

Table 40. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	5	6	37	52
Worker characteristics					
Management, professional, and related	17	11	11	52	68
Management, business, and financial	18	18	14	54	69
Professional and related	16	8	9	51	68
Teachers	13	3	5	49	67
Primary, secondary, and special education school teachers	10	1	3	46	66
Registered nurses	24	4	10	67	78
Service	8	1	4	23	36
Protective service	9	3	9	39	59
Sales and office	8	6	7	39	54
Sales and related	3	3	3	38	52
Office and administrative support	11	7	9	40	55
Natural resources, construction, and maintenance	5	2	4	27	40
Construction, extraction, farming, fishing, and forestry	2	1	4	20	32
Installation, maintenance, and repair	7	2	4	34	47
Production, transportation, and material moving ...	4	2	3	28	45
Production	6	2	3	33	47
Transportation and material moving	3	2	2	24	43
Full time	11	7	8	41	57
Part time	6	1	3	23	36
Union	14	2	9	49	77
Nonunion	9	6	6	35	48
Average wage within the following categories: ³					
Lowest 25 percent	5	1	2	20	31
Lowest 10 percent	5	—	1	14	23
Second 25 percent	8	3	5	36	50
Third 25 percent	11	7	9	41	58
Highest 25 percent	17	12	11	54	71
Highest 10 percent	18	15	13	56	74
Establishment characteristics					
Goods-producing industries	7	5	3	35	49
Service-providing industries	10	6	7	37	52
Education and health services	15	3	7	47	62
Educational services	13	4	7	48	67
Elementary and secondary schools	9	1	2	44	67
Junior colleges, colleges, and universities	25	—	17	66	78
Healthcare and social assistance	16	2	7	46	58
Hospitals	27	3	14	80	91
Public administration	17	5	17	54	77

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	4	3	18	29
1 to 49 workers	4	4	3	16	25
50 to 99 workers	6	4	4	25	42
100 workers or more	15	7	9	54	73
100 to 499 workers	8	4	5	43	61
500 workers or more	22	9	14	65	84
Geographic areas					
New England	12	5	8	39	54
Middle Atlantic	11	5	7	35	52
East North Central	11	6	6	40	51
West North Central	10	5	5	39	51
South Atlantic	9	6	5	37	53
East South Central	9	8	4	40	50
West South Central	9	5	3	37	53
Mountain	9	4	8	31	51
Pacific	9	5	11	36	51

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 A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

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/glossary20112012.htm.

Table 41. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account		
All workers	20	20	37	40	24	19
Worker characteristics						
Management, professional, and related	27	32	56	60	33	27
Management, business, and financial	34	33	58	61	28	33
Professional and related	24	32	56	60	35	25
Teachers	20	34	49	58	51	20
Primary, secondary, and special education school teachers	19	34	48	58	52	18
Registered nurses	24	36	68	69	29	24
Service	9	12	23	24	18	11
Protective service	17	22	42	44	39	19
Sales and office	24	18	36	38	25	22
Sales and related	24	9	28	30	24	22
Office and administrative support	24	24	40	43	26	22
Natural resources, construction, and maintenance	15	16	26	29	19	13
Construction, extraction, farming, fishing, and forestry	10	12	16	20	15	8
Installation, maintenance, and repair	20	19	34	37	23	18
Production, transportation, and material moving ...	15	15	28	30	16	11
Production	16	17	31	34	17	14
Transportation and material moving	14	13	25	26	16	9
Full time	23	24	43	47	27	22
Part time	9	8	18	17	15	10
Union	18	26	49	54	42	25
Nonunion	20	19	35	37	21	18
Average wage within the following categories: ⁴						
Lowest 25 percent	8	7	17	17	15	10
Lowest 10 percent	4	3	11	9	10	5
Second 25 percent	21	19	33	36	24	18
Third 25 percent	22	24	43	46	26	21
Highest 25 percent	29	32	58	62	33	28
Highest 10 percent	31	33	62	66	34	30
Establishment characteristics						
Goods-producing industries	18	18	34	36	16	17
Service-providing industries	20	20	38	40	26	19
Education and health services	20	29	48	52	36	18
Educational services	22	33	52	59	53	20
Elementary and secondary schools	19	34	49	56	53	18
Junior colleges, colleges, and universities	29	34	66	73	63	27
Healthcare and social assistance	19	26	45	48	24	16
Hospitals	20	42	73	75	34	30
Public administration	22	32	57	58	60	31

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ²	Performance	Signing	Other
All workers	7	2	1	5
Worker characteristics				
Management, professional, and related	9	4	2	6
Management, business, and financial	13	6	4	10
Professional and related	7	3	1	5
Teachers	—	—	—	—
Primary, secondary, and special education school teachers	—	—	—	—
Registered nurses	2	(³)	—	—
Service	2	—	—	2
Protective service	1	—	—	1
Sales and office	9	2	1	7
Sales and related	10	1	1	9
Office and administrative support	9	3	2	7
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	5	2	—	3
Installation, maintenance, and repair	2	—	—	1
8	3	—	4	
Production, transportation, and material moving ...	6	1	1	5
Production	6	1	1	5
Transportation and material moving	6	1	1	5
Full time	8	3	1	6
Part time	4	1	(³)	4
Union	5	2	1	2
Nonunion	7	2	1	6
Average wage within the following categories: ⁴				
Lowest 25 percent	3	(³)	(³)	3
Lowest 10 percent	3	—	—	3
Second 25 percent	6	2	1	5
Third 25 percent	7	2	1	6
Highest 25 percent	11	5	2	7
Highest 10 percent	13	5	3	9
Establishment characteristics				
Goods-producing industries	8	3	1	6
Service-providing industries	6	2	1	5
Education and health services	1	—	(³)	1
Educational services	(³)	—	(³)	(³)
Elementary and secondary schools	—	—	—	—
Junior colleges, colleges, and universities	1	—	1	(³)
Healthcare and social assistance	2	—	—	1
Hospitals	2	1	—	2
Public administration	—	—	—	—

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account		
1 to 99 workers	12	10	20	22	13	9
1 to 49 workers	10	9	18	18	12	8
50 to 99 workers	16	14	27	31	17	12
100 workers or more	27	29	53	56	35	28
100 to 499 workers	25	22	40	43	27	25
500 workers or more	28	36	66	70	43	31
Geographic areas						
New England	14	18	40	40	24	17
Middle Atlantic	14	16	33	36	28	18
East North Central	21	19	36	39	24	20
West North Central	22	28	43	45	19	21
South Atlantic	21	22	37	39	24	19
East South Central	26	27	32	35	30	19
West South Central	18	20	40	43	25	19
Mountain	19	18	41	43	24	16
Pacific	21	19	37	39	23	19

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ²	Performance	Signing	Other
1 to 99 workers	5	1	1	4
1 to 49 workers	4	1	1	3
50 to 99 workers	7	2	1	6
100 workers or more	9	3	2	7
100 to 499 workers	8	2	1	6
500 workers or more	10	4	3	7
Geographic areas				
New England	6	2	1	6
Middle Atlantic	7	1	1	6
East North Central	7	3	1	5
West North Central	7	2	1	5
South Atlantic	7	2	1	6
East South Central	10	3	2	8
West South Central	6	2	—	4
Mountain	5	1	1	4
Pacific	7	3	2	5

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 sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

³ Less than 0.5.

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/ebs/glossary20112012.htm.

**Table 42. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2012**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
All workers	17	24	22
Worker characteristics			
Management, professional, and related	29	38	35
Management, business, and financial	33	36	33
Professional and related	27	39	36
Teachers	26	63	57
Primary, secondary, and special education school teachers	20	68	59
Registered nurses	26	24	19
Service	9	14	12
Protective service	17	47	41
Sales and office	17	22	20
Sales and related	12	16	15
Office and administrative support	20	25	23
Natural resources, construction, and maintenance	12	19	18
Construction, extraction, farming, fishing, and forestry	7	17	16
Installation, maintenance, and repair	17	21	19
Production, transportation, and material moving	11	18	15
Production	10	17	14
Transportation and material moving	11	19	16
Full time	20	28	26
Part time	8	12	11
Union	22	58	51
Nonunion	17	18	17
Average wage within the following categories: ⁴			
Lowest 25 percent	6	8	8
Lowest 10 percent	5	5	5
Second 25 percent	13	20	18
Third 25 percent	19	27	25
Highest 25 percent	32	42	39
Highest 10 percent	36	45	42
Establishment characteristics			
Goods-producing industries	13	20	18
Service-providing industries	18	25	23
Education and health services	22	35	31
Educational services	29	62	57
Elementary and secondary schools	21	67	61
Junior colleges, colleges, and universities	52	62	60
Healthcare and social assistance	17	14	12
Hospitals	30	30	22
Public administration	26	73	69

See footnotes at end of table.

**Table 42. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2012—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
1 to 99 workers	8	8	7
1 to 49 workers	7	6	6
50 to 99 workers	11	12	11
100 workers or more	26	39	36
100 to 499 workers	18	24	23
500 workers or more	35	54	49
Geographic areas			
New England	15	23	24
Middle Atlantic	16	26	24
East North Central	15	24	22
West North Central	15	23	19
South Atlantic	22	24	21
East South Central	22	29	24
West South Central	17	26	23
Mountain	16	20	21
Pacific	18	22	22

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 A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

³ A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be

fully paid for by the employee.

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: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20112012.htm.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
All workers	40	5	4	9	7	6	4	5	11
Worker characteristics									
Management, professional, and related	45	6	5	9	4	10	3	7	15
Management, business, and financial	56	9	7	16	5	9	3	7	18
Professional and related	41	5	5	7	4	10	2	7	14
Teachers	25	—	2	(⁴)	1	13	2	(⁴)	9
Primary, secondary, and special education school teachers	28	—	2	1	—	14	3	—	11
Registered nurses	44	1	3	5	2	14	3	14	18
Service	28	1	3	5	6	4	3	4	7
Protective service	37	(⁴)	9	2	4	10	11	5	11
Sales and office	43	4	3	11	11	5	7	5	9
Sales and related	38	2	2	7	13	3	12	3	7
Office and administrative support	46	5	4	13	9	6	4	6	11
Natural resources, construction, and maintenance	41	6	4	10	11	4	3	4	12
Construction, extraction, farming, fishing, and forestry	37	4	2	11	12	2	2	—	8
Installation, maintenance, and repair	44	8	5	9	10	5	4	7	15
Production, transportation, and material moving ...	41	6	2	9	9	6	2	4	13
Production	47	9	2	12	10	6	2	5	16
Transportation and material moving	34	4	1	7	8	5	2	4	11
Full time	46	6	4	10	8	8	4	6	14
Part time	23	1	2	4	5	2	3	4	4
Union	37	5	4	3	2	15	3	2	16
Nonunion	40	5	3	10	8	5	4	6	11
Average wage within the following categories: ⁵									
Lowest 25 percent	27	1	2	5	7	2	4	4	5
Lowest 10 percent	22	(⁴)	1	5	7	1	1	3	4
Second 25 percent	40	4	2	9	11	5	6	5	10
Third 25 percent	46	6	4	11	7	8	3	5	13
Highest 25 percent	49	8	6	10	4	10	2	7	18
Highest 10 percent	52	8	6	11	4	11	2	7	17
Establishment characteristics									
Goods-producing industries	50	11	3	13	10	6	1	4	17
Service-providing industries	38	4	4	8	7	6	4	5	11
Education and health services	33	1	3	5	3	10	3	5	10
Educational services	24	—	2	1	1	11	3	(⁴)	8
Elementary and secondary schools	25	—	1	1	1	13	3	—	9
Junior colleges, colleges, and universities	20	—	4	(⁴)	—	8	2	1	6
Healthcare and social assistance	40	2	3	9	4	9	3	9	11
Hospitals	48	2	3	5	1	17	3	15	17
Public administration	42	—	7	1	2	16	9	—	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
1 to 99 workers	37	4	3	11	10	3	2	3	8
1 to 49 workers	36	4	2	11	11	3	1	2	7
50 to 99 workers	40	4	4	12	7	4	2	7	10
100 workers or more	43	5	4	6	5	9	6	7	15
100 to 499 workers	42	4	3	6	8	6	8	7	12
500 workers or more	44	7	6	6	2	11	3	7	18
Geographic areas									
New England	36	3	2	7	3	9	2	5	10
Middle Atlantic	42	3	3	10	6	9	3	4	12
East North Central	43	6	4	10	6	9	5	5	14
West North Central	36	5	3	10	5	4	3	6	10
South Atlantic	41	4	4	7	10	4	5	6	12
East South Central	37	5	2	6	10	3	6	3	15
West South Central	45	6	3	11	10	3	4	6	12
Mountain	41	5	5	9	11	4	3	6	7
Pacific	34	4	4	8	5	8	2	3	9

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 sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

³ Includes all other bonuses provided to employees and not published separately.

⁴ Less than 0.5.

⁵ 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/glossary20112012.htm.

**Table 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
National Compensation Survey, March 2012**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	14	14	31	26
Worker characteristics				
Management, professional, and related	23	22	44	36
Management, business, and financial	22	21	51	44
Professional and related	24	23	41	33
Teachers	42	41	31	26
Primary, secondary, and special education school teachers	50	49	29	25
Registered nurses	17	17	34	25
Service	9	8	19	15
Protective service	26	25	28	18
Sales and office	12	11	31	27
Sales and related	5	5	24	20
Office and administrative support	16	16	35	31
Natural resources, construction, and maintenance	12	11	23	19
Construction, extraction, farming, fishing, and forestry	10	10	19	18
Installation, maintenance, and repair	13	12	28	21
Production, transportation, and material moving	9	8	25	22
Production	5	4	25	21
Transportation and material moving	13	12	26	22
Full time	17	16	37	31
Part time	5	5	10	8
Union	38	35	49	38
Nonunion	10	10	28	23
Average wage within the following categories: ³				
Lowest 25 percent	4	4	11	9
Lowest 10 percent	1	1	6	4
Second 25 percent	11	11	26	22
Third 25 percent	17	16	38	32
Highest 25 percent	26	25	51	41
Highest 10 percent	28	26	59	49
Establishment characteristics				
Goods-producing industries	7	6	28	24
Service-providing industries	15	15	31	26
Education and health services	24	23	31	26
Educational services	43	42	34	28
Elementary and secondary schools	49	48	28	24
Junior colleges, colleges, and universities	35	34	49	38
Healthcare and social assistance	10	10	29	25
Hospitals	21	21	35	25
Public administration	48	47	37	31

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, civilian workers,² National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers	4	4	19	17
1 to 49 workers	4	4	17	15
50 to 99 workers	7	7	25	23
100 workers or more	23	22	42	34
100 to 499 workers	12	12	34	29
500 workers or more	34	32	49	38
Geographic areas				
New England	12	11	39	34
Middle Atlantic	16	15	35	28
East North Central	7	6	23	14
West North Central	—	9	22	19
South Atlantic	13	12	22	16
East South Central	20	20	17	13
West South Central	14	14	19	18
Mountain	13	13	40	33
Pacific	22	22	57	54

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 more information, see the Unmarried Domestic Partners Benefit Fact Sheet at: www.bls.gov/ncs/ebs_domestic2012.pdf.

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/glossary20112012.htm.

Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	9	6	6	34	48
Worker characteristics					
Management, professional, and related	18	14	11	51	66
Management, business, and financial	18	20	14	53	67
Professional and related	18	11	10	50	65
Service	8	1	3	19	30
Protective service	4	–	3	16	30
Sales and office	8	6	6	38	52
Sales and related	3	3	3	38	53
Office and administrative support	10	7	8	38	52
Natural resources, construction, and maintenance	4	2	3	24	36
Construction, extraction, farming, fishing, and forestry	1	–	2	16	27
Installation, maintenance, and repair	6	2	3	32	44
Production, transportation, and material moving ...	4	2	2	28	44
Production	5	2	3	33	47
Transportation and material moving	3	2	2	23	41
Full time	11	7	7	39	53
Part time	6	1	2	22	34
Union	13	2	5	44	71
Nonunion	9	6	6	33	46
Average wage within the following categories: ²					
Lowest 25 percent	4	1	1	18	29
Lowest 10 percent	5	–	1	11	20
Second 25 percent	7	3	4	33	46
Third 25 percent	10	6	7	37	52
Highest 25 percent	17	14	11	52	68
Highest 10 percent	19	18	14	55	71
Establishment characteristics					
Goods-producing industries	7	5	2	35	49
Construction	1	1	2	14	25
Manufacturing	9	6	3	43	57
Service-providing industries	10	6	6	34	48
Trade, transportation, and utilities	3	2	2	36	54
Wholesale trade	6	5	3	22	43
Retail trade	1	1	1	40	55
Transportation and warehousing	2	2	4	31	60
Utilities	15	–	–	74	84

See footnotes at end of table.

Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	23	8	11	63	76
Financial activities	22	15	19	56	66
Finance and insurance	27	19	23	66	76
Credit intermediation and related activities	29	15	23	62	75
Insurance carriers and related activities	20	23	22	69	78
Real estate and rental and leasing	—	—	5	21	31
Professional and business services	9	15	8	29	43
Professional and technical services	10	25	14	36	52
Administrative and waste services	6	5	—	12	24
Education and health services	16	2	7	44	55
Educational services	17	6	13	41	48
Junior colleges, colleges, and universities	23	10	21	66	78
Healthcare and social assistance	15	1	6	44	56
Leisure and hospitality	7	1	3	12	24
Accommodation and food services	7	—	3	12	24
Other services	6	4	5	15	24
1 to 99 workers	4	4	3	18	29
1 to 49 workers	4	4	3	16	25
50 to 99 workers	6	4	4	24	41
100 workers or more	15	8	9	54	71
100 to 499 workers	8	5	5	44	62
500 workers or more	25	12	14	68	84
Geographic areas					
New England	11	5	9	40	50
Middle Atlantic	10	6	8	34	48
East North Central	12	7	5	38	49
West North Central	8	5	4	37	48
South Atlantic	9	6	5	33	48
East South Central	6	7	5	40	51
West South Central	10	6	2	35	51
Mountain	8	4	6	27	46
Pacific	9	5	8	30	45

¹ A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

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/glossary20112012.htm.

Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Payroll deduction IRA ¹	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account			
All workers	19	18	34	36	18	4	18
Worker characteristics							
Management, professional, and related	28	30	57	59	23	6	28
Management, business, and financial	35	32	57	60	23	7	33
Professional and related	25	29	56	58	23	6	25
Service	7	9	19	18	11	3	8
Protective service	11	—	21	22	13	3	5
Sales and office	24	16	34	36	22	4	22
Sales and related	24	8	28	30	24	2	22
Office and administrative support	24	22	38	41	21	5	22
Natural resources, construction, and maintenance	14	13	22	26	14	3	12
Construction, extraction, farming, fishing, and forestry	8	9	11	15	8	2	7
Installation, maintenance, and repair	19	17	32	35	19	5	17
Production, transportation, and material moving ...	15	14	27	29	15	3	11
Production	16	17	30	34	16	4	14
Transportation and material moving	14	12	24	25	13	2	9
Full time	23	21	40	43	20	5	21
Part time	8	7	17	16	13	2	10
Union	16	20	43	45	23	7	21
Nonunion	19	17	33	35	17	4	17
Average wage within the following categories: ⁴							
Lowest 25 percent	7	5	15	14	13	2	9
Lowest 10 percent	3	3	10	8	8	2	4
Second 25 percent	20	16	30	32	19	4	17
Third 25 percent	21	22	38	41	18	4	19
Highest 25 percent	30	29	57	60	23	7	29
Highest 10 percent	33	32	63	66	24	7	31
Establishment characteristics							
Goods-producing industries	18	18	33	36	15	4	16
Construction	7	9	10	13	8	2	6
Manufacturing	23	22	42	45	18	5	21
Service-providing industries	19	18	34	36	19	4	18
Trade, transportation, and utilities	23	13	30	31	23	2	19
Wholesale trade	19	21	28	32	13	4	16
Retail trade	23	7	26	28	27	2	22
Transportation and warehousing	22	18	37	37	21	2	13
Utilities	47	53	77	74	10	6	45

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ²	Performance	Signing	Other
All workers	8	3	1	6
Worker characteristics				
Management, professional, and related	13	5	3	9
Management, business, and financial	16	7	4	11
Professional and related	11	4	2	8
Service	2	—	—	2
Protective service	3	—	—	3
Sales and office	10	3	1	8
Sales and related	10	1	1	9
Office and administrative support	10	4	2	8
Natural resources, construction, and maintenance	5	2	—	3
Construction, extraction, farming, fishing, and forestry	2	—	—	2
Installation, maintenance, and repair	8	4	—	5
Production, transportation, and material moving ...	6	1	1	5
Production	6	1	1	5
Transportation and material moving	6	1	1	6
Full time	9	3	2	7
Part time	5	1	(³)	4
Union	9	4	3	5
Nonunion	8	2	1	6
Average wage within the following categories: ⁴				
Lowest 25 percent	4	(³)	(³)	3
Lowest 10 percent	4	—	—	3
Second 25 percent	6	2	1	5
Third 25 percent	9	2	1	7
Highest 25 percent	14	6	3	9
Highest 10 percent	17	7	4	12
Establishment characteristics				
Goods-producing industries	8	3	1	6
Construction	2	—	—	—
Manufacturing	10	4	2	7
Service-providing industries	8	2	1	6
Trade, transportation, and utilities	9	1	1	8
Wholesale trade	6	—	—	5
Retail trade	10	1	(³)	10
Transportation and warehousing	7	—	3	4
Utilities	14	3	—	11

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Payroll deduction IRA ¹	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account			
Information	36	23	68	67	24	7	27
Financial activities	40	37	62	64	22	11	41
Finance and insurance	48	42	73	75	25	13	51
Credit intermediation and related activities	53	47	73	77	26	16	51
Insurance carriers and related activities	46	40	71	73	24	—	48
Real estate and rental and leasing	—	20	23	27	15	5	8
Professional and business services	19	20	35	37	16	3	20
Professional and technical services	29	27	47	48	19	6	26
Administrative and waste services	9	9	16	21	11	—	8
Education and health services	18	24	44	47	22	6	15
Educational services	14	21	47	50	32	10	16
Junior colleges, colleges, and universities	20	31	71	75	45	13	26
Healthcare and social assistance	19	25	44	46	21	5	15
Leisure and hospitality	3	4	13	11	7	2	7
Accommodation and food services	3	4	13	10	7	2	7
Other services	7	6	11	17	13	4	6
1 to 99 workers	12	10	19	21	12	3	8
1 to 49 workers	10	9	17	18	11	2	8
50 to 99 workers	16	13	26	30	15	4	11
100 workers or more	28	27	52	54	25	6	29
100 to 499 workers	26	21	40	42	23	4	25
500 workers or more	30	35	68	70	29	8	34
Geographic areas							
New England	14	20	40	40	18	5	16
Middle Atlantic	16	16	33	35	21	7	17
East North Central	21	19	35	38	19	4	20
West North Central	23	25	38	40	13	2	18
South Atlantic	19	18	32	33	18	4	18
East South Central	23	19	31	32	20	3	20
West South Central	18	17	35	38	17	2	19
Mountain	18	15	38	39	18	4	15
Pacific	20	13	31	34	17	5	17

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ²	Performance	Signing	Other
Information	32	18	2	16
Financial activities	19	7	5	16
Finance and insurance	23	9	5	19
Credit intermediation and related activities	25	13	9	22
Insurance carriers and related activities	23	6	2	18
Real estate and rental and leasing	—	—	—	—
Professional and business services	11	4	3	8
Professional and technical services	14	6	4	12
Administrative and waste services	6	2	3	4
Education and health services	2	—	(³)	1
Educational services	1	—	1	(³)
Junior colleges, colleges, and universities	2	—	2	(³)
Healthcare and social assistance	2	—	—	1
Leisure and hospitality	2	—	—	2
Accommodation and food services	2	—	—	2
Other services	—	—	—	—
1 to 99 workers	5	1	1	4
1 to 49 workers	4	1	1	3
50 to 99 workers	7	2	1	6
100 workers or more	12	4	2	9
100 to 499 workers	9	2	1	7
500 workers or more	16	7	4	11
Geographic areas				
New England	8	2	1	7
Middle Atlantic	8	1	2	7
East North Central	8	3	1	6
West North Central	8	2	1	6
South Atlantic	8	3	1	7
East South Central	13	4	2	10
West South Central	7	2	—	5
Mountain	5	1	1	4
Pacific	8	3	2	5

¹ An individual retirement plan that can be sponsored by the employer, but with no employer contributions. The employee establishes either a traditional (with tax-deductible contributions) or Roth (contributions are made post-tax but accumulate tax-free until retirement) IRA plan with a financial institution, and authorizes the payroll deduction by the employer.

² The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

³ Less than 0.5.

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/ebs/glossary20112012.htm.

Table 42. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	16	16	14
Worker characteristics			
Management, professional, and related	28	24	22
Management, business, and financial	34	29	27
Professional and related	25	21	20
Service	6	5	4
Protective service	6	–	6
Sales and office	16	17	16
Sales and related	12	16	15
Office and administrative support	19	18	17
Natural resources, construction, and maintenance	10	14	13
Construction, extraction, farming, fishing, and forestry	4	11	11
Installation, maintenance, and repair	16	17	16
Production, transportation, and material moving ...	10	16	13
Production	10	16	14
Transportation and material moving	11	15	13
Full time	18	18	17
Part time	7	8	7
Union	19	40	33
Nonunion	15	13	12
Average wage within the following categories: ³			
Lowest 25 percent	6	6	6
Lowest 10 percent	6	4	4
Second 25 percent	10	12	11
Third 25 percent	16	17	15
Highest 25 percent	31	29	27
Highest 10 percent	37	33	32
Establishment characteristics			
Goods-producing industries	13	20	18
Construction	3	8	8
Manufacturing	17	24	21
Service-providing industries	16	15	14
Trade, transportation, and utilities	13	19	17
Wholesale trade	10	12	8
Retail trade	11	16	16
Transportation and warehousing	21	29	25
Utilities	46	69	67

See footnotes at end of table.

Table 42. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
Information	41	40	40
Financial activities	39	37	37
Finance and insurance	47	47	47
Credit intermediation and related activities	51	48	50
Insurance carriers and related activities	42	44	42
Real estate and rental and leasing	—	—	4
Professional and business services	18	13	11
Professional and technical services	27	14	14
Administrative and waste services	5	5	3
Education and health services	17	12	10
Educational services	27	24	23
Junior colleges, colleges, and universities	47	42	41
Healthcare and social assistance	15	9	8
Leisure and hospitality	4	2	2
Accommodation and food services	3	2	2
Other services	3	4	3
1 to 99 workers	7	6	6
1 to 49 workers	6	5	5
50 to 99 workers	10	9	8
100 workers or more	25	27	25
100 to 499 workers	18	19	18
500 workers or more	35	39	34
Geographic areas			
New England	16	14	15
Middle Atlantic	16	16	15
East North Central	15	19	18
West North Central	14	15	13
South Atlantic	18	15	12
East South Central	18	21	17
West South Central	16	18	15
Mountain	15	12	13
Pacific	13	12	13

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

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/glossary20112012.htm.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	42	5	3	10	8	5	3	6	11
Worker characteristics									
Management, professional, and related	51	9	6	13	5	9	2	9	16
Management, business, and financial	60	10	7	19	6	8	2	8	18
Professional and related	47	8	5	10	5	10	2	10	15
Service	27	1	2	6	7	2	2	4	6
Protective service	27	1	13	—	4	—	—	—	3
Sales and office	44	5	3	12	12	4	7	5	9
Sales and related	38	3	2	8	13	3	12	3	7
Office and administrative support	48	6	4	14	11	5	4	7	11
Natural resources, construction, and maintenance	41	7	4	11	12	3	2	4	12
Construction, extraction, farming, fishing, and forestry	38	4	2	12	13	1	—	—	9
Installation, maintenance, and repair	45	9	6	10	11	4	3	7	15
Production, transportation, and material moving	41	7	2	9	9	5	2	5	14
Production	47	9	2	12	10	6	2	5	16
Transportation and material moving	35	4	1	7	8	4	1	4	11
Full time	48	7	4	12	10	6	4	6	14
Part time	24	1	2	5	5	2	3	4	4
Union	37	9	4	6	3	9	1	4	19
Nonunion	42	5	3	11	9	5	4	6	11
Average wage within the following categories: ³									
Lowest 25 percent	26	1	2	5	7	1	4	4	5
Lowest 10 percent	22	—	1	6	8	1	1	3	4
Second 25 percent	41	4	2	9	13	4	6	5	9
Third 25 percent	47	6	4	13	8	7	2	6	12
Highest 25 percent	55	11	6	14	6	8	1	9	20
Highest 10 percent	58	11	8	15	5	9	1	9	19
Establishment characteristics									
Goods-producing industries	50	11	3	13	10	6	1	5	17
Construction	42	5	2	15	15	1	1	—	8
Manufacturing	53	13	3	12	9	8	2	6	20
Service-providing industries	40	4	4	10	8	5	4	6	10
Trade, transportation, and utilities	40	4	2	8	14	3	9	3	8
Wholesale trade	49	6	3	16	11	5	(⁴)	2	14
Retail trade	38	2	1	6	17	2	14	4	4
Transportation and warehousing	37	9	5	8	6	3	2	3	13
Utilities	57	—	5	18	—	4	—	—	23

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
Information	60	15	12	10	2	9	—	18	28
Financial activities	67	12	8	21	8	4	2	10	20
Finance and insurance	74	14	9	24	6	4	1	11	23
Credit intermediation and related activities	76	17	6	22	6	5	—	11	23
Insurance carriers and related activities	70	11	15	22	6	4	3	12	26
Real estate and rental and leasing	45	4	6	10	15	3	—	4	9
Professional and business services	44	7	5	12	6	6	2	9	12
Professional and technical services	55	10	8	16	9	7	—	9	14
Administrative and waste services	29	5	3	5	4	4	2	9	7
Education and health services	37	2	3	8	4	9	3	8	9
Educational services	24	—	2	3	5	11	—	1	3
Junior colleges, colleges, and universities	21	—	2	—	—	13	—	3	2
Healthcare and social assistance	39	2	3	9	4	9	3	9	11
Leisure and hospitality	21	—	2	4	8	—	1	2	5
Accommodation and food services	21	—	2	4	8	—	—	3	5
Other services	30	1	2	13	7	5	—	2	4
1 to 99 workers	37	4	3	12	10	3	1	3	8
1 to 49 workers	36	4	2	11	11	3	1	2	7
50 to 99 workers	41	4	4	13	7	4	2	7	10
100 workers or more	47	7	4	9	6	7	6	9	16
100 to 499 workers	43	4	4	7	9	5	8	8	12
500 workers or more	52	11	6	10	3	11	3	10	22
Geographic areas									
New England	35	3	2	8	4	6	—	6	9
Middle Atlantic	44	4	3	12	7	8	3	5	11
East North Central	44	7	4	12	7	8	4	6	14
West North Central	40	6	4	12	6	3	2	7	11
South Atlantic	42	5	4	8	11	3	4	7	11
East South Central	42	6	2	8	12	3	5	4	18
West South Central	47	7	3	13	12	2	4	7	12
Mountain	44	6	5	10	12	5	3	7	7
Pacific	34	5	3	9	6	4	3	4	10

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

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.

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

⁴ Less than 0.5.

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/glossary20112012.htm.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	8	7	30	25
Worker characteristics				
Management, professional, and related	12	11	48	39
Management, business, and financial	16	15	54	46
Professional and related	9	8	44	35
Service	3	3	17	14
Protective service	2	2	20	9
Sales and office	8	8	31	26
Sales and related	4	4	24	20
Office and administrative support	11	10	35	30
Natural resources, construction, and maintenance	8	7	23	19
Construction, extraction, farming, fishing, and forestry	6	6	17	17
Installation, maintenance, and repair	10	9	28	21
Production, transportation, and material moving ...	8	7	25	21
Production	5	4	25	21
Transportation and material moving	11	10	26	22
Full time	9	8	38	31
Part time	4	4	10	8
Union	24	22	45	32
Nonunion	6	6	29	25
Average wage within the following categories: ²				
Lowest 25 percent	2	2	10	9
Lowest 10 percent	1	1	5	4
Second 25 percent	6	5	26	22
Third 25 percent	9	9	38	32
Highest 25 percent	15	14	51	42
Highest 10 percent	16	15	60	49
Establishment characteristics				
Goods-producing industries	6	5	28	24
Construction	4	4	18	18
Manufacturing	7	5	32	26
Service-providing industries	8	8	31	25
Trade, transportation, and utilities	8	7	28	22
Wholesale trade	5	4	30	27
Retail trade	5	5	21	17
Transportation and warehousing	19	19	44	30
Utilities	34	33	62	50

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information	23	20	60	39
Financial activities	27	25	56	53
Finance and insurance	34	32	66	62
Credit intermediation and related activities	33	31	65	62
Insurance carriers and related activities	34	31	64	58
Real estate and rental and leasing	—	—	20	19
Professional and business services	5	5	35	29
Professional and technical services	5	5	50	40
Administrative and waste services	—	—	18	18
Education and health services	8	7	31	26
Educational services	6	6	41	34
Junior colleges, colleges, and universities	6	5	57	45
Healthcare and social assistance	8	7	29	25
Leisure and hospitality	1	1	15	11
Accommodation and food services	—	—	15	10
Other services	5	5	17	16
1 to 99 workers	3	3	19	17
1 to 49 workers	3	3	17	15
50 to 99 workers	5	4	25	23
100 workers or more	13	12	44	35
100 to 499 workers	8	7	36	31
500 workers or more	21	19	55	41
Geographic areas				
New England	9	9	40	35
Middle Atlantic	9	9	32	25
East North Central	7	5	22	15
West North Central	7	6	24	20
South Atlantic	7	6	24	18
East South Central	6	5	21	17
West South Central	6	6	20	19
Mountain	6	6	39	32
Pacific	11	11	52	48

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 more information, see the Unmarried Domestic Partners Benefit Fact Sheet at: www.bls.gov/ncs/ebs_domestic2012.pdf.

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/glossary20112012.htm.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	11	52	74
Worker characteristics					
Management, professional, and related	14	4	9	54	75
Professional and related	13	4	8	53	74
Teachers	11	3	5	51	71
Primary, secondary, and special education school teachers	8	1	3	49	71
Service	11	5	10	50	73
Protective service	12	4	13	55	80
Sales and office	15	4	15	50	73
Office and administrative support	16	5	16	51	74
Natural resources, construction, and maintenance	11	2	12	54	74
Production, transportation, and material moving ...	6	—	12	42	68
Full time	14	5	11	55	78
Part time	8	2	7	38	54
Union	16	2	13	56	83
Nonunion	11	6	8	49	66
Average wage within the following categories: ²					
Lowest 25 percent	9	4	5	43	61
Lowest 10 percent	8	—	4	38	53
Second 25 percent	16	6	14	52	78
Third 25 percent	15	4	14	57	79
Highest 25 percent	12	3	11	56	79
Highest 10 percent	15	4	11	56	81
Establishment characteristics					
Service-providing industries	13	4	11	52	74
Education and health services	13	4	7	52	74
Educational services	12	3	6	50	72
Elementary and secondary schools	8	1	2	46	70
Junior colleges, colleges, and universities	26	—	—	65	77
Healthcare and social assistance	17	—	15	61	84
Hospitals	20	—	—	68	87
Public administration	17	5	17	54	77
1 to 99 workers	7	5	4	34	49
1 to 49 workers	6	6	5	31	39
50 to 99 workers	—	2	—	38	63
100 workers or more	14	4	12	55	78
100 to 499 workers	9	1	7	40	56
500 workers or more	15	5	13	59	85

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	28	—	21	70	86
Local government	8	2	7	46	70
Geographic areas					
New England	—	—	4	35	75
Middle Atlantic	19	—	5	43	81
East North Central	9	1	14	48	66
West North Central	—	—	—	46	68
South Atlantic	10	—	5	60	83
East South Central	—	—	3	42	47
West South Central	7	2	5	49	64
Mountain	18	—	21	62	88
Pacific	13	4	26	66	83

¹ A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

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/glossary20112012.htm.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account		
All workers	23	34	54	59	59	24
Worker characteristics						
Management, professional, and related	24	36	56	63	60	25
Professional and related	23	36	55	63	60	24
Teachers	22	36	51	60	56	20
Primary, secondary, and special education school teachers	20	38	51	61	55	19
Service	20	28	49	54	56	24
Protective service	22	29	57	59	58	28
Sales and office	23	35	55	60	60	26
Office and administrative support	23	35	56	60	61	27
Natural resources, construction, and maintenance	23	38	54	59	62	22
Production, transportation, and material moving ...	20	33	40	42	54	14
Full time	24	37	58	64	64	26
Part time	13	17	29	33	35	14
Union	19	32	56	63	62	29
Nonunion	25	36	52	56	56	20
Average wage within the following categories: ¹						
Lowest 25 percent	20	30	43	48	50	18
Lowest 10 percent	16	24	35	40	48	14
Second 25 percent	24	33	58	61	62	28
Third 25 percent	23	38	59	64	62	29
Highest 25 percent	23	36	56	65	63	24
Highest 10 percent	21	31	51	62	62	25
Establishment characteristics						
Service-providing industries	22	34	54	59	59	24
Education and health services	23	36	54	62	59	22
Educational services	24	36	53	62	59	21
Elementary and secondary schools	20	36	50	58	56	19
Junior colleges, colleges, and universities	34	36	63	72	73	27
Healthcare and social assistance	20	38	59	62	54	30
Hospitals	23	46	61	62	60	30
Public administration	22	32	57	58	60	31
1 to 99 workers	20	23	33	38	44	19
1 to 49 workers	18	20	32	34	40	14
50 to 99 workers	22	27	34	44	50	28
100 workers or more	23	36	57	63	61	25
100 to 499 workers	14	29	42	44	54	19
500 workers or more	26	38	62	69	64	27

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account		
State government	32	35	73	75	79	41
Local government	19	34	48	54	53	19
Geographic areas						
New England	15	7	42	41	55	—
Middle Atlantic	3	14	32	46	72	26
East North Central	21	16	40	46	54	24
West North Central	22	40	64	69	52	36
South Atlantic	33	46	64	69	56	24
East South Central	—	51	36	45	65	—
West South Central	18	36	67	70	65	17
Mountain	24	—	65	67	63	26
Pacific	27	48	65	68	53	28

¹ 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/glossary20112012.htm.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	28	71	65
Worker characteristics			
Management, professional, and related	30	74	68
Professional and related	29	74	68
Teachers	26	73	66
Primary, secondary, and special education school teachers	21	74	65
Service	24	65	59
Protective service	26	73	66
Sales and office	28	69	64
Office and administrative support	29	71	66
Natural resources, construction, and maintenance	28	66	57
Production, transportation, and material moving ...	16	68	62
Full time	30	75	68
Part time	14	48	46
Union	26	78	71
Nonunion	29	65	60
Average wage within the following categories: ³			
Lowest 25 percent	19	57	52
Lowest 10 percent	17	45	40
Second 25 percent	32	74	69
Third 25 percent	32	76	70
Highest 25 percent	29	77	69
Highest 10 percent	30	78	73
Establishment characteristics			
Service-providing industries	28	71	65
Education and health services	30	72	66
Educational services	30	73	67
Elementary and secondary schools	22	72	66
Junior colleges, colleges, and universities	56	74	71
Healthcare and social assistance	34	70	58
Hospitals	36	70	57
Public administration	26	73	69
1 to 99 workers	16	44	37
1 to 49 workers	14	40	33
50 to 99 workers	19	51	44
100 workers or more	29	75	69
100 to 499 workers	16	64	56
500 workers or more	34	78	73

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
State government	46	86	83
Local government	22	66	59
Geographic areas			
New England	10	—	73
Middle Atlantic	16	84	78
East North Central	15	55	50
West North Central	—	62	48
South Atlantic	43	76	69
East South Central	—	55	49
West South Central	22	74	66
Mountain	23	74	74
Pacific	42	74	72

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

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/glossary20112012.htm.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	31	4	1	1	12	6	1	12
Worker characteristics								
Management, professional, and related	30	4	(³)	1	12	4	1	12
Professional and related	28	3	(³)	1	12	4	1	11
Teachers	25	2	–	–	13	3	–	10
Primary, secondary, and special education school teachers	29	2	–	–	15	3	–	12
Service	34	4	1	2	12	9	–	13
Protective service	44	7	–	3	15	13	–	17
Sales and office	32	4	2	2	13	6	1	12
Office and administrative support	33	4	2	2	13	6	1	12
Natural resources, construction, and maintenance	34	4	–	3	12	11	–	10
Production, transportation, and material moving ...	29	2	–	–	13	5	–	8
Full time	35	4	1	2	14	7	1	13
Part time	10	1	–	–	3	2	–	3
Union	38	4	–	–	21	5	–	13
Nonunion	26	3	2	2	5	6	1	11
Average wage within the following categories: ⁴								
Lowest 25 percent	23	1	1	3	7	5	(³)	9
Lowest 10 percent	18	–	–	3	4	4	–	7
Second 25 percent	35	6	1	2	11	8	–	13
Third 25 percent	35	5	1	1	13	7	1	15
Highest 25 percent	33	4	(³)	–	17	4	(³)	12
Highest 10 percent	33	4	–	–	19	3	–	11
Establishment characteristics								
Service-providing industries	31	4	1	1	12	6	1	12
Education and health services	27	3	1	1	11	3	1	10
Educational services	24	2	–	–	11	3	–	9
Elementary and secondary schools	25	1	–	–	13	3	–	9
Junior colleges, colleges, and universities	20	6	–	–	6	3	–	8
Healthcare and social assistance	48	8	4	6	10	5	5	19
Hospitals	48	5	–	6	10	5	6	20
Public administration	42	7	1	2	16	9	–	16
1 to 99 workers	30	–	4	7	10	9	–	8
1 to 49 workers	29	–	3	9	7	10	–	8
50 to 99 workers	32	–	6	–	16	8	–	7
100 workers or more	31	4	(³)	1	13	5	1	12
100 to 499 workers	34	1	2	2	14	7	1	13
500 workers or more	30	5	–	(³)	12	5	1	12

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
State government	43	11	—	—	13	7	2	21
Local government	27	1	1	2	12	5	(³)	9
Geographic areas								
New England	42	—	—	—	23	10	—	19
Middle Atlantic	31	—	—	—	15	3	—	16
East North Central	34	1	—	—	20	8	—	10
West North Central	18	—	—	—	4	—	—	7
South Atlantic	37	5	1	4	5	6	3	19
West South Central	32	3	—	—	7	9	—	14
Mountain	19	—	—	—	—	—	—	—
Pacific	36	13	—	—	26	1	—	4

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ Less than 0.5.

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/ebs/glossary20112012.htm.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	49	48	33	28
Worker characteristics				
Management, professional, and related	53	51	34	29
Professional and related	53	51	34	28
Teachers	52	50	31	25
Primary, secondary, and special education school teachers	56	54	30	25
Service	41	40	29	23
Protective service	43	42	34	25
Sales and office	51	50	37	31
Office and administrative support	52	52	37	32
Natural resources, construction, and maintenance	46	46	32	26
Production, transportation, and material moving ...	39	40	29	27
Full time	55	53	37	31
Part time	20	20	13	12
Union	53	50	53	44
Nonunion	46	47	16	14
Average wage within the following categories: ²				
Lowest 25 percent	36	37	14	12
Lowest 10 percent	30	31	7	7
Second 25 percent	51	50	34	28
Third 25 percent	52	51	38	32
Highest 25 percent	58	55	47	38
Highest 10 percent	60	54	56	47
Establishment characteristics				
Service-providing industries	49	48	33	28
Education and health services	51	50	32	26
Educational services	53	51	32	26
Elementary and secondary schools	53	51	28	24
Junior colleges, colleges, and universities	53	51	44	34
Healthcare and social assistance	39	40	30	28
Hospitals	37	40	31	31
Public administration	48	47	37	31
1 to 99 workers	33	33	17	15
1 to 49 workers	26	27	11	9
50 to 99 workers	44	43	25	23
100 workers or more	51	50	36	30
100 to 499 workers	41	41	24	20
500 workers or more	55	53	39	33

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	58	57	43	33
Local government	46	45	30	26
Geographic areas				
New England	33	27	35	28
Middle Atlantic	59	53	55	48
East North Central	—	—	23	—
South Atlantic	44	45	11	6
East South Central	69	70	—	2
West South Central	53	55	11	11
Mountain	61	60	49	34
Pacific	82	80	84	81

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 more information, see the Unmarried Domestic Partners Benefit Fact Sheet at: www.bls.gov/ncs/ebs_domestic2012.pdf.

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/glossary20112012.htm.