															
0-99	225	22	24	12	80	69	17	90	135	225	0	0	35	102	88
	45.0%	34.5%	44.1%	41.1%	42.1%	57.4%	42.6%	35.9%	54.1%	100.0%	-	-	55.5%	53.8%	35.6%
						AD			G	JK			N	N	
100-499	100	20	7	6	42	14	11	58	42	0	100	0	13	32	55
	20.0%	30.5%	13.1%	20.4%	21.9%	11.7%	28.1%	23.3%	16.7%	-	100.0%	-	20.2%	17.0%	22.2%
		BE			E		E				IK				
500+	175	23	24	12	68	37	12	102	73	0	0	175	15	55	104
	35.0%	35.0%	42.8%	38.4%	36.0%	30.9%	29.3%	40.8%	29.2%	-	-	100.0%	24.3%	29.2%	42.2%
								H				IJ			LM
Mean	8744.5	8701	9741.2	4398.3	9485.2	10164.7	2923.7	10888.2	6602.1	18.1	225.7	24832.1	11983.2	6889.5	9354.8
											I	IJ			
Std Dev	37593.3	21442.3	35321.6	12332.2	36822.1	53538.4	10448.2	40194.3	34749.2	22.8	113	60435.7	56577.2	32679.9	35211
Std Err	1705.3	2791.6	4720	2027.4	2938.7	4541.1	1694.9	2842.2	2054.8	1.7	10.4	4373	7185.3	2429.1	2258.8

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q8. Does your company/organization offer workplace programs to promote health (e.g. fitness and/or mental health)?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Yes	268	42	30	16	104	54	23	148	120	65	62	141	25	91	151
	53.6%	63.9%	55.3%	51.7%	54.6%	44.6%	58.3%	59.1%	48.1%	28.9%	62.1%	80.4%	40.5%	48.1%	61.1%
		E						H			I	IJ			LM
No	232	23	25	14	86	67	17	102	130	160	38	34	37	99	96
	46.4%	36.1%	44.7%	48.3%	45.4%	55.4%	41.7%	40.9%	51.9%	71.1%	37.9%	19.6%	59.5%	51.9%	38.9%
						A			G	JK	K			N	N

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q9. Does your company/organization provide supplementary health benefits for its employees?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	349	53	43	20	134	68	30	188	161	96	87	166	38	119	191
Yes	69.8%	81.8%	78.7%	68.1%	70.5%	57.1%	74.3%	75.1%	64.5%	42.5%	87.1%	95.1%	61.5%	62.8%	77.3%
		E	E		E			H			I	IJ			LM
	151	12	12	10	56	52	10	62	89	129	13	9	24	71	56
No	30.2%	18.2%	21.3%	31.9%	29.5%	42.9%	25.7%	24.9%	35.5%	57.5%	12.9%	4.9%	38.5%	37.2%	22.7%
						ABD			G	JK	K		N	N	

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q10. Do the supplementary health benefits provided by your company/organization cover any of the following?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
	336	52	43	20	128	63	29	180	157	89	82	165	37	114	185
Prescription drugs	96.4%	97.5%	100.0%	100.0%	95.8%	92.7%	97.9%	95.8%	97.0%	93.5%	94.3%	99.1%	96.4%	95.8%	96.8%
												IJ			
	318	53	42	20	126	50	27	168	150	75	82	161	33	104	180
Dental insurance	91.1%	100.0%	96.3%	100.0%	94.0%	73.4%	89.7%	89.6%	92.9%	78.4%	94.3%	96.8%	87.3%	87.4%	94.2%
		E	E		E						I	I			M
	286	51	36	16	114	41	29	156	130	64	69	153	32	91	163
Vision care	81.9%	96.0%	82.3%	76.5%	85.1%	59.1%	97.9%	83.3%	80.4%	67.2%	79.5%	91.7%	82.6%	76.5%	85.2%
		BE	E		E							IJ			
Other health services such as physiotherapy, massage therapy, etc.	306	47	38	19	115	59	28	161	145	78	79	148	32	98	177
	87.6%	88.2%	86.7%	91.7%	86.2%	86.5%	94.2%	85.8%	89.8%	81.9%	91.1%	89.1%	82.8%	81.8%	92.2%
															M
	2	0	0	0	0	2	0	2	0	0	1	1	0	2	0
None of the above	0.5%	-	-	-	-	2.4%	-	0.9%	-	-	0.9%	0.5%	-	1.4%	-
	1	0	0	0	1	0	1	0	1	0	1	0	0	1	0
Don't know	0.4%	-	-	-	0.6%	-	2.1%	-	0.9%	-	1.6%	-	-	1.2%	-

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q11. Are the supplementary benefits provided separately for each service or are they provided in the form of a 'health spending account' that employees can allocate according to their needs?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Separately for each service	245	39	32	17	103	33	21	131	115	60	68	117	22	77	146
	70.3%	74.0%	73.4%	82.8%	76.9%	48.0%	71.7%	69.6%	71.0%	62.8%	78.4%	70.3%	58.2%	64.6%	76.2%
		E	E		E						I				LM
In the form of a 'health spending account'	81	12	10	2	26	28	2	46	35	26	13	42	11	31	39
	23.2%	21.9%	24.2%	11.7%	19.4%	41.1%	7.5%	24.6%	21.6%	26.9%	15.3%	25.1%	29.4%	25.8%	20.3%
						AD									
Don't know	23	2	1	1	5	7	6	11	12	10	5	8	5	12	7
	6.6%	4.1%	2.4%	5.4%	3.7%	10.9%	20.8%	5.8%	7.4%	10.2%	6.3%	4.6%	12.4%	9.6%	3.5%
						D							N	N	

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q12. Do employees make a contribution to the costs of their benefits plan, for example as a payroll deduction?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Yes	271	36	33	17	97	60	27	147	124	73	65	133	30	90	151
	77.6%	67.9%	76.8%	84.0%	72.3%	87.8%	91.8%	78.4%	76.6%	76.1%	74.2%	80.2%	77.2%	75.4%	79.0%
						AD									
No	74	16	9	3	35	8	2	39	35	21	22	31	7	29	38
	21.3%	30.5%	20.8%	16.0%	26.1%	12.2%	8.2%	21.0%	21.6%	22.5%	24.9%	18.7%	19.3%	23.9%	20.0%
		E			E										
Don't know	4	1	1	0	2	0	0	1	3	1	1	2	1	1	2
	1.1%	1.6%	2.4%	-	1.6%	-	-	0.6%	1.8%	1.4%	0.9%	1.1%	3.6%	0.7%	0.9%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q13. Is it possible to 'opt out' of spending on supplementary health benefits?

				Region				Gender		Business Size				Education	
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Employees who make a contribution to the costs of their benefits plan	292	34	34	27	90	76	31	131	161	55	79	147	35	98	159
Weighted	271	36*	33*	17**	97*	60*	27**	147	124	73*	65*	133	30**	90*	151
Yes	166	25	22	11	60	30	19	91	75	48	44	74	17	56	93
	61.3%	68.8%	65.3%	64.4%	61.6%	49.9%	68.1%	61.5%	60.9%	66.4%	67.3%	55.5%	57.2%	62.3%	61.4%
No	74	8	8	5	26	22	6	40	34	16	15	43	7	23	44
	27.4%	21.8%	24.1%	28.7%	27.1%	36.0%	20.4%	27.4%	27.5%	21.8%	23.9%	32.2%	23.9%	25.6%	29.2%
Don't know	31	3	4	1	11	8	3	16	14	9	6	16	6	11	14
	11.3%	9.4%	10.6%	6.9%	11.2%	14.1%	11.5%	11.0%	11.6%	11.8%	8.7%	12.2%	19.0%	12.0%	9.4%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q14. In general, approximately what percentage of employees choose to 'opt out'?

		Region						Gender		Business Size			Education		
	Total	**BC**	**AB**	**Man/SK**	**ON**	**Quebec**	**Atlantic**	**Male**	**Female**	**0-99**	**100-499**	**500+**	**HS or less**	**Some Post Sec (codes 3 and 4)**	**Univ. or higher**
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Employees who choose to 'opt out' of spending on supplementary health benefits	176	23	21	17	55	38	22	80	96	36	53	80	20	60	96
Weighted	166	25**	22**	11**	60*	30*	19**	91*	75*	48*	44*	74*	17**	56*	93*
Less than 5%	64	10	10	3	19	14	8	41	23	29	17	18	8	22	34
	38.4%	39.4%	47.5%	28.0%	31.1%	46.0%	43.8%	44.8%	30.6%	60.3% K	38.5%	24.1%	48.2%	38.8%	36.3%
5% to less than 10%	15	2	3	1	5	2	3	10	5	6	4	5	1	7	8
	9.2%	8.3%	13.7%	8.5%	8.2%	5.6%	14.5%	11.1%	6.9%	12.2%	9.3%	7.1%	4.5%	12.0%	8.3%
10% to less than 20%	13	1	3	1	4	2	2	6	6	0	6	6	2	2	8
	7.5%	4.7%	12.2%	5.3%	7.5%	6.3%	9.3%	7.1%	8.0%	-	14.0% I	8.6%	12.2%	4.3%	8.6%
20% to less than 30%	13	4	2	1	6	1	0	6	8	6	2	6	1	4	9
	8.1%	15.0%	9.4%	4.7%	9.7%	4.6%	-	6.3%	10.2%	11.5%	4.0%	8.3%	6.0%	6.4%	9.5%
30% to less than 40%	3	1	0	0	1	1	0	1	2	1	0	2	0	2	1
	2.0%	5.3%	-	-	2.3%	1.9%	-	1.5%	2.5%	2.7%	-	2.6%	-	3.5%	1.4%
40% to less than 50%	1	0	0	0	1	0	0	1	0	0	1	0	0	0	1
	0.7%	-	-	-	2.0%	-	-	1.3%	-	-	2.8%	-	-	-	1.3%
50% to less than 60%	3	0	0	1	2	0	0	1	2	1	3	0	1	2	1
	2.1%	-	-	13.1%	3.3%	-	-	1.3%	2.9%	1.9%	5.8% K	-	3.1%	3.0%	1.3%
60% to less than 70%	1	0	0	0	1	1	0	0	1	0	0	1	0	1	1
	0.9%	-	-	-	1.5%	1.9%	-	-	1.9%	-	-	1.9%	-	1.6%	0.6%
70% to less than 80%	1	0	0	0	1	0	0	0	1	1	0	0	0	0	1
	0.8%	-	-	-	2.3%	-	-	-	1.8%	2.8%	-	-	-	-	1.5%
80% to less than 90%	1	0	0	0	0	1	0	0	1	0	0	1	0	0	1
	0.3%	-	-	-	-	1.9%	-	-	0.7%	-	-	0.8%	-	-	0.6%
90% to 100%	1	0	0	0	0	1	0	0	1	1	0	0	0	0	1
	0.5%	-	-	-	-	2.9%	-	-	1.2%	1.8%	-	-	-	-	0.9%
Don't know	49	7	4	4	19	9	6	24	25	3	11	35	4	17	27
	29.5%	27.3%	17.2%	40.4%	32.2%	29.0%	32.3%	26.4%	33.2%	6.7%	25.6% I	46.6% IJ	25.9%	30.4%	29.6%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q15. Does your company/organization provide post-retirement supplementary health benefits for those who retire?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
	131	23	14	10	53	19	13	71	60	15	23	93	15	41	76
Yes	37.6%	43.6%	32.1%	48.4%	39.5%	27.0%	43.7%	38.1%	37.1%	16.2%	26.8%	55.7%	37.9%	34.1%	39.8%
												IJ			
	160	17	25	8	65	35	9	90	70	70	50	40	17	63	80
No	45.8%	32.8%	57.8%	40.4%	48.5%	50.9%	31.6%	48.2%	43.1%	72.9%	57.4%	24.2%	43.2%	53.2%	41.8%
			A							JK	K				
	58	13	4	2	16	15	7	26	32	10	14	33	7	15	35
Don't know	16.5%	23.6%	10.1%	11.2%	12.0%	22.1%	24.8%	13.7%	19.8%	11.0%	15.8%	20.1%	18.9%	12.7%	18.4%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q16. In the past few years have any changes been implemented to your supplementary health benefits coverage (e.g. changes to the scope of coverage, reimbursement levels, or premiums)?

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Yes	207	30	25	16	81	35	20	108	100	52	50	105	21	65	122
	59.4%	56.3%	58.2%	78.5%	60.6%	51.1%	67.4%	57.4%	61.8%	54.0%	57.9%	63.3%	53.9%	54.1%	63.8%
No	112	18	13	4	45	30	3	69	43	38	29	45	13	50	49
	32.2%	33.5%	31.0%	18.6%	33.3%	43.2%	10.8%	36.9%	26.8%	39.6%	33.7%	27.2%	33.9%	42.3%	25.6%
								H						N	
Don't know	29	5	5	1	8	4	6	11	19	6	7	16	5	4	20
	8.3%	10.1%	10.8%	2.9%	6.1%	5.7%	21.8%	5.7%	11.5%	6.4%	8.4%	9.5%	12.2%	3.6%	10.5%
															M

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q17. Please describe the changes that have been made to your employee supplementary health benefits program.

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Changes been implemented to supplementary health benefits coverage	221	29	25	24	76	44	23	96	125	41	60	113	25	69	127
Weighted	207	30**	25**	16**	81*	35*	20**	108*	100	52*	50*	105	21**	65*	122
Increased costs/ premiums/ deductibles/ more expensive	65	12	6	7	24	8	8	30	36	17	16	33	5	23	38
	31.5%	41.4%	23.1%	43.3%	29.1%	23.6%	41.8%	27.6%	35.8%	32.0%	32.4%	30.9%	24.7%	35.1%	30.8%
Less coverage/ lower benefits	40	7	6	3	13	7	4	26	14	8	6	25	2	16	22
	19.1%	22.4%	22.8%	21.1%	15.5%	21.0%	19.5%	24.3%	13.6%	15.6%	12.7%	23.9%	7.9%	25.5%	17.7%
Changes in dental coverage	25	2	3	3	10	5	2	15	11	8	4	14	1	13	11
	12.2%	7.1%	13.4%	17.9%	12.6%	14.4%	8.0%	13.5%	10.8%	15.0%	7.4%	13.1%	6.8%	19.8%	9.1%
														N	
Changes in vision care	19	5	1	1	10	2	1	5	14	3	7	9	1	6	11
	9.0%	15.2%	2.6%	6.5%	11.8%	5.0%	5.6%	4.6%	13.8%	5.9%	12.9%	8.7%	6.7%	9.6%	9.1%
									G						
Changes in prescription coverage	18	4	0	2	10	0	2	9	9	1	6	11	1	8	9
	8.8%	13.5%	-	14.2%	11.9%	-	11.5%	8.8%	8.9%	2.5%	12.7%	10.1%	6.7%	12.5%	7.2%
					E										
Changes in coverage/ benefits (non-specified)	17	1	6	2	7	1	1	11	7	4	5	9	1	4	13
	8.4%	2.5%	22.3%	10.6%	8.6%	3.8%	5.5%	10.0%	6.8%	7.2%	9.8%	8.4%	2.9%	5.5%	10.9%
Change in (service) provider	16	2	2	1	9	1	1	8	8	6	6	3	1	4	11
	7.8%	7.8%	7.2%	3.7%	11.6%	3.9%	3.1%	7.6%	8.1%	12.3%	12.9%	3.2%	5.7%	5.6%	9.3%
										K	K				
Increase in coverage/ benefits	16	2	0	1	5	4	4	7	9	3	8	5	3	5	8
	7.7%	6.7%	-	8.4%	6.8%	10.0%	17.6%	6.8%	8.6%	6.5%	15.8%	4.4%	13.7%	7.3%	6.8%
											K				
Changes in physiotherapy/ chiropractor services	13	2	1	1	5	3	1	7	6	0	5	9	1	3	10
	6.3%	6.7%	2.6%	8.8%	6.5%	8.0%	4.9%	6.9%	5.7%	-	9.0%	8.1%	2.9%	3.9%	8.2%
											I				
Increased co-payments	11	2	1	1	5	1	2	7	3	0	2	8	0	2	9
	5.2%	7.2%	2.6%	3.3%	6.2%	1.6%	9.8%	6.9%	3.4%	-	4.9%	7.9%	-	2.9%	7.4%
Changes in cost/ premiums (non-specified)	11	0	5	1	2	2	1	2	9	6	2	2	1	4	6
	5.2%	-	19.9%	6.9%	2.7%	5.0%	3.1%	1.8%	8.8%	12.0%	4.1%	2.4%	4.3%	5.4%	5.2%
									G	K					
Reduced/ lower premiums/ deductibles	9	1	2	1	4	1	1	7	2	1	2	7	1	2	6
	4.5%	4.4%	8.2%	3.3%	4.5%	2.5%	4.9%	6.6%	2.3%	1.7%	3.0%	6.7%	5.0%	3.7%	4.9%
Added/ moved to Health Spending Account	7	2	1	1	3	1	0	2	5	3	0	4	0	2	5
	3.4%	7.2%	2.6%	5.8%	3.4%	1.6%	-	2.1%	4.8%	5.3%	-	4.1%	-	3.0%	4.2%
Changes in retirement benefits	7	1	1	1	2	1	1	4	2	0	0	7	0	3	4
	3.2%	4.4%	2.6%	5.8%	2.1%	2.5%	5.6%	4.0%	2.4%	-	-	6.3%	-	4.7%	2.9%

Q17. Please describe the changes that have been made to your employee supplementary health benefits program.

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
Added/ increased wellness accounts/ options	5	1	0	0	3	1	0	0	5	1	1	3	0	0	5
	2.3%	2.5%	-	-	3.2%	4.1%	-	-	4.8%	1.7%	1.5%	3.0%	-	-	3.9%
									G						
Use of a drug card/ no need for reimbursement/ direct billing	4	0	1	1	1	1	0	1	3	1	1	2	1	1	2
	1.9%	-	4.1%	3.3%	1.1%	4.1%	-	1.0%	2.8%	1.7%	1.0%	2.3%	4.3%	0.9%	2.0%
Changes in life insurance benefits	4	0	0	1	3	0	0	4	0	0	0	4	0	4	0
	1.8%	-	-	5.8%	3.4%	-	-	3.4%	-	-	-	3.5%	-	5.7%	-
														N	
Added dental coverage	4	0	0	0	0	3	1	3	1	1	2	0	2	1	1
	1.7%	-	-	-	-	8.5%	3.1%	2.8%	0.6%	2.7%	4.3%	-	10.5%	1.2%	0.5%
						D					K				
Added vision care	3	1	0	1	1	0	0	1	2	1	1	1	0	0	3
	1.5%	4.4%	-	3.7%	1.5%	-	-	1.1%	1.9%	2.5%	2.4%	0.6%	-	-	2.5%
Changes made to Health Spending Account	3	0	1	1	2	0	0	0	3	0	0	3	0	1	2
	1.4%	-	2.6%	3.7%	2.1%	-	-	-	3.0%	-	-	2.8%	-	1.3%	1.7%
More options	2	0	1	0	2	0	0	0	2	0	0	2	0	0	2
	1.2%	-	2.6%	-	2.1%	-	-	-	2.4%	-	-	2.3%	-	-	2.0%
Other	23	1	3	1	14	5	1	13	11	6	4	13	2	7	15
	11.3%	2.5%	10.7%	3.3%	16.7%	13.7%	5.6%	12.0%	10.6%	11.7%	8.8%	12.3%	9.2%	10.3%	12.2%
Nothing	3	0	0	1	2	0	0	2	1	2	0	1	1	0	2
	1.3%	-	-	3.7%	2.7%	-	-	2.0%	0.6%	4.2%	-	0.6%	2.9%	-	1.8%
(DK/NS)	8	0	1	0	1	4	2	8	1	0	2	6	4	2	3
	4.1%	-	4.1%	-	1.5%	11.5%	11.1%	7.4%	0.6%	-	4.0%	6.2%	17.4%	3.1%	2.4%
						D		H							

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q18. How likely is your company/organization to make changes to its supplementary health benefits plan in the next few years?

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Very likely	73	7	11	6	36	9	3	49	23	13	15	45	6	24	42
	20.8%	13.1%	25.2%	31.5%	26.8%	13.0%	11.7%	26.2%	14.5%	13.2%	17.7%	26.8%	15.4%	20.3%	22.1%
					E			H				I			
Somewhat likely	122	21	16	9	52	16	9	58	64	36	26	61	12	40	71
	35.0%	38.7%	37.7%	42.7%	38.7%	22.7%	31.4%	31.0%	39.7%	37.8%	29.4%	36.4%	30.4%	33.3%	37.0%
					E										
Not very likely	72	13	8	3	17	24	6	38	33	22	23	27	11	26	34
	20.5%	24.7%	18.9%	16.6%	12.9%	34.5%	20.1%	20.4%	20.7%	22.9%	26.1%	16.2%	28.4%	22.1%	17.9%
						D									
Not at all likely	16	1	1	0	5	7	2	11	5	6	7	3	2	8	7
	4.7%	2.8%	2.4%	-	4.0%	9.8%	5.9%	6.0%	3.1%	6.2%	8.1%	2.0%	4.6%	6.6%	3.5%
											K				
Don't know	66	11	7	2	24	14	9	31	36	19	16	31	8	21	37
	19.0%	20.7%	15.8%	9.1%	17.7%	20.0%	31.0%	16.3%	22.1%	19.9%	18.7%	18.6%	21.2%	17.6%	19.4%
Summary															
Top2Box (Very/ Somewhat likely)	195	28	27	15	88	24	13	107	87	49	41	105	18	64	113
	55.8%	51.8%	62.9%	74.3%	65.5%	35.7%	43.1%	57.2%	54.2%	51.0%	47.1%	63.1%	45.8%	53.7%	59.2%
			E		E							J			
Low2Box (Not very/ Not at all likely)	88	15	9	3	23	30	8	50	38	28	30	30	13	34	41
	25.2%	27.5%	21.3%	16.6%	16.8%	44.3%	26.0%	26.4%	23.7%	29.1%	34.2%	18.2%	33.0%	28.7%	21.4%
						BD						K			

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19. [Summary - Mean] Please indicate how much you agree or disagree with the following statements.

	Total	Region BC	AB	Man/SK	ON	Quebec	Atlantic	Gender Male	Female	Business Size 0-99	100-499	500+	Education HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
The provision of supplementary health benefits gives my company/organization an advantage ...	3.3	3.4	3.1	3.3	3.3	3.1	3.3	3.3	3.3	3.1	3.3	3.3	3.1	3.3	3.3
		BE										I			
I am concerned about the cost of providing supplementary health benefits for my employees at present	2.6	2.5	2.5	2.7	2.7	2.4	2.6	2.6	2.5	2.6	2.7	2.5	2.7	2.5	2.6
					E										
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	2.7	2.7	2.8	2.9	2.8	2.5	2.8	2.8	2.6	2.7	2.9	2.6	2.7	2.6	2.7
											K				
Even if the government implemented a program I would recommend that our company/organization ...	3.3	3.2	3.1	3.3	3.3	3.2	3.3	3.2	3.3	3	3.3	3.3	3.2	3.3	3.2
											I	I			
I would support a public program for supplementary health benefits introduced by the federal ...	2.4	2.7	2.6	2.4	2.6	2.1	2.4	2.5	2.4	2.5	2.6	2.3	2.3	2.6	2.4
		E	E		E										
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	3.1	3.2	3.1	2.7	3.3	3	3.2	3.1	3.2	3.2	3.1	3	3.2	3.2	3
		C			CE		C							N	

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19. [Summary - TOPBOX (STRONGLY AGREE)] Please indicate how much you agree or disagree with the following statements.

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	164	20	13	5	87	29	10	78	85	79	34	51	22	72	70
	32.8%	30.0%	23.6%	18.1%	45.6%	24.2%	25.4%	31.3%	34.2%	35.0%	34.4%	29.0%	35.7%	37.9%	28.1%
					ABCEF									N	
The provision of supplementary health benefits gives my company/organization an advantage ...	143	22	15	8	63	21	13	82	61	32	35	76	10	48	84
	40.8%	42.3%	35.4%	37.8%	47.1%	31.1%	42.6%	43.5%	37.8%	33.1%	40.5%	45.5%	26.6%	40.6%	43.8%
					E										
Even if the government implemented a program I would recommend that our company/organization ...	130	15	14	8	60	26	7	65	66	28	33	69	12	47	71
	37.3%	28.1%	32.4%	37.2%	45.0%	38.1%	24.5%	34.4%	40.7%	29.8%	37.5%	41.5%	31.5%	39.4%	37.2%
I would support a public program for supplementary health benefits introduced by the federal ...	91	16	11	3	43	10	7	48	43	43	21	27	9	41	40
	18.1%	25.1%	19.8%	11.4%	22.7%	8.5%	16.9%	19.2%	17.1%	19.1%	20.9%	15.3%	14.5%	21.7%	16.2%
		E	E		E										
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	60	5	8	3	26	13	4	37	23	13	19	28	7	17	36
	17.2%	9.0%	19.5%	17.0%	19.4%	19.4%	13.3%	19.7%	14.2%	13.7%	21.4%	16.9%	19.0%	14.3%	18.6%
I am concerned about the cost of providing supplementary health benefits for my employees at present	48	3	3	2	28	9	3	31	18	12	16	20	6	14	28
	13.9%	5.2%	7.1%	11.2%	21.2%	13.2%	9.6%	16.3%	11.0%	13.1%	17.9%	12.2%	16.4%	12.0%	14.5%
					AB										

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19. [Summary - TOP2BOX (STRONGLY/ SOMEWHAT AGREE)] Please indicate how much you agree or disagree with the following statements.

	Total	Region BC	Region AB	Region Man/SK	Region ON	Region Quebec	Region Atlantic	Gender Male	Gender Female	Business Size 0-99	Business Size 100-499	Business Size 500+	Education HS or less	Education Some Post Sec (codes 3 and 4)	Education Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	374	50	37	17	152	81	37	186	187	173	78	123	45	156	173
	74.7%	77.5%	67.9%	55.4%	80.0%	67.3%	91.4%	74.5%	74.9%	76.7%	77.8%	70.5%	72.3%	81.9%	69.9%
		C			CE		BCE							N	
Even if the government implemented a program I would recommend that our company/organization ...	297	46	36	19	114	55	28	162	135	72	80	145	34	102	161
	85.1%	86.7%	82.0%	91.7%	84.9%	80.7%	93.9%	86.4%	83.7%	75.6%	91.8%	87.1%	88.4%	85.6%	84.2%
											I	I			
The provision of supplementary health benefits gives my company/organization an advantage ...	294	47	32	19	115	54	26	154	140	70	78	146	32	99	163
	84.3%	89.0%	74.8%	94.6%	85.7%	79.4%	86.9%	82.0%	86.9%	73.6%	89.7%	87.5%	84.4%	82.6%	85.3%
											I	I			
I would support a public program for supplementary health benefits introduced by the federal ...	234	35	27	15	93	44	20	125	108	109	53	72	29	106	99
	46.7%	53.1%	49.6%	49.7%	49.1%	36.5%	49.4%	50.1%	43.3%	48.3%	53.2%	41.0%	47.0%	55.6%	39.8%
		E			E						K			N	
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	178	26	25	14	72	25	16	100	78	49	51	78	22	59	97
	51.0%	48.1%	57.5%	70.2%	53.7%	36.8%	54.3%	53.5%	48.2%	51.1%	58.6%	47.0%	57.3%	49.4%	50.8%
			E		E										
I am concerned about the cost of providing supplementary health benefits for my employees at present	160	22	19	12	70	22	15	88	71	42	44	74	21	51	87
	45.7%	41.2%	43.0%	58.5%	52.4%	32.4%	49.4%	47.0%	44.2%	43.8%	50.1%	44.5%	56.1%	42.4%	45.7%
					E										

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19. [Summary - LOW2BOX (SOMEWHAT/ STRONGLY DISAGREE)] Please indicate how much you agree or disagree with the following statements.

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
I would support a public program for supplementary health benefits introduced by the federal ...	221	24	21	12	77	69	20	102	119	97	40	85	32	68	121
	44.2%	36.4%	37.5%	39.1%	40.5%	57.2%	48.9%	40.7%	47.8%	43.0%	39.6%	48.3%	50.8%	36.0%	48.9%
						ABD									M
I am concerned about the cost of providing supplementary health benefits for my employees at present	135	19	17	6	46	37	9	71	64	39	31	65	15	50	70
	38.7%	36.2%	40.4%	29.5%	34.2%	54.1%	31.3%	37.7%	39.7%	40.8%	35.1%	39.3%	38.5%	41.7%	36.8%
						D									
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	123	16	13	5	44	36	8	63	59	34	21	67	14	47	61
	35.1%	30.3%	30.7%	22.4%	33.2%	53.2%	26.0%	33.8%	36.7%	35.9%	24.3%	40.4%	37.3%	39.2%	32.1%
						ABD						J			
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	89	8	7	12	29	31	3	49	41	37	16	36	10	24	55
	17.9%	12.1%	12.4%	38.4%	15.1%	25.8%	8.6%	19.4%	16.3%	16.3%	16.3%	20.8%	16.8%	12.8%	22.0%
				ABDF		ABDF									M
The provision of supplementary health benefits gives my company/organization an advantage ...	42	1	10	1	15	11	3	29	13	19	7	16	5	14	23
	11.9%	2.2%	22.8%	5.4%	11.4%	16.2%	10.8%	15.3%	8.0%	19.4%	7.6%	9.9%	13.7%	11.6%	11.8%
			A			A		H		J					
Even if the government implemented a program I would recommend that our company/organization ...	35	3	6	2	15	8	0	19	16	17	5	12	3	11	21
	9.9%	5.9%	13.3%	8.3%	11.5%	12.4%	-	9.9%	9.8%	18.2%	5.5%	7.4%	6.6%	9.5%	10.8%
										JK					

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19_01. [The provision of supplementary health benefits gives my company/organization an advantage ...] Please indicate how much you agree or disagree with the following statements.

			Region					Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
The provision of supplementary health benefits gives my company/organization an advantage ...															
	143	22	15	8	63	21	13	82	61	32	35	76	10	48	84
Strongly agree	40.8%	42.3%	35.4%	37.8%	47.1%	31.1%	42.6%	43.5%	37.8%	33.1%	40.5%	45.5%	26.6%	40.6%	43.8%
					E										
	152	25	17	12	52	33	13	72	79	39	43	70	22	50	79
Somewhat agree	43.4%	46.8%	39.4%	56.7%	38.7%	48.4%	44.3%	38.5%	49.2%	40.5%	49.2%	42.1%	57.8%	42.0%	41.4%
	35	1	8	1	12	9	3	25	10	16	5	13	5	11	19
Somewhat disagree	9.9%	2.2%	18.0%	2.9%	9.3%	13.7%	10.8%	13.1%	6.3%	17.1%	6.1%	7.8%	13.7%	9.1%	9.7%
			A			A		H		JK					
	7	0	2	1	3	2	0	4	3	2	1	3	0	3	4
Strongly disagree	2.0%	-	4.8%	2.6%	2.0%	2.4%	-	2.3%	1.7%	2.3%	1.5%	2.1%	-	2.5%	2.1%
	13	5	1	0	4	3	1	5	8	7	2	4	1	7	6
Not applicable/don't know	3.8%	8.8%	2.4%	-	2.9%	4.4%	2.4%	2.7%	5.1%	7.0%	2.6%	2.6%	1.9%	5.8%	2.9%
Summary															
	294	47	32	19	115	54	26	154	140	70	78	146	32	99	163
Top2Box (Strongly/ Somewhat agree)	84.3%	89.0%	74.8%	94.6%	85.7%	79.4%	86.9%	82.0%	86.9%	73.6%	89.7%	87.5%	84.4%	82.6%	85.3%
											I	I			
	42	1	10	1	15	11	3	29	13	19	7	16	5	14	23
Low2Box (Somewhat/ Strongly disagree)	11.9%	2.2%	22.8%	5.4%	11.4%	16.2%	10.8%	15.3%	8.0%	19.4%	7.6%	9.9%	13.7%	11.6%	11.8%
			A			A		H		J					
Summary															
Mean	3.3	3.4	3.1	3.3	3.3	3.1	3.3	3.3	3.3	3.1	3.3	3.3	3.1	3.3	3.3
		BE										I			

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19_02. [I am concerned about the cost of providing supplementary health benefits for my employees at present] Please indicate how much you agree or disagree with the following statements.

		Region						Gender		Business Size			Education		
	Total	**BC**	**AB**	**Man/SK**	**ON**	**Quebec**	**Atlantic**	**Male**	**Female**	**0-99**	**100-499**	**500+**	**HS or less**	**Some Post Sec (codes 3 and 4)**	**Univ. or higher**
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
I am concerned about the cost of providing supplementary health benefits for my employees at present															
	48	3	3	2	28	9	3	31	18	12	16	20	6	14	28
Strongly agree	13.9%	5.2%	7.1%	11.2%	21.2%	13.2%	9.6%	16.3%	11.0%	13.1%	17.9%	12.2%	16.4%	12.0%	14.5%
					AB										
	111	19	16	10	42	13	12	57	54	29	28	54	15	36	60
Somewhat agree	31.8%	36.0%	35.9%	47.3%	31.2%	19.1%	39.8%	30.6%	33.2%	30.7%	32.2%	32.3%	39.7%	30.5%	31.1%
		E													
	98	15	14	4	31	29	6	54	44	34	21	44	13	38	47
Somewhat disagree	28.1%	27.3%	31.3%	19.0%	23.3%	41.6%	21.5%	29.0%	27.1%	35.1%	24.2%	26.2%	33.8%	32.1%	24.5%
					D										
	37	5	4	2	15	9	3	16	20	5	10	22	2	11	24
Strongly disagree	10.5%	8.9%	9.1%	10.5%	10.9%	12.5%	9.8%	8.8%	12.6%	5.7%	11.0%	13.1%	4.6%	9.6%	12.3%
	55	12	7	2	18	9	6	29	26	15	13	27	2	19	34
Not applicable/don't know	15.6%	22.6%	16.6%	11.9%	13.4%	13.5%	19.3%	15.3%	16.0%	15.4%	14.8%	16.2%	5.4%	15.8%	17.6%
Summary															
	160	22	19	12	70	22	15	88	71	42	44	74	21	51	87
Top2Box (Strongly/ Somewhat agree)	45.7%	41.2%	43.0%	58.5%	52.4%	32.4%	49.4%	47.0%	44.2%	43.8%	50.1%	44.5%	56.1%	42.4%	45.7%
					E										
	135	19	17	6	46	37	9	71	64	39	31	65	15	50	70
Low2Box (Somewhat/ Strongly disagree)	38.7%	36.2%	40.4%	29.5%	34.2%	54.1%	31.3%	37.7%	39.7%	40.8%	35.1%	39.3%	38.5%	41.7%	36.8%
					D										
Summary															
Mean	2.6	2.5	2.5	2.7	2.7	2.4	2.6	2.6	2.5	2.6	2.7	2.5	2.7	2.5	2.6
					E										

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19_03. [I am concerned about the cost of providing supplementary health benefits for my employees in the next five years] Please indicate how much you agree or disagree with the following statements.

				Region				Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years															
Strongly agree	60	5	8	3	26	13	4	37	23	13	19	28	7	17	36
	17.2%	9.0%	19.5%	17.0%	19.4%	19.4%	13.3%	19.7%	14.2%	13.7%	21.4%	16.9%	19.0%	14.3%	18.6%
Somewhat agree	118	21	16	11	46	12	12	63	55	36	32	50	15	42	62
	33.9%	39.1%	38.0%	53.2%	34.3%	17.4%	41.0%	33.8%	34.0%	37.4%	37.2%	30.1%	38.2%	35.1%	32.2%
		E	E		E										
Somewhat disagree	97	13	11	4	35	29	6	51	46	31	17	50	12	39	47
	27.9%	24.3%	24.4%	19.5%	26.1%	42.4%	19.9%	27.4%	28.5%	32.3%	19.0%	30.0%	30.6%	32.3%	24.6%
						AD									
Strongly disagree	25	3	3	1	9	7	2	12	13	3	5	17	3	8	14
	7.2%	6.1%	6.3%	2.9%	7.1%	10.8%	6.1%	6.4%	8.2%	3.5%	5.4%	10.3%	6.7%	6.9%	7.5%
Not applicable/don't know	48	11	5	2	18	7	6	24	24	12	15	21	2	14	33
	13.8%	21.5%	11.8%	7.4%	13.1%	9.9%	19.7%	12.7%	15.1%	13.0%	17.1%	12.6%	5.4%	11.4%	17.1%
Summary															
Top2Box (Strongly/ Somewhat agree)	178	26	25	14	72	25	16	100	78	49	51	78	22	59	97
	51.0%	48.1%	57.5%	70.2%	53.7%	36.8%	54.3%	53.5%	48.2%	51.1%	58.6%	47.0%	57.3%	49.4%	50.8%
			E		E										
Low2Box (Somewhat/ Strongly disagree)	123	16	13	5	44	36	8	63	59	34	21	67	14	47	61
	35.1%	30.3%	30.7%	22.4%	33.2%	53.2%	26.0%	33.8%	36.7%	35.9%	24.3%	40.4%	37.3%	39.2%	32.1%
						ABD						J			
Summary															
Mean	2.7	2.7	2.8	2.9	2.8	2.5	2.8	2.8	2.6	2.7	2.9	2.6	2.7	2.6	2.7
											K				

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19_04. [Even if the government implemented a program I would recommend that our company/organization ...] Please indicate how much you agree or disagree with the following statements.

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Even if the government implemented a program I would recommend that our company/organization ...															
	130	15	14	8	60	26	7	65	66	28	33	69	12	47	71
Strongly agree	37.3%	28.1%	32.4%	37.2%	45.0%	38.1%	24.5%	34.4%	40.7%	29.8%	37.5%	41.5%	31.5%	39.4%	37.2%
	167	31	21	11	53	29	21	98	69	44	47	76	22	55	90
Somewhat agree	47.8%	58.6%	49.6%	54.4%	39.9%	42.6%	69.4%	52.0%	42.9%	45.8%	54.3%	45.6%	56.9%	46.2%	47.0%
		D													
	22	2	3	1	11	5	0	11	11	10	3	9	1	7	14
Somewhat disagree	6.4%	4.5%	6.1%	5.8%	7.9%	7.9%	-	6.1%	6.7%	10.6%	3.1%	5.6%	3.1%	5.7%	7.5%
	12	1	3	1	5	3	0	7	5	7	2	3	1	5	6
Strongly disagree	3.5%	1.4%	7.1%	2.6%	3.6%	4.5%	-	3.9%	3.1%	7.6%	2.3%	1.8%	3.6%	3.8%	3.3%
										K					
	17	4	2	0	5	5	2	7	11	6	2	9	2	6	10
Not applicable/don't know	5.0%	7.4%	4.7%	-	3.5%	7.0%	6.1%	3.6%	6.5%	6.1%	2.7%	5.5%	5.0%	4.9%	5.0%
Summary															
	297	46	36	19	114	55	28	162	135	72	80	145	34	102	161
Top2Box (Strongly/ Somewhat agree)	85.1%	86.7%	82.0%	91.7%	84.9%	80.7%	93.9%	86.4%	83.7%	75.6%	91.8%	87.1%	88.4%	85.6%	84.2%
											I	I			
	35	3	6	2	15	8	0	19	16	17	5	12	3	11	21
Low2Box (Somewhat/ Strongly disagree)	9.9%	5.9%	13.3%	8.3%	11.5%	12.4%	-	9.9%	9.8%	18.2%	5.5%	7.4%	6.6%	9.5%	10.8%
										JK					
Summary															
Mean	3.3	3.2	3.1	3.3	3.3	3.2	3.3	3.2	3.3	3	3.3	3.3	3.2	3.3	3.2
											I	I			

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q19_05. [I would support a public program for supplementary health benefits introduced by the federal ...] Please indicate how much you agree or disagree with the following statements.

		Region						Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
I would support a public program for supplementary health benefits introduced by the federal ...															
Strongly agree	91	16	11	3	43	10	7	48	43	43	21	27	9	41	40
	18.1%	25.1%	19.8%	11.4%	22.7%	8.5%	16.9%	19.2%	17.1%	19.1%	20.9%	15.3%	14.5%	21.7%	16.2%
		E	E		E										
Somewhat agree	143	18	16	12	50	34	13	77	66	66	32	45	20	64	58
	28.6%	28.0%	29.8%	38.4%	26.5%	28.0%	32.5%	30.9%	26.3%	29.2%	32.3%	25.7%	32.5%	33.9%	23.6%
														N	
Somewhat disagree	99	13	12	4	34	29	8	40	60	44	20	36	13	24	62
	19.9%	19.4%	21.0%	12.7%	18.1%	24.1%	20.3%	15.8%	23.9%	19.5%	19.7%	20.4%	21.5%	12.5%	25.1%
									G						M
Strongly disagree	122	11	9	8	43	40	11	62	60	53	20	49	18	45	59
	24.3%	17.0%	16.5%	26.3%	22.4%	33.0%	28.5%	24.8%	23.8%	23.5%	19.9%	27.9%	29.4%	23.4%	23.7%
						AB									
Not applicable/don't know	45	7	7	3	20	8	1	23	22	19	7	19	1	16	28
	9.1%	10.5%	12.9%	11.2%	10.4%	6.3%	1.8%	9.2%	8.9%	8.6%	7.2%	10.7%	2.1%	8.4%	11.3%
															L
Summary															
Top2Box (Strongly/ Somewhat agree)	234	35	27	15	93	44	20	125	108	109	53	72	29	106	99
	46.7%	53.1%	49.6%	49.7%	49.1%	36.5%	49.4%	50.1%	43.3%	48.3%	53.2%	41.0%	47.0%	55.6%	39.8%
		E			E						K			N	
Low2Box (Somewhat/ Strongly disagree)	221	24	21	12	77	69	20	102	119	97	40	85	32	68	121
	44.2%	36.4%	37.5%	39.1%	40.5%	57.2%	48.9%	40.7%	47.8%	43.0%	39.6%	48.3%	50.8%	36.0%	48.9%
						ABD									M
Summary															
Mean	2.4	2.7	2.6	2.4	2.6	2.1	2.4	2.5	2.4	2.5	2.6	2.3	2.3	2.6	2.4
		E	E		E										

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q19_06. [I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years] Please indicate how much you agree or disagree with the following statements.

	Total	Region						Gender		Business Size			Education		
		BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248

I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years

	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
Strongly agree	164	20	13	5	87	29	10	78	85	79	34	51	22	72	70
	32.8%	30.0%	23.6%	18.1%	45.6%	24.2%	25.4%	31.3%	34.2%	35.0%	34.4%	29.0%	35.7%	37.9%	28.1%
					ABCEF										N
Somewhat agree	210	31	24	11	65	52	26	108	102	94	43	73	23	84	104
	42.0%	47.5%	44.3%	37.3%	34.4%	43.1%	65.9%	43.2%	40.8%	41.7%	43.4%	41.5%	36.6%	44.0%	41.8%
							CDE								
Somewhat disagree	72	7	4	10	21	27	3	38	34	33	9	29	8	22	42
	14.4%	10.3%	7.9%	32.5%	11.2%	22.8%	7.1%	15.1%	13.8%	14.8%	9.4%	16.8%	13.3%	11.3%	17.1%
				ABDF		ABDF									
Strongly disagree	17	1	3	2	7	4	1	11	6	3	7	7	2	3	12
	3.4%	1.8%	4.6%	5.9%	3.9%	3.1%	1.6%	4.4%	2.5%	1.4%	6.9%	4.0%	3.4%	1.5%	5.0%
											I				
Not applicable/don't know	37	7	11	2	9	8	0	15	22	16	6	15	7	10	20
	7.4%	10.4%	19.6%	6.2%	4.9%	6.8%	-	6.0%	8.7%	7.0%	6.0%	8.6%	10.9%	5.3%	8.1%
			DEF												

Summary

	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
Top2Box (Strongly/ Somewhat agree)	374	50	37	17	152	81	37	186	187	173	78	123	45	156	173
	74.7%	77.5%	67.9%	55.4%	80.0%	67.3%	91.4%	74.5%	74.9%	76.7%	77.8%	70.5%	72.3%	81.9%	69.9%
		C			CE		BCE							N	
Low2Box (Somewhat/ Strongly disagree)	89	8	7	12	29	31	3	49	41	37	16	36	10	24	55
	17.9%	12.1%	12.4%	38.4%	15.1%	25.8%	8.6%	19.4%	16.3%	16.3%	16.3%	20.8%	16.8%	12.8%	22.0%
				ABDF		ABDF									M

Summary

	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
Mean	3.1	3.2	3.1	2.7	3.3	3	3.2	3.1	3.2	3.2	3.1	3	3.2	3.2	3
		C			CE		C							N	

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q20. What is the highest level of formal education that you have completed?

				Region				Gender		Business Size			Education		
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Grade school or some high school	10	0	1	0	4	5	0	6	4	8	0	2	10	0	0
	2.0%	-	1.9%	-	2.3%	3.8%	-	2.3%	1.7%	3.6%		1.0%	16.0%	-	-
													MN		
Complete high school	52	7	9	5	10	19	3	26	27	26	13	13	52	0	0
	10.5%	10.8%	16.4%	17.6%	5.1%	15.4%	7.1%	10.3%	10.7%	11.7%	12.6%	7.6%	84.0%	-	-
			D	D		D							MN		
Technical, vocational post-secondary, College	135	20	13	5	63	31	4	60	75	79	25	31	0	135	0
	27.1%	31.0%	22.8%	17.6%	33.2%	25.6%	9.3%	24.0%	30.2%	35.0%	25.2%	18.0%	-	71.2%	-
		F			F	F				K				LN	
Some university	55	6	5	8	15	15	5	23	31	24	7	24	0	55	0
	10.9%	9.6%	9.3%	26.5%	8.0%	12.5%	13.2%	9.3%	12.6%	10.4%	7.2%	13.7%	-	28.8%	-
				ABDE										LN	
Complete university degree	173	28	21	7	67	37	14	87	86	67	39	68	0	0	173
	34.6%	42.3%	37.9%	23.5%	35.3%	30.6%	35.1%	34.8%	34.4%	29.7%	38.8%	38.7%	-	-	69.9%
															LM
Post graduate degree	74	4	6	4	31	14	14	48	26	21	16	37	0	0	74
	14.9%	6.3%	11.7%	14.9%	16.2%	12.0%	35.4%	19.2%	10.5%	9.5%	16.3%	21.0%	-	-	30.1%
							ABDE	H				I			LM
Summary															
HS or less	62	7	10	5	14	23	3	31	31	35	13	15	62	0	0
	12.5%	10.8%	18.3%	17.6%	7.4%	19.2%	7.1%	12.6%	12.3%	15.4%	12.6%	8.6%	100.0%	-	-
			D			D							MN		
Some Post Sec	190	26	18	13	78	46	9	83	107	102	32	55	0	190	0
	38.0%	40.6%	32.2%	44.1%	41.1%	38.1%	22.4%	33.3%	42.7%	45.5%	32.4%	31.7%	-	100.0%	-
					F				G	JK				LN	
Univ. or higher	248	32	27	12	98	51	28	135	112	88	55	104	0	0	248
	49.5%	48.6%	49.6%	38.4%	51.5%	42.7%	70.4%	54.1%	45.0%	39.2%	55.1%	59.7%	-	-	100.0%
							ACDE				I	I			LM

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Q21. Please indicate which of the following categories best describes the annual household income of all members in your household combined.

	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Region						**Gender**		**Business Size**			**Education**		
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Under $10,000	1	0	0	0	0	1	1	1	1	0	1	0	0	1	0
	0.3%	-	-	-	-	0.7%	1.6%	0.3%	0.2%	-	1.4%	-	-	0.7%	-
$10,000 to just under $20,000	3	0	1	0	0	2	0	0	3	3	0	0	2	0	1
	0.6%	-	1.9%	-	-	1.5%	-	-	1.1%	1.2%	-	-	3.0% M	-	0.4%
$20,000 to just under $30,000	11	3	1	1	3	4	0	1	10	9	0	2	2	7	2
	2.2%	4.0%	1.9%	2.0%	1.4%	3.4%	-	0.5%	3.9% G	3.8%	-	1.4%	3.0%	3.5%	1.0%
$30,000 to just under $40,000	18	1	3	2	6	5	1	10	8	11	4	2	3	12	4
	3.6%	1.8%	5.6%	6.6%	3.1%	4.2%	2.7%	3.9%	3.3%	5.1%	4.5%	1.3%	4.5%	6.1% N	1.5%
$40,000 to just under $50,000	42	3	4	1	18	10	7	24	18	28	5	9	6	14	22
	8.5%	4.2%	7.5%	2.0%	9.6%	8.2%	16.7% A	9.8%	7.1%	12.5% K	5.4%	5.0%	9.7%	7.3%	9.0%
$50,000 to just under $60,000	58	12	9	3	17	12	5	23	35	36	13	9	11	26	20
	11.5%	18.0%	15.8%	9.3%	9.1%	10.0%	12.9%	9.2%	13.8%	16.0% K	12.8% K	5.1%	18.0% N	13.9%	8.1%
$60,000 to just under $70,000	71	8	7	3	28	22	3	37	34	45	11	14	12	32	27
	14.1%	12.2%	12.0%	11.5%	14.6%	18.5%	7.0%	14.6%	13.6%	19.9% K	11.4%	8.3%	19.6%	16.7%	10.8%
$70,000 to just under $80,000	36	5	3	4	12	9	3	14	22	11	15	10	7	12	17
	7.2%	8.0%	5.4%	13.5%	6.2%	7.7%	6.4%	5.4%	8.9%	4.8%	15.1% IK	5.7%	11.5%	6.2%	6.8%
$80,000 to just under $100,000	82	12	9	4	31	19	7	42	40	41	9	32	11	33	38
	16.4%	18.6%	16.4%	14.9%	16.1%	15.7%	17.9%	16.7%	16.1%	18.2% J	9.1%	18.4% J	17.6%	17.5%	15.3%
$100,000 and over	178	22	19	12	76	36	14	98	80	42	40	96	8	53	117
	35.6%	33.2%	33.7%	40.3%	39.9%	30.2%	34.9%	39.4%	31.8%	18.5%	40.3% I	54.9% IJ	13.0%	28.0% L	47.1% LM

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Banner1. BANNER - 1

	Total	Region BC	Region AB	Region Man/SK	Region ON	Region Quebec	Region Atlantic	Gender Male	Gender Female	Business Size 0-99	Business Size 100-499	Business Size 500+	Education HS or less	Education Some Post Sec (codes 3 and 4)	Education Univ. or higher
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Region-BC	65	65	0	0	0	0	0	28	37	22	20	23	7	26	32
	13.0%	100.0%	-	-	-	-	-	11.1%	14.9%	10.0%	19.8%	13.0%	11.3%	13.9%	12.8%
		BCDEF									I				
Region-AB	55	0	55	0	0	0	0	30	25	24	7	24	10	18	27
	11.0%	-	100.0%	-	-	-	-	12.0%	10.0%	10.8%	7.2%	13.5%	16.1%	9.3%	11.0%
			ACDEF												
Region-Man/SK	30	0	0	30	0	0	0	14	16	12	6	12	5	13	12
	6.0%	-	-	100.0%	-	-	-	5.6%	6.4%	5.5%	6.1%	6.6%	8.5%	7.0%	4.6%
				ABDEF											
Region-ON	190	0	0	0	190	0	0	90	100	80	42	68	14	78	98
	38.0%	-	-	-	100.0%	-	-	36.0%	40.0%	35.6%	41.6%	39.1%	22.5%	41.1%	39.5%
					ABCEF									L	L
Region-Quebec	120	0	0	0	0	120	0	62	58	69	14	37	23	46	51
	24.0%	-	-	-	-	100.0%	-	24.8%	23.2%	30.6%	14.1%	21.2%	37.1%	24.0%	20.7%
						ABCDF				JK			N		
Region-Atlantic	40	0	0	0	0	0	40	26	14	17	11	12	3	9	28
	8.0%	-	-	-	-	-	100.0%	10.5%	5.5%	7.6%	11.2%	6.7%	4.6%	4.7%	11.4%
							ABCDE								M
Gender-Male	250	28	30	14	90	62	26	250	0	90	58	102	31	83	135
	50.0%	42.7%	54.5%	46.6%	47.4%	51.7%	65.6%	100.0%	-	39.9%	58.3%	58.2%	50.6%	43.8%	54.6%
							A	H		I	I				M
Gender-Female	250	37	25	16	100	58	14	0	250	135	42	73	31	107	112
	50.0%	57.3%	45.5%	53.4%	52.6%	48.3%	34.4%	-	100.0%	60.1%	41.7%	41.8%	49.4%	56.2%	45.4%
		F							G	JK				N	
Business Size-0-99	225	22	24	12	80	69	17	90	135	225	0	0	35	102	88
	45.0%	34.5%	44.1%	41.1%	42.1%	57.4%	42.6%	35.9%	54.1%	100.0%	-	-	55.5%	53.8%	35.6%
					AD				G	JK			N	N	
Business Size-100-499	100	20	7	6	42	14	11	58	42	0	100	0	13	32	55
	20.0%	30.5%	13.1%	20.4%	21.9%	11.7%	28.1%	23.3%	16.7%	-	100.0%	-	20.2%	17.0%	22.2%
		BE			E		E				IK				
Business Size-500+	175	23	24	12	68	37	12	102	73	0	0	175	15	55	104
	35.0%	35.0%	42.8%	38.4%	36.0%	30.9%	29.3%	40.8%	29.2%	-	-	100.0%	24.3%	29.2%	42.2%
								H				IJ			LM
Education-HS or less	62	7	10	5	14	23	3	31	31	35	13	15	62	0	0
	12.5%	10.8%	18.3%	17.6%	7.4%	19.2%	7.1%	12.6%	12.3%	15.4%	12.6%	8.6%	100.0%	-	-
			D			D							MN		
Education-Some Post Sec (codes 3 and 4)	190	26	18	13	78	46	9	83	107	102	32	55	0	190	0
	38.0%	40.6%	32.2%	44.1%	41.1%	38.1%	22.4%	33.3%	42.7%	45.5%	32.4%	31.7%	-	100.0%	-
					F				G	JK				LN	
Education-Univ. or higher	248	32	27	12	98	51	28	135	112	88	55	104	0	0	248
	49.5%	48.6%	49.6%	38.4%	51.5%	42.7%	70.4%	54.1%	45.0%	39.2%	55.1%	59.7%	-	-	100.0%
							ACDE				I	I			LM

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base

Banner2. BANNER - 2

	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
						Region			Gender		Business Size			Education	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Q8 Health Pgms-Yes	268	42	30	16	104	54	23	148	120	65	62	141	25	91	151
	53.6%	63.9%	55.3%	51.7%	54.6%	44.6%	58.3%	59.1%	48.1%	28.9%	62.1%	80.4%	40.5%	48.1%	61.1%
		E						H			I	IJ			LM
Q8 Health Pgms-No	232	23	25	14	86	67	17	102	130	160	38	34	37	99	96
	46.4%	36.1%	44.7%	48.3%	45.4%	55.4%	41.7%	40.9%	51.9%	71.1%	37.9%	19.6%	59.5%	51.9%	38.9%
						A			G	JK	K		N	N	
Q9 Health Benefits-Yes	349	53	43	20	134	68	30	188	161	96	87	166	38	119	191
	69.8%	81.8%	78.7%	68.1%	70.5%	57.1%	74.3%	75.1%	64.5%	42.5%	87.1%	95.1%	61.5%	62.8%	77.3%
		E	E		E			H			I	IJ			LM
Q9 Health Benefits-No	151	12	12	10	56	52	10	62	89	129	13	9	24	71	56
	30.2%	18.2%	21.3%	31.9%	29.5%	42.9%	25.7%	24.9%	35.5%	57.5%	12.9%	4.9%	38.5%	37.2%	22.7%
						ABD			G	JK	K		N	N	
Q12 Employee Contribution-Yes	271	36	33	17	97	60	27	147	124	73	65	133	30	90	151
	54.2%	55.6%	60.5%	57.2%	51.0%	50.1%	68.2%	58.9%	49.4%	32.3%	64.6%	76.3%	47.5%	47.3%	61.1%
								H			I	IJ			M
Q12 Employee Contribution-No	74	16	9	3	35	8	2	39	35	21	22	31	7	29	38
	14.9%	24.9%	16.4%	10.9%	18.4%	7.0%	6.1%	15.8%	13.9%	9.6%	21.7%	17.8%	11.8%	15.0%	15.5%
		EF			E						I	I			
Q15 Post Retirement Benefits-Yes	131	23	14	10	53	19	13	71	60	15	23	93	15	41	76
	26.3%	35.7%	25.3%	33.0%	27.9%	15.4%	32.4%	28.6%	24.0%	6.9%	23.3%	52.9%	23.3%	21.4%	30.8%
		E		E	E		E				I	IJ			M
Q15 Post Retirement Benefits-No	160	17	25	8	65	35	9	90	70	70	50	40	17	63	80
	32.0%	26.9%	45.5%	27.5%	34.2%	29.0%	23.5%	36.2%	27.8%	31.0%	50.0%	23.0%	26.6%	33.4%	32.3%
			AEF								IK				
Q16 Recent Changes-Yes	207	30	25	16	81	35	20	108	100	52	50	105	21	65	122
	41.5%	46.1%	45.8%	53.5%	42.7%	29.2%	50.1%	43.1%	39.9%	22.9%	50.4%	60.2%	33.2%	34.0%	49.3%
		E	E	E	E		E				I	I			LM
Q16 Recent Changes-No	112	18	13	4	45	30	3	69	43	38	29	45	13	50	49
	22.5%	27.4%	24.4%	12.7%	23.5%	24.6%	8.0%	27.7%	17.3%	16.8%	29.4%	25.9%	20.9%	26.5%	19.8%
		F			F	F		H			I	I			
Q18 Likelihood of Changes-Top2	195	28	27	15	88	24	13	107	87	49	41	105	18	64	113
	39.0%	42.4%	49.5%	50.6%	46.2%	20.4%	32.0%	43.0%	35.0%	21.7%	41.1%	60.0%	28.2%	33.7%	45.7%
		E	E	E	E						I	IJ			LM
Q18 Likelihood of Changes-Bottom 2	88	15	9	3	23	30	8	50	38	28	30	30	13	34	41
	17.6%	22.5%	16.8%	11.3%	11.9%	25.3%	19.3%	19.8%	15.3%	12.3%	29.8%	17.3%	20.3%	18.0%	16.6%
						D					IK				
Q19_5 Support for Public Program-Top2	234	35	27	15	93	44	20	125	108	109	53	72	29	106	99
	46.7%	53.1%	49.6%	49.7%	49.1%	36.5%	49.4%	50.1%	43.3%	48.3%	53.2%	41.0%	47.0%	55.6%	39.8%
		E			E						K			N	
Q19_5 Support for Public Program-Bottom2	221	24	21	12	77	69	20	102	119	97	40	85	32	68	121
	44.2%	36.4%	37.5%	39.1%	40.5%	57.2%	48.9%	40.7%	47.8%	43.0%	39.6%	48.3%	50.8%	36.0%	48.9%
						ABD									M

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. * small base