

Annex P

Fringe Payments by Type of Payment, Textile Products and Apparel Industry, 1965

	Cents per Hour	Per Cent of Payroll
Total fringe payments	<u>38.7¢</u>	<u>18.9%</u>
Legally required payments (employer's share only)	<u>12.7¢</u>	<u>6.2%</u>
Old Age, Survivors and Disability Insurance	7.0¢	3.4%
Unemployment Compensation	4.1¢	2.0%
Workmen's compensation (including estimated cost for self-insured)	1.4¢	0.7%
State sickness benefits insurance, etc.	0.2¢	0.1%
Pension and other agreed-upon payments (employer's share only)	<u>7.7¢</u>	<u>3.8%</u>
Pension-plan premiums and pension payments not covered by insurance-type plan (net)	2.3¢	1.1%
Life insurance premiums, death benefits, sickness, accident and medical-care insurance premiums, hospitalization insurance, etc. (net)	4.4¢	2.1%
Contributions to privately financed unemployment benefit funds	*	*
Separation or termination pay allowances	0.1¢	0.1%
Discounts on goods and services purchased from company by employees	0.5¢	0.3%
Employee meals furnished by company	*	*
Miscellaneous payments (compensation payments in excess of legal requirements, payments to needy employees, etc.) ..	0.4¢	0.2%
Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	<u>4.9¢</u>	<u>2.4%</u>
Payments for time not worked	<u>9.4¢</u>	<u>4.5%</u>
Paid vacations and bonuses in lieu of vacation	5.7¢	2.8%
Payments for holidays not worked	3.3¢	1.6%
Paid sick leave	0.3¢	0.1%
Payments for State or National Guard duty, jury, witness and voting pay allowances, payments for time lost due to death in family or other personal reasons, etc.	0.1¢	*
Other items	<u>4.0¢</u>	<u>2.0%</u>
Profit-sharing payments	2.9¢	1.4%
Christmas or other special bonuses, service awards, suggestion awards, etc.	0.9¢	0.5%
Employee education expenditures (tuition refunds, etc.) ...	*	*
Special wage payments ordered by courts, payments to union stewards, etc.	0.2¢	0.1%

* Less than 0.05¢ or 0.05%

SOURCE: Chamber of Commerce of the United States, Economic Research Department, Fringe Benefits 1965.