

For release 10:00 a.m. (EDT) Tuesday, July 26, 2011

USDL-11-1112

Technical information: (202) 691-6199 • NCSinfo@bls.gov • www.bls.gov/ebs

Media contact: (202) 691-5902 • PressOffice@bls.gov

(NOTE: Some estimates that include access to paid sick leave benefits were corrected in the BLS database on December 7, 2017. For additional information about this correction, see www.bls.gov/bls/errata/ebs-errata-07212017.htm.)

EMPLOYEE BENEFITS IN THE UNITED STATES – MARCH 2011

Paid leave benefits continued to be the most widely available benefit offered by employers, with paid vacations available to 91 percent of full-time workers in private industry in March 2011, the Bureau of Labor Statistics reported today. Access to these benefits, however, varied by employee and establishment characteristics. In private industry, paid vacation benefits were available to only 37 percent of part-time workers. Paid sick leave was available to 75 percent of full-time workers and 27 percent of part-time workers. (See chart 1.) Paid vacations were available to 90 percent of workers earning wages in the highest 10th percent of private industry employees and only to 38 percent of workers in the lowest 10 percent of private industry wage earners. Access to paid sick leave benefits ranged from 21 percent for the lowest wage category to 87 percent for the highest wage category. (See chart 2.) These data are from the National Compensation Survey (NCS), which provides comprehensive measures of compensation cost trends and incidence and provisions of employee benefit plans.

Chart 1. Full- and part-time workers: Access to selected paid leave benefits, private industry, March 2011

In percent

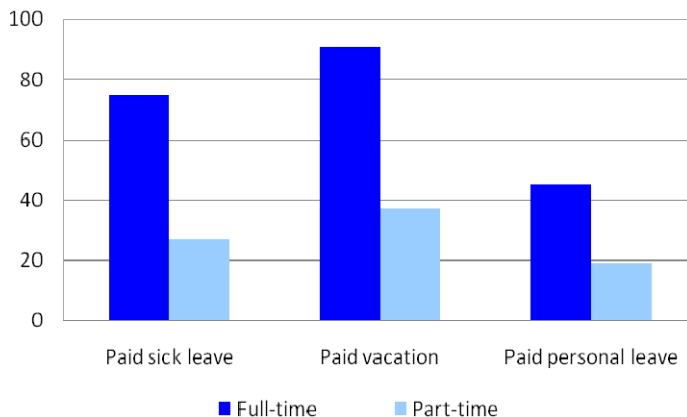
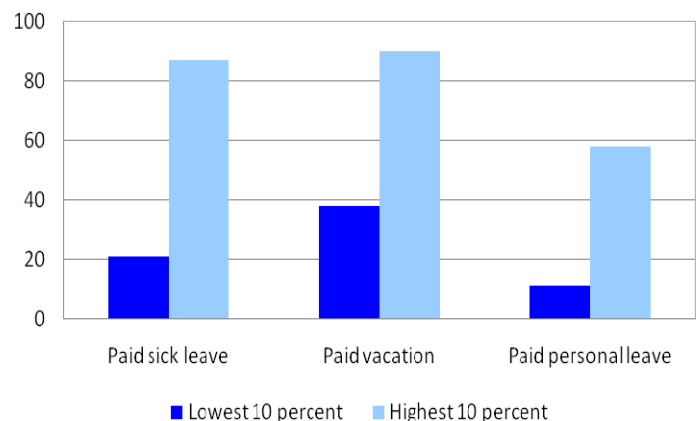


Chart 2. High- and low-wage earners: Access to selected paid leave benefits, private industry, March 2011

In percent



For unmarried domestic partner benefits, about half the workers in state and local government have access to survivor benefits, as compared to 7 percent of the workers in private industry, reflecting in part the difference in the availability of defined benefit plans between these groups. Thirty-three percent of state and local government workers and 29 percent of private sector workers have access to health care benefits for unmarried domestic partners of the same sex. Access to benefits varies by employer and employee characteristics and by whether the unmarried domestic partner is of the same or opposite sex.

Unmarried Domestic Partner Data

For the first time, the National Compensation Survey produced data on employer-provided benefits available to unmarried domestic partners. Two tables show these benefits. Table 7 has information on survivor benefits in defined benefit retirement plans. Table 8 has data on health care benefits. See the Technical Note for additional information on unmarried domestic partner definitions and data.

Additional findings include:

- Sixty-four percent of all private industry employees had access to retirement benefits, compared with 90 percent of state and local government employees. Eighty-five percent of state and local government employees actually participated in a retirement plan, compared with 49 percent of private industry workers. (See table 1.)
- Medical care benefits were available to 69 percent of private industry workers, compared with 87 percent among state and local government workers. About half of private industry workers participated in a medical plan, compared with about three-quarters of state and local government workers. (See table 2.)
- Full-time workers in state and local government had a high rate of access to employer-provided benefits. Retirement and medical benefits were offered to 99 percent and paid sick leave to 98 percent of full-time workers. By comparison, only 73 percent of full-time employees in private industry had access to retirement benefits, 85 percent to medical care, and 75 percent to paid sick leave. (See tables 1, 2, and 6.)
- For single coverage, employers paid 88 percent of the medical care premiums for full-time state and local government workers and 80 percent of the medical care premiums for full-time private industry workers. For family coverage, employers paid 71 percent of the medical care premiums for full-time workers in state and local government and 69 percent in private industry. (See tables 3 and 4.)
- Paid sick leave was available to approximately two-thirds of workers. Nearly 9 out of 10 state and local government workers had access, compared with approximately 6 of 10 private industry workers. (See table 6.)

More information can be obtained by calling (202) 691-6199, sending e-mail to NCSinfo@bls.gov, or by visiting the BLS Internet site, <http://www.bls.gov/ebs/home.htm>. Regional information offices, listed on the Internet site, <http://www.bls.gov/bls/regncon.htm>, also are available to answer any of your questions.

NOTE

More information will be published in early fall, including March 2011 data for civilian, private industry, and state and local government workers on the incidence and provisions of health care benefits, retirement benefits, life insurance, short-term and long-term disability benefits, paid holidays and vacations, and other selected benefits.

In addition, new editions of *Program Perspectives* will be published featuring the latest benefits data. *Program Perspectives* brings together employee benefits information from various National Compensation Survey publications into one convenient and easy-to-read format. For the latest benefit publications, see: <http://www.bls.gov/ncs/ebs>.

TECHNICAL NOTE

Data in this release are from the National Compensation Survey (NCS), conducted by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). This release contains March 2011 data on civilian, private industry, and state and local government workers in the United States. Under the NCS program, information on the incidence and provision of benefits is published in several stages. This news release provides data on the incidence of (access to and participation in) selected benefits and the share of premiums paid by employers and employees for medical care. An extensive number of tables on the incidence of selected benefits will be available in the annual bulletin to be published in early fall, 2011. Data on detailed provisions of health insurance in state and local government for 2011 will be available in 2012. Previous publications containing information on employee benefits for private industry and State and local government workers are available on the BLS website <http://www.bls.gov/ncs/ebs>.

Calculation details

Averages for occupations within an establishment were used to produce estimates for worker groups averaging hourly pay within the six earnings percentiles: Lowest 10 percent, lowest 25 percent, second 25 percent, third 25 percent, highest 25 percent, and highest 10 percent. The percentiles are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual worker earnings for each sampled job. For the calculation of percentile estimates, the individual worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown in the data tables, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. The percentile values are based on wages published in the bulletin *National Compensation Survey: Occupational Earnings in the United States, 2010* (Bulletin 2753). Values corresponding to the percentiles used in the tables are as follows:

Characteristics	Hourly wage percentiles				
	10	25	50 (median)	75	90
Civilian workers	\$8.50	\$11.17	\$16.73	\$26.25	\$39.33
Private industry workers	\$8.25	\$10.69	\$15.87	\$24.81	\$37.89
State and local government	\$11.77	\$15.52	\$22.27	\$33.01	\$45.31

The tables on employer and employee medical premiums (tables 3 and 4) include participants in all medical plans, with calculations for both single and family coverage. The calculations are not based on actual decisions regarding medical coverage made by employees within the occupations. Rather, the premium calculations are based on the assumption that all employees in the occupation have identical coverage.

Unmarried domestic partner benefits

A domestic partnership is usually understood to mean two unrelated, unmarried adults who share the same household. In order to qualify for domestic partner benefits, an employee may need to demonstrate that his or her 'eligible partner' meets certain criteria set by the employer. The employer determines who is a domestic partner. Employers are also not required to offer benefits, regardless of whether or not their State recognizes domestic partners.

Analysis of unmarried domestic partner data on defined benefit survivor benefits must take into account the percent of workers who have access to defined benefit plans. For example, employees in private industry have less access to defined benefit plans (20 percent in 2010) than State and local government employees (84 percent in 2010). As a result, approximately 35 percent of private industry employees with access to a defined benefit plan have a plan that provides domestic partner benefits for same sex partners, while the figure in state and local government is 60 percent.

Health care

Health care is a collective term for preventative and protective coverage for the following measures: medical, dental, vision, and outpatient prescription drug plans. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in health care.

Medical care

Medical care plans provide services or payments for services rendered in the hospital or by a qualified medical care provider.

Take-up rates

Take-up rates are the percentage of workers with access to a plan who participate in the plan. They are computed by using the number of workers participating in a plan divided by the number of workers with access to the plan, multiplied by 100, and rounded to the nearest one percent. Since the computation of take-up rates is based on the number of workers collected rather than rounded percentage estimates, the take-up rates in the tables may not equal the ratio of participation to access estimates.

Leave benefits for teachers

Primary, secondary, and special education teachers typically have a work schedule of 37 or 38 weeks per year. Because of this work schedule, they are generally not offered vacation or holidays. In many cases, the time off during winter and spring breaks during the school year is not considered vacation days for the purposes of this survey.

Survey scope

The March 2011 NCS benefits survey represented about 120 million civilian workers; of this number, about 101 million were private industry workers and 19 million, state and local government workers (see Appendix table 2).

Survey response

The March 2011 benefits survey included a sample of 17,585 establishments. The definitions in Appendix table 1 are as follows:

Responding. The establishment provided information on at least one usable occupation. An occupation is classified as usable if the following data are present: earnings, occupational characteristics (full- vs. part-time schedule, union vs. nonunion status, and time vs. incentive pay type), and work schedule.

Refused or unable to provide data. The establishment did not provide earnings, occupational characteristics, and work schedule data for any occupation.

Out of business or not in survey scope. The establishment is no longer in operation. Establishments not in the survey scope include farm and private households, the self-employed, the Federal government, and locations of an establishment that are not in the sampled area. Also excluded are establishments with no workers within the survey scope. For example, an establishment where all the workers are also owners would be excluded.

Obtaining information

For research articles on employee benefits, see the Monthly Labor Review or Compensation and Working Conditions Online at the BLS Web sites <http://www.bls.gov/opub/mlr/home.htm> and <http://www.bls.gov/opub/cwc/home.htm>. For further technical information, see Chapter 8, "National Compensation Measures," of the BLS Handbook of Methods at: <http://www.bls.gov/opub/hom/pdf/homch8.pdf> and http://www.bls.gov/opub/hom/homch8_a.htm.

Table 1. Retirement benefits:¹ Access, participation, and take-up rates,² National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Civilian ³			Private industry			State and local government		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	68	55	80	64	49	76	90	85	95
Worker characteristics									
Management, professional, and related	83	74	88	80	68	85	92	87	95
Management, business, and financial	86	78	91	84	75	90	—	—	—
Professional and related	82	72	88	78	65	83	92	87	95
Teachers	86	81	94	—	—	—	91	86	95
Primary, secondary, and special education school teachers	95	90	96	—	—	—	99	95	96
Registered nurses	83	69	83	—	—	—	—	—	—
Service	47	31	66	40	22	56	84	79	95
Protective service	74	62	84	49	24	50	91	87	96
Sales and office	71	55	78	69	52	76	90	86	95
Sales and related	66	44	67	66	44	66	—	—	—
Office and administrative support	73	61	84	71	58	81	92	87	95
Natural resources, construction, and maintenance	65	53	81	62	49	79	94	90	96
Construction, extraction, farming, fishing, and forestry	63	50	80	59	45	76	—	—	—
Installation, maintenance, and repair	68	57	83	66	53	82	—	—	—
Production, transportation, and material moving ...	67	52	78	66	51	77	87	84	96
Production	67	53	79	67	53	79	—	—	—
Transportation and material moving	66	51	77	65	49	76	—	—	—
Full time	78	65	84	73	59	80	99	94	95
Part time	38	22	58	37	20	54	41	37	91
Union	93	88	94	90	83	93	97	92	95
Nonunion	64	49	77	61	45	74	84	79	95
Average wage within the following categories: ⁴									
Lowest 25 percent	41	23	56	39	19	50	74	70	94
Lowest 10 percent	29	12	40	28	10	35	60	56	94
Second 25 percent	70	54	78	66	48	73	94	89	95
Third 25 percent	78	67	86	74	61	83	95	91	96
Highest 25 percent	88	80	91	84	75	89	98	93	95
Highest 10 percent	90	83	92	87	79	90	97	92	94

See footnotes at end of table.

Table 1. Retirement benefits:¹ Access, participation, and take-up rates,² National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Civilian ³			Private industry			State and local government		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Establishment characteristics									
Goods-producing industries	73	61	83	73	60	83	—	—	—
Service-providing industries	67	54	80	62	47	75	90	85	95
Education and health services	79	67	85	71	55	77	91	86	95
Educational services	87	82	93	73	63	86	91	87	95
Elementary and secondary schools	91	86	95	—	—	—	92	88	96
Junior colleges, colleges, and universities	88	80	91	90	79	88	86	80	93
Health care and social assistance	73	56	77	71	54	76	93	86	92
Hospitals	90	78	87	—	—	—	95	86	90
Public administration	90	86	95	—	—	—	90	86	95
1 to 99 workers	51	36	71	49	34	69	78	75	96
1 to 49 workers	46	33	72	45	32	70	73	70	95
50 to 99 workers	64	44	69	62	41	66	87	84	97
100 workers or more	84	72	85	81	66	82	91	87	95
100 to 499 workers	79	62	79	77	59	76	87	84	96
500 workers or more	89	81	91	86	76	88	93	88	95
Geographic areas									
New England	63	53	83	60	48	80	84	81	97
Middle Atlantic	70	58	83	66	53	80	92	85	92
East North Central	70	57	82	68	53	79	85	81	95
West North Central	70	58	83	66	53	80	89	81	91
South Atlantic	69	52	76	64	46	72	91	85	93
East South Central	71	56	80	65	47	73	92	89	96
West South Central	67	52	78	63	45	72	90	87	98
Mountain	68	53	78	65	48	74	89	86	97
Pacific	65	53	82	60	46	77	92	90	98

¹ Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or participating in at least one of these plan types.

² The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

³ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/eps/glossary20092010.htm.

Table 2. Medical care benefits: Access, participation, and take-up rates,¹ National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Civilian ²			Private industry			State and local government		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	72	54	75	69	51	73	87	72	83
Worker characteristics									
Management, professional, and related	88	68	78	87	66	77	89	73	82
Management, business, and financial	94	73	78	94	72	76	—	—	—
Professional and related	85	67	78	83	64	77	89	73	82
Teachers	85	68	80	—	—	—	89	73	82
Primary, secondary, and special education									
school teachers	95	77	81	—	—	—	98	81	82
Registered nurses	82	63	77	—	—	—	—	—	—
Service	48	33	70	42	27	65	81	68	84
Protective service	72	58	81	47	32	68	88	76	86
Sales and office	72	52	72	71	50	70	88	73	82
Sales and related	63	42	67	63	42	66	—	—	—
Office and administrative support	78	58	74	76	55	73	89	73	82
Natural resources, construction, and maintenance									
Construction, extraction, farming, fishing, and									
forestry	71	57	80	69	54	79	—	—	—
Installation, maintenance, and repair	83	61	73	81	58	72	—	—	—
Production, transportation, and material moving ...									
Production	76	59	78	75	58	77	82	69	84
Transportation and material moving	82	65	80	82	65	80	—	—	—
Transportation and material moving	70	53	76	69	52	75	—	—	—
Full time	88	67	77	85	64	75	99	82	83
Part time	24	14	58	23	13	57	26	18	69
Union	93	77	82	92	75	82	95	78	82
Nonunion	69	50	73	67	48	72	81	67	83
Average wage within the following categories: ³									
Lowest 25 percent	39	24	62	36	21	59	69	57	82
Lowest 10 percent	22	12	56	20	11	53	54	43	81
Second 25 percent	77	56	73	74	53	71	91	77	84
Third 25 percent	87	69	79	85	66	77	94	79	84
Highest 25 percent	93	74	80	91	71	79	97	79	81
Highest 10 percent	94	75	79	93	73	79	97	79	82

See footnotes at end of table.

Table 2. Medical care benefits: Access, participation, and take-up rates,¹ National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Civilian ²			Private industry			State and local government		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Establishment characteristics									
Goods-producing industries	85	69	81	85	68	81	—	—	—
Service-providing industries	70	52	74	66	47	71	87	72	83
Education and health services	79	60	76	74	53	72	89	72	81
Educational services	86	69	80	78	56	73	88	72	81
Elementary and secondary schools	88	70	79	—	—	—	89	72	80
Junior colleges, colleges, and universities	87	72	82	90	70	78	86	73	84
Health care and social assistance	75	54	73	73	52	72	91	75	83
Hospitals	89	71	80	—	—	—	94	77	82
Public administration	88	74	85	—	—	—	88	74	85
1 to 99 workers	57	42	73	56	41	72	74	63	85
1 to 49 workers	53	38	72	53	38	71	67	57	85
50 to 99 workers	69	51	74	68	50	73	84	72	86
100 workers or more	86	66	77	84	63	74	89	74	82
100 to 499 workers	82	60	74	81	58	72	85	71	84
500 workers or more	90	71	79	89	69	77	91	74	82
Geographic areas									
New England	70	51	72	68	47	70	84	68	81
Middle Atlantic	73	57	78	71	53	76	87	77	88
East North Central	72	54	75	71	53	75	79	61	77
West North Central	70	53	75	67	50	74	84	66	79
South Atlantic	73	53	72	69	48	70	90	75	84
East South Central	79	62	79	74	55	74	95	86	91
West South Central	71	53	74	67	48	72	90	74	82
Mountain	72	52	72	70	49	71	87	65	75
Pacific	72	56	77	69	52	76	90	75	83

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages

are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 3. Medical plans: Share of premiums paid by employer and employee for single coverage, National Compensation Survey, March 2011

(In percent)

Characteristics	Civilian ¹		Private industry		State and local government	
	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium
All workers participating in single coverage medical plans	81	19	80	20	88	12
Worker characteristics						
Management, professional, and related	83	17	81	19	88	12
Management, business, and financial	82	18	80	20	—	—
Professional and related	83	17	81	19	88	12
Teachers	87	13	—	—	89	11
Primary, secondary, and special education school teachers	88	12	—	—	88	12
Registered nurses	81	19	—	—	—	—
Service	81	19	78	22	88	12
Protective service	85	15	75	25	88	12
Sales and office	79	21	78	22	89	11
Sales and related	75	25	75	25	—	—
Office and administrative support	81	19	79	21	88	12
Natural resources, construction, and maintenance	82	18	81	19	89	11
Construction, extraction, farming, fishing, and forestry	83	17	82	18	—	—
Installation, maintenance, and repair	81	19	80	20	—	—
Production, transportation, and material moving ...	81	19	81	19	88	12
Production	81	19	81	19	—	—
Transportation and material moving	81	19	81	19	—	—
Full time	82	18	80	20	88	12
Part time	78	22	77	23	84	16
Union	89	11	89	11	89	11
Nonunion	79	21	78	22	88	12
Average wage within the following categories: ²						
Lowest 25 percent	78	22	76	24	88	12
Lowest 10 percent	75	25	72	28	89	11
Second 25 percent	80	20	78	22	89	11
Third 25 percent	82	18	80	20	89	11
Highest 25 percent	83	17	82	18	88	12
Highest 10 percent	84	16	82	18	90	10

See footnotes at end of table.

Table 3. Medical plans: Share of premiums paid by employer and employee for single coverage, National Compensation Survey, March 2011—Continued

(In percent)

Characteristics	Civilian ¹		Private industry		State and local government	
	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium
Establishment characteristics						
Goods-producing industries	82	18	82	18	—	—
Service-providing industries	81	19	79	21	88	12
Education and health services	84	16	80	20	88	12
Educational services	87	13	80	20	88	12
Elementary and secondary schools	88	12	—	—	88	12
Junior colleges, colleges, and universities	86	14	79	21	89	11
Health care and social assistance	81	19	81	19	85	15
Hospitals	81	19	—	—	85	15
Public administration	89	11	—	—	89	11
1 to 99 workers	80	20	79	21	91	9
1 to 49 workers	80	20	79	21	91	9
50 to 99 workers	79	21	78	22	90	10
100 workers or more	82	18	80	20	88	12
100 to 499 workers	80	20	79	21	89	11
500 workers or more	84	16	81	19	88	12
Geographic areas						
New England	79	21	77	23	86	14
Middle Atlantic	83	17	81	19	91	9
East North Central	82	18	80	20	90	10
West North Central	83	17	80	20	92	8
South Atlantic	80	20	77	23	88	12
East South Central	80	20	77	23	88	12
West South Central	81	19	80	20	86	14
Mountain	81	19	79	21	89	11
Pacific	83	17	82	18	86	14

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 4. Medical plans: Share of premiums paid by employer and employee for family coverage, National Compensation Survey, March 2011

(In percent)

Characteristics	Civilian ¹		Private industry		State and local government	
	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium
All workers participating in family coverage medical plans	70	30	69	31	71	29
Worker characteristics						
Management, professional, and related	71	29	71	29	70	30
Management, business, and financial	71	29	70	30	—	—
Professional and related	70	30	71	29	69	31
Teachers	67	33	—	—	69	31
Primary, secondary, and special education school teachers	66	34	—	—	67	33
Registered nurses	72	28	—	—	—	—
Service	66	34	63	37	73	27
Protective service	74	26	62	38	77	23
Sales and office	68	32	67	33	73	27
Sales and related	65	35	65	35	—	—
Office and administrative support	69	31	68	32	73	27
Natural resources, construction, and maintenance	69	31	68	32	73	27
Construction, extraction, farming, fishing, and forestry	68	32	66	34	—	—
Installation, maintenance, and repair	70	30	69	31	—	—
Production, transportation, and material moving ...	73	27	73	27	73	27
Production	74	26	73	27	—	—
Transportation and material moving	72	28	72	28	—	—
Full time	70	30	69	31	71	29
Part time	70	30	70	30	71	29
Union	82	18	83	17	80	20
Nonunion	66	34	67	33	64	36
Average wage within the following categories: ²						
Lowest 25 percent	63	37	63	37	64	36
Lowest 10 percent	62	38	61	39	58	42
Second 25 percent	67	33	66	34	74	26
Third 25 percent	70	30	69	31	71	29
Highest 25 percent	73	27	73	27	75	25
Highest 10 percent	75	25	74	26	80	20

See footnotes at end of table.

Table 4. Medical plans: Share of premiums paid by employer and employee for family coverage, National Compensation Survey, March 2011—Continued

(In percent)

Characteristics	Civilian ¹		Private industry		State and local government	
	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium	Employer share of premium	Employee share of premium
Establishment characteristics						
Goods-producing industries	73	27	73	27	—	—
Service-providing industries	69	31	68	32	71	29
Education and health services	67	33	67	33	68	32
Educational services	67	33	64	36	67	33
Elementary and secondary schools	65	35	—	—	66	34
Junior colleges, colleges, and universities	70	30	69	31	71	29
Health care and social assistance	68	32	67	33	72	28
Hospitals	74	26	—	—	73	27
Public administration	78	22	—	—	78	22
1 to 99 workers	64	36	64	36	71	29
1 to 49 workers	64	36	63	37	72	28
50 to 99 workers	65	35	65	35	70	30
100 workers or more	72	28	73	27	72	28
100 to 499 workers	70	30	70	30	72	28
500 workers or more	74	26	76	24	72	28
Geographic areas						
New England	74	26	72	28	82	18
Middle Atlantic	76	24	73	27	89	11
East North Central	75	25	73	27	85	15
West North Central	71	29	72	28	69	31
South Atlantic	65	35	64	36	66	34
East South Central	62	38	65	35	54	46
West South Central	62	38	65	35	52	48
Mountain	67	33	67	33	66	34
Pacific	70	30	68	32	77	23

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 5. Life insurance benefits: Access, participation, and take-up rates,¹ National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Civilian ²			Private industry			State and local government		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	61	59	97	58	56	97	80	78	97
Worker characteristics									
Management, professional, and related	78	76	98	77	76	98	81	78	97
Management, business, and financial	85	84	98	85	84	99	—	—	—
Professional and related	75	74	98	73	72	98	80	77	97
Teachers	75	73	98	—	—	—	79	77	97
Primary, secondary, and special education school teachers	82	81	98	—	—	—	86	84	98
Registered nurses	72	71	98	—	—	—	—	—	—
Service	38	36	95	31	29	94	75	73	97
Protective service	72	69	96	54	49	90	84	83	98
Sales and office	60	57	96	58	55	96	81	79	98
Sales and related	48	45	92	48	44	92	—	—	—
Office and administrative support	66	65	97	64	62	97	81	79	98
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	61	59	96	58	55	96	90	89	99
Installation, maintenance, and repair	53	51	96	49	46	95	—	—	—
Production, transportation, and material moving ... Production	68	66	97	66	64	97	—	—	—
Transportation and material moving	65	63	97	64	62	97	76	75	99
Production	71	69	97	71	69	97	—	—	—
Transportation and material moving	59	57	97	58	56	96	—	—	—
Full time	76	74	97	73	71	97	90	88	98
Part time	15	14	91	14	13	91	23	21	94
Union	85	83	98	83	81	98	86	85	98
Nonunion	57	55	96	55	53	96	74	72	97
Average wage within the following categories: ³									
Lowest 25 percent	28	26	92	25	22	91	62	60	97
Lowest 10 percent	15	14	91	13	12	90	46	44	95
Second 25 percent	64	62	96	61	59	95	84	82	97
Third 25 percent	75	73	97	71	69	97	85	84	98
Highest 25 percent	83	82	98	81	80	99	89	87	97
Highest 10 percent	87	85	98	85	84	99	89	86	97

See footnotes at end of table.

Table 5. Life insurance benefits: Access, participation, and take-up rates,¹ National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Civilian ²			Private industry			State and local government		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Establishment characteristics									
Goods-producing industries	72	70	97	72	70	97	—	—	—
Service-providing industries	59	57	97	55	53	96	80	77	97
Education and health services	69	67	97	62	61	98	80	77	97
Educational services	77	75	98	68	67	99	79	77	97
Elementary and secondary schools	77	75	98	—	—	—	78	77	98
Junior colleges, colleges, and universities	83	80	96	86	85	99	82	77	94
Health care and social assistance	63	61	97	61	60	97	83	80	97
Hospitals	85	84	98	—	—	—	89	85	97
Public administration	82	80	98	—	—	—	82	80	98
1 to 99 workers	42	40	96	41	39	96	64	62	97
1 to 49 workers	38	36	95	37	35	95	63	61	96
50 to 99 workers	55	54	97	55	53	97	66	64	98
100 workers or more	78	76	97	76	74	97	82	80	97
100 to 499 workers	70	68	96	70	67	96	73	72	98
500 workers or more	85	84	98	86	84	99	85	83	97
Geographic areas									
New England	60	58	97	58	56	98	72	69	95
Middle Atlantic	60	59	99	56	55	98	84	83	99
East North Central	66	63	96	64	61	97	78	74	95
West North Central	63	61	97	60	58	97	78	77	99
South Atlantic	61	59	97	57	55	97	83	80	97
East South Central	69	66	96	64	62	96	85	80	94
West South Central	61	58	95	58	54	94	76	75	98
Mountain	61	58	95	57	54	95	84	82	98
Pacific	55	53	97	51	49	97	76	75	99

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages

are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 6. Selected paid leave benefits: Access, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Civilian ¹			Private industry			State and local government		
	Paid sick leave	Paid vacation	Paid personal leave	Paid sick leave	Paid vacation	Paid personal leave	Paid sick leave	Paid vacation	Paid personal leave
All workers	67	74	42	63	77	38	89	60	59
Worker characteristics									
Management, professional, and related	87	74	59	86	87	56	90	43	64
Management, business, and financial	91	94	59	91	96	59	—	—	—
Professional and related	85	67	59	83	83	55	90	36	65
Teachers	84	17	64	—	—	—	88	12	69
Primary, secondary, and special education school teachers	94	12	75	—	—	—	96	9	78
Registered nurses	81	82	63	—	—	—	—	—	—
Service	50	61	28	43	58	24	84	75	51
Protective service	69	77	42	39	62	25	89	87	53
Sales and office	68	80	42	66	79	41	90	85	54
Sales and related	56	69	33	55	69	33	—	—	—
Office and administrative support	76	86	48	74	86	46	91	86	55
Natural resources, construction, and maintenance	56	81	28	51	80	26	94	94	45
Construction, extraction, farming, fishing, and forestry	44	72	22	38	69	19	—	—	—
Installation, maintenance, and repair	67	91	35	64	90	33	—	—	—
Production, transportation, and material moving ...	55	82	33	54	83	32	87	63	59
Production	55	90	31	54	90	31	—	—	—
Transportation and material moving	56	74	35	54	75	33	—	—	—
Full time	79	87	48	75	91	45	98	67	64
Part time	28	35	20	27	37	19	41	21	29
Union	84	74	59	71	90	49	97	57	70
Nonunion	64	74	38	62	76	37	83	62	49
Average wage within the following categories: ²									
Lowest 25 percent	36	53	21	32	51	18	75	56	44
Lowest 10 percent	23	40	13	21	38	11	62	41	37
Second 25 percent	69	83	43	66	84	41	93	84	57
Third 25 percent	79	89	47	74	90	43	94	70	63
Highest 25 percent	88	78	60	85	89	56	96	36	71
Highest 10 percent	90	75	61	87	90	58	98	34	64

See footnotes at end of table.

Table 6. Selected paid leave benefits: Access, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Civilian ¹			Private industry			State and local government		
	Paid sick leave	Paid vacation	Paid personal leave	Paid sick leave	Paid vacation	Paid personal leave	Paid sick leave	Paid vacation	Paid personal leave
Establishment characteristics									
Goods-producing industries	56	88	31	56	88	31	—	—	—
Service-providing industries	69	72	43	64	75	40	89	59	59
Education and health services	83	66	58	78	80	54	90	43	64
Educational services	87	40	61	76	57	46	90	36	65
Elementary and secondary schools	90	27	70	—	—	—	91	27	72
Junior colleges, colleges, and universities	86	68	47	82	72	54	88	66	43
Health care and social assistance	79	84	55	78	84	55	91	90	55
Hospitals	89	90	70	—	—	—	93	93	49
Public administration	89	88	53	—	—	—	89	88	53
1 to 99 workers	55	70	28	54	70	27	78	66	44
1 to 49 workers	53	68	25	52	68	25	72	68	37
50 to 99 workers	60	75	35	58	76	33	87	64	56
100 workers or more	78	79	54	73	86	51	91	59	61
100 to 499 workers	69	79	47	67	82	45	87	59	60
500 workers or more	86	78	61	82	90	60	92	59	61
Geographic areas									
New England	72	71	49	70	75	44	84	48	81
Middle Atlantic	71	74	52	67	76	49	90	58	70
East North Central	62	74	44	58	78	41	85	52	63
West North Central	66	72	34	61	76	30	89	56	50
South Atlantic	65	77	40	60	79	36	93	68	56
East South Central	65	76	38	58	78	38	92	67	38
West South Central	68	75	39	64	80	35	86	52	59
Mountain	66	74	38	63	77	35	84	55	52
Pacific	69	74	37	65	75	33	93	68	58

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation

Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 7. Defined benefit retirement survivor benefits: Access¹ for unmarried domestic partners, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Civilian ²		Private industry		State and local government	
	Same sex	Opposite sex	Same sex	Opposite sex	Same sex	Opposite sex
All workers	14	14	7	7	50	49
Worker characteristics						
Management, professional, and related	24	23	11	10	54	52
Management, business, and financial	21	20	15	14	—	—
Professional and related	25	24	9	9	54	53
Teachers	43	41	—	—	54	51
Primary, secondary, and special education school teachers	50	49	—	—	57	56
Registered nurses	16	15	—	—	—	—
Service	9	9	3	3	42	42
Protective service	28	27	3	3	45	44
Sales and office	12	11	8	7	52	51
Sales and related	5	4	4	4	—	—
Office and administrative support	16	15	10	9	53	53
Natural resources, construction, and maintenance	12	11	8	7	46	46
Construction, extraction, farming, fishing, and forestry	11	11	6	6	—	—
Installation, maintenance, and repair	13	12	10	9	—	—
Production, transportation, and material moving	10	9	8	7	40	41
Production	6	5	6	4	—	—
Transportation and material moving	13	13	11	10	—	—
Full time	17	16	9	8	55	54
Part time	6	6	4	4	21	21
Union	38	36	25	22	54	51
Nonunion	10	10	6	5	47	48
Average wage within the following categories: ³						
Lowest 25 percent	4	4	2	2	38	38
Lowest 10 percent	1	1	1	1	30	30
Second 25 percent	11	11	5	5	51	50
Third 25 percent	17	16	9	8	52	52
Highest 25 percent	27	26	15	14	59	57
Highest 10 percent	28	26	16	15	61	55

See footnotes at end of table.

Table 7. Defined benefit retirement survivor benefits: Access¹ for unmarried domestic partners, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Civilian ²		Private industry		State and local government	
	Same sex	Opposite sex	Same sex	Opposite sex	Same sex	Opposite sex
Establishment characteristics						
Goods-producing industries	7	6	6	6	—	—
Service-providing industries	16	15	8	7	50	49
Education and health services	24	24	7	7	53	51
Educational services	44	42	4	3	54	52
Elementary and secondary schools	49	48	—	—	53	52
Junior colleges, colleges, and universities	37	35	6	5	55	53
Health care and social assistance	11	10	8	8	43	44
Hospitals	20	20	—	—	39	42
Public administration	49	48	—	—	49	48
1 to 99 workers	5	4	3	3	34	34
1 to 49 workers	4	4	3	3	31	31
50 to 99 workers	7	7	5	4	40	39
100 workers or more	23	22	12	12	52	51
100 to 499 workers	12	12	7	7	42	42
500 workers or more	33	32	19	18	56	54
Geographic areas						
New England	11	10	8	7	32	27
Middle Atlantic	17	15	9	8	61	54
East North Central	7	6	7	5	—	—
West North Central	—	8	5	4	—	—
South Atlantic	13	13	6	6	46	46
East South Central	19	19	5	5	67	68
West South Central	14	14	5	5	57	58
Mountain	14	14	6	6	61	60
Pacific	24	23	12	12	84	82

¹ The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For example, this table shows that 14 percent of all civilian workers have access to a defined benefit retirement plan that provided survivor benefits for unmarried domestic partners. Data from March 2010 show that 31 percent of civilian workers had access to a defined benefit retirement plan.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 8. Health care benefits: Access¹ for unmarried domestic partners, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Civilian ²		Private industry		State and local government	
	Same sex	Opposite sex	Same sex	Opposite sex	Same sex	Opposite sex
All workers	30	25	29	25	33	28
Worker characteristics						
Management, professional, and related	42	36	46	38	34	29
Management, business, and financial	50	43	52	45	—	—
Professional and related	40	33	43	35	34	29
Teachers	31	26	—	—	31	26
Primary, secondary, and special education school teachers	28	24	—	—	30	25
Registered nurses	31	24	—	—	—	—
Service	19	15	17	14	30	24
Protective service	29	20	20	10	35	26
Sales and office	30	26	30	26	36	31
Sales and related	24	20	24	20	—	—
Office and administrative support	34	30	34	29	37	32
Natural resources, construction, and maintenance	23	18	22	18	29	22
Construction, extraction, farming, fishing, and forestry	17	17	16	16	—	—
Installation, maintenance, and repair	29	20	29	20	—	—
Production, transportation, and material moving	25	21	25	21	29	26
Production	24	20	24	20	—	—
Transportation and material moving	26	22	26	22	—	—
Full time	37	31	36	31	37	31
Part time	10	8	9	8	13	12
Union	49	38	46	31	53	45
Nonunion	27	23	28	24	17	14
Average wage within the following categories: ³						
Lowest 25 percent	11	9	11	9	15	13
Lowest 10 percent	7	5	6	4	8	7
Second 25 percent	26	23	26	23	35	29
Third 25 percent	37	31	35	30	37	31
Highest 25 percent	49	40	50	41	47	39
Highest 10 percent	57	48	59	49	57	49

See footnotes at end of table.

Table 8. Health care benefits: Access¹ for unmarried domestic partners, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Civilian ²		Private industry		State and local government	
	Same sex	Opposite sex	Same sex	Opposite sex	Same sex	Opposite sex
Establishment characteristics						
Goods-producing industries	27	23	27	24	—	—
Service-providing industries	31	25	30	25	33	28
Education and health services	30	26	29	25	32	27
Educational services	33	27	38	29	32	26
Elementary and secondary schools	28	24	—	—	28	24
Junior colleges, colleges, and universities	49	37	58	43	43	33
Health care and social assistance	28	25	28	24	35	31
Hospitals	34	26	—	—	36	32
Public administration	37	31	—	—	37	31
1 to 99 workers	18	16	18	16	16	15
1 to 49 workers	17	15	17	15	12	11
50 to 99 workers	23	20	23	20	22	21
100 workers or more	41	33	42	34	36	30
100 to 499 workers	32	28	34	30	22	19
500 workers or more	49	38	54	41	40	34
Geographic areas						
New England	37	33	38	33	34	28
Middle Atlantic	34	28	31	24	54	49
East North Central	22	14	22	15	23	—
West North Central	19	16	20	16	—	—
South Atlantic	21	16	22	18	12	7
East South Central	17	12	21	14	2	3
West South Central	19	18	20	19	10	11
Mountain	41	34	39	33	51	36
Pacific	57	53	52	48	84	82

¹ The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For example, this table shows that 30 percent of all civilian workers have access to a health care plan that provide coverage for unmarried same sex domestic partners. Data from March 2010 show that 74 percent of civilian workers had access to a health care plan.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Appendix table 1. Survey establishment response, National Compensation Survey, March 2011

Establishments	Total	Private industry	State and local governments
Total in sampling frame ¹	5,167,424	4,950,028	217,397
Total in sample	17,585	15,566	2,019
Responding	10,475	8,727	1,748
Refused or unable to provide data	4,591	4,343	248
Out of business or not in survey scope	2,519	2,496	23

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2007 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single

physical location. For State and local governments, an establishment is defined as all locations of a government entity.

NOTE: Because of rounding, sums of individual items may not equal totals.

Appendix table 2. Number of workers¹ represented, National Compensation Survey, March 2011

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	119,726,200	100,764,900	18,961,200
Management, professional, and related	35,035,700	24,576,700	10,459,000
Management, business, and financial ...	9,362,500	7,785,200	–
Professional and related	25,673,100	16,791,500	8,881,600
Teachers	6,190,800	–	4,921,200
Primary, secondary, and special education school teachers	4,128,500	–	3,602,900
Registered nurses	2,683,500	–	–
Service	26,216,500	22,190,000	4,026,500
Protective service	3,024,800	1,214,300	1,810,400
Sales and office	31,364,800	28,600,200	2,764,600
Sales and related	11,452,500	11,303,100	–
Office and administrative support	19,912,300	17,297,100	2,615,200
Natural resources, construction, and maintenance	9,401,500	8,443,700	957,800
Construction, extraction, farming, fishing, and forestry	4,746,700	4,217,700	–
Installation, maintenance, and repair	4,654,800	4,226,000	–
Production, transportation, and material moving	17,707,600	16,954,300	753,300
Production	8,534,300	8,416,300	–
Transportation and material moving	9,173,300	8,538,000	–

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

² The 2000 Standard Occupational Classification system is used to classify workers.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no estimates for this characteristic are provided in this publication.