

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2013

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	62	10	6	22	59	13	1	26
Worker characteristics								
Management, professional, and related	80	8	3	9	78	10	1	11
Management, business, and financial	83	10	2	5	85	8	(²)	6
Professional and related	78	7	4	11	75	11	1	13
Teachers	84	2	3	11	74	12	(²)	14
Primary, secondary, and special education school teachers	94	—	—	2	82	15	—	—
Registered nurses	75	6	3	16	75	5	1	18
Service	37	9	8	46	32	14	2	52
Protective service	68	3	11	19	63	7	7	23
Sales and office	62	10	8	19	58	15	1	26
Sales and related	53	10	14	24	46	17	1	37
Office and administrative support	68	11	5	17	65	14	1	21
Natural resources, construction, and maintenance	66	12	3	18	60	19	1	20
Construction, extraction, farming, fishing, and forestry	61	12	4	23	54	—	—	26
Installation, maintenance, and repair	71	13	2	15	66	18	—	—
Production, transportation, and material moving	64	12	4	19	64	12	1	23
Production	70	14	2	14	71	12	1	15
Transportation and material moving	59	10	6	24	57	12	1	30
Full time	76	12	2	10	74	14	1	12
Part time	20	4	17	59	13	12	2	74
Union	93	2	2	3	85	10	1	4
Nonunion	57	11	6	25	55	14	1	30
Average wage within the following categories: ³								
Lowest 25 percent	28	9	12	50	24	14	2	61
Lowest 10 percent	14	8	14	64	11	10	1	77
Second 25 percent	65	13	5	17	61	17	1	21
Third 25 percent	77	11	2	10	75	13	1	11
Highest 25 percent	87	7	2	5	85	9	1	5
Highest 10 percent	88	6	2	4	88	7	1	4
Establishment characteristics								
Goods-producing industries	73	13	2	12	72	14	1	13
Service-providing industries	61	9	6	24	57	13	1	29
Education and health services	71	8	5	16	66	13	1	20
Educational services	83	2	3	11	75	11	1	13
Elementary and secondary schools	86	2	4	8	75	13	1	11
Junior colleges, colleges, and universities	85	2	2	11	82	4	1	13
Healthcare and social assistance	62	13	6	19	60	14	2	24
Hospitals	87	2	3	8	85	3	1	10
Public administration	88	1	3	9	82	7	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	27	45	1	27	50	22	5	23
Worker characteristics								
Management, professional, and related	42	46	1	11	61	26	3	10
Management, business, and financial	38	56	(²)	6	74	20	1	5
Professional and related	43	42	1	13	56	29	3	12
Teachers	71	15	2	12	35	51	1	13
Primary, secondary, and special education school teachers	88	9	1	2	28	69	—	—
Registered nurses	39	42	1	18	63	18	3	16
Service	16	30	1	53	27	20	7	47
Protective service	50	20	2	28	35	36	9	20
Sales and office	22	51	1	26	55	18	7	20
Sales and related	10	52	1	37	49	13	13	25
Office and administrative support	28	51	1	20	58	21	4	17
Natural resources, construction, and maintenance	30	49	(²)	21	54	25	3	18
Construction, extraction, farming, fishing, and forestry	33	40	—	—	44	29	4	23
Installation, maintenance, and repair	27	56	—	—	62	22	2	15
Production, transportation, and material moving	25	51	1	23	53	24	4	20
Production	22	62	—	—	64	20	2	14
Transportation and material moving	27	42	1	29	42	27	6	25
Full time	33	54	(²)	12	61	26	2	11
Part time	9	16	3	73	14	10	15	61
Union	82	13	1	3	43	52	1	4
Nonunion	18	50	1	31	51	17	6	26
Average wage within the following categories: ³								
Lowest 25 percent	7	30	1	61	24	14	11	51
Lowest 10 percent	3	18	1	77	11	10	13	66
Second 25 percent	22	56	1	21	54	24	4	18
Third 25 percent	36	53	(²)	12	61	27	2	10
Highest 25 percent	50	44	1	6	67	27	2	5
Highest 10 percent	49	45	(²)	5	71	24	1	4
Establishment characteristics								
Goods-producing industries	25	61	(²)	14	66	20	2	12
Service-providing industries	28	42	1	29	47	23	6	25
Education and health services	42	37	1	20	46	33	4	17
Educational services	69	17	3	12	34	51	1	14
Elementary and secondary schools	81	7	4	9	24	64	1	11
Junior colleges, colleges, and universities	52	34	1	12	60	26	1	13
Healthcare and social assistance	23	52	(²)	25	54	21	6	19
Hospitals	49	40	1	11	73	16	3	8
Public administration	83	5	2	9	34	54	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
1 to 99 workers	43	15	7	35	39	18	1	42
1 to 49 workers	38	15	7	39	35	19	1	46
50 to 99 workers	57	13	8	22	53	17	2	28
100 workers or more	80	6	4	10	77	9	1	13
100 to 499 workers	74	8	6	11	71	12	2	15
500 workers or more	87	2	2	8	84	5	1	10
Geographic areas								
New England	64	9	4	23	60	13	1	26
Middle Atlantic	61	11	6	22	58	15	1	27
East North Central	63	10	7	20	64	9	1	26
West North Central	64	6	9	21	58	12	1	29
South Atlantic	62	11	5	22	59	14	1	26
East South Central	67	9	4	19	66	—	—	22
West South Central	62	11	6	21	62	11	1	26
Mountain	60	9	6	25	58	12	1	30
Pacific	60	11	5	24	52	19	1	28

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
1 to 99 workers	10	48	(²)	42	39	19	7	36
1 to 49 workers	8	46	(²)	46	35	18	7	40
50 to 99 workers	15	55	1	29	49	21	7	23
100 workers or more	44	42	1	13	61	25	3	11
100 to 499 workers	27	55	1	16	62	21	5	12
500 workers or more	60	29	1	10	59	30	2	9
Geographic areas								
New England	28	44	1	27	50	23	3	24
Middle Atlantic	32	40	1	27	47	25	5	23
East North Central	29	44	2	25	53	20	6	21
West North Central	26	45	1	28	53	18	8	22
South Atlantic	25	48	(²)	27	54	19	5	22
East South Central	31	45	—	—	49	28	4	20
West South Central	23	50	(²)	27	51	22	6	21
Mountain	—	48	—	30	49	20	6	25
Pacific	29	42	1	28	44	27	4	25

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 Less than 0.5.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates

generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm.

Table 46. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2013

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
All workers	36	36	59	70	71	82	83
Worker characteristics							
Management, professional, and related	46	54	70	73	90	93	90
Management, business, and financial	57	55	87	94	93	97	97
Professional and related	42	54	62	65	88	91	88
Teachers	11	58	16	15	89	90	76
Primary, secondary, and special education school teachers	8	71	12	10	98	98	82
Registered nurses	60	59	76	79	86	87	87
Service	23	22	42	50	51	64	67
Protective service	43	42	71	77	78	85	88
Sales and office	41	37	64	75	72	83	85
Sales and related	32	27	50	62	59	72	75
Office and administrative support	46	43	73	83	80	89	90
Natural resources, construction, and maintenance	30	25	56	79	63	85	89
Construction, extraction, farming, fishing, and forestry	20	16	41	66	50	75	83
Installation, maintenance, and repair	38	33	68	90	74	93	94
Production, transportation, and material moving ...	31	25	53	78	65	86	89
Production	31	22	55	89	66	92	95
Transportation and material moving	32	27	51	69	64	81	83
Full time	44	44	71	83	83	94	95
Part time	12	11	19	26	32	45	49
Union	44	53	63	73	90	96	94
Nonunion	35	33	58	69	68	80	82
Average wage within the following categories: ³							
Lowest 25 percent	15	13	29	42	40	58	62
Lowest 10 percent	8	6	17	28	25	45	50
Second 25 percent	39	36	65	79	75	88	90
Third 25 percent	47	44	75	87	84	94	94
Highest 25 percent	49	57	72	77	91	95	93
Highest 10 percent	49	58	73	75	94	97	93
Establishment characteristics							
Goods-producing industries	30	23	56	86	66	91	94
Service-providing industries	37	38	59	67	72	81	82
Education and health services	39	51	59	61	85	88	86
Educational services	23	56	39	37	90	90	82
Elementary and secondary schools	18	64	26	24	94	94	82
Junior colleges, colleges, and universities	34	41	66	65	88	89	86
Healthcare and social assistance	50	47	74	79	81	86	89
Hospitals	67	64	86	89	93	94	94
Public administration	51	51	88	87	91	91	91

See footnotes at end of table.

Table 46. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
1 to 99 workers	26	24	49	62	58	73	76
1 to 49 workers	25	22	47	60	55	71	74
50 to 99 workers	32	29	55	69	65	81	82
100 workers or more	45	47	67	77	83	90	90
100 to 499 workers	42	40	64	77	76	87	89
500 workers or more	48	54	71	76	90	94	91
Geographic areas							
New England	41	44	59	69	75	83	83
Middle Atlantic	48	47	61	70	75	83	83
East North Central	38	36	54	70	68	82	83
West North Central	28	28	57	69	70	82	82
South Atlantic	37	36	60	72	71	84	86
East South Central	32	33	57	70	70	84	87
West South Central	33	34	60	72	73	85	86
Mountain	31	32	55	65	65	80	83
Pacific	30	32	61	67	70	79	79

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 Includes workers with access to one or more of these leave benefits.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using

percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20122013.htm.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2013

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	58	11	6	24	56	14	1	29
Worker characteristics								
Management, professional, and related	76	11	3	9	77	10	1	12
Management, business, and financial	82	12	2	4	86	8	(¹)	6
Professional and related	73	11	4	12	73	11	1	15
Service	30	11	8	51	25	15	2	57
Protective service	39	6	22	33	35	—	—	42
Sales and office	60	11	9	20	56	16	1	28
Sales and related	52	9	14	24	45	17	1	37
Office and administrative support	65	12	5	18	63	15	1	22
Natural resources, construction, and maintenance	63	14	3	20	57	20	1	22
Construction, extraction, farming, fishing, and forestry	56	14	5	25	49	—	—	28
Installation, maintenance, and repair	69	14	2	16	64	19	—	—
Production, transportation, and material moving	64	12	4	20	63	13	1	23
Production	70	14	2	14	71	12	1	16
Transportation and material moving	58	11	6	25	56	13	1	31
Full time	71	14	2	13	71	15	1	14
Part time	20	5	17	59	12	12	2	74
Union	92	3	2	3	86	9	(¹)	4
Nonunion	55	12	7	26	53	14	1	32
Average wage within the following categories: ²								
Lowest 25 percent	25	9	12	53	21	14	2	64
Lowest 10 percent	13	7	14	65	10	10	1	78
Second 25 percent	59	15	6	20	57	18	1	24
Third 25 percent	73	13	2	12	71	15	1	13
Highest 25 percent	83	9	2	5	83	9	1	6
Highest 10 percent	85	8	2	4	87	6	1	5
Establishment characteristics								
Goods-producing industries	72	14	2	12	72	14	1	13
Construction	53	18	5	24	46	—	—	27
Manufacturing	79	13	2	7	81	10	1	8
Service-providing industries	55	11	7	27	52	14	1	32
Trade, transportation, and utilities	61	10	10	18	55	17	1	28
Wholesale trade	70	14	3	12	67	18	1	15
Retail trade	53	9	15	23	43	19	1	37
Transportation and warehousing	75	9	3	13	76	—	—	15
Utilities	98	—	—	—	94	4	—	—

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	18	52	(¹)	30	53	16	6	25
Worker characteristics								
Management, professional, and related	25	62	(¹)	12	73	14	3	9
Management, business, and financial	31	63	—	—	80	15	2	4
Professional and related	23	61	(¹)	16	69	14	4	12
Service	6	34	(¹)	59	27	14	8	52
Protective service	—	39	—	53	38	7	21	34
Sales and office	16	55	1	28	56	15	8	21
Sales and related	10	52	1	37	49	13	13	25
Office and administrative support	21	57	1	22	61	16	4	18
Natural resources, construction, and maintenance	24	53	—	—	56	21	3	20
Construction, extraction, farming, fishing, and forestry	—	44	—	30	46	24	5	25
Installation, maintenance, and repair	22	61	—	—	64	18	2	16
Production, transportation, and material moving ...	23	53	1	23	54	22	4	20
Production	21	62	—	—	64	19	2	14
Transportation and material moving	24	44	1	30	44	24	6	25
Full time	22	64	(¹)	15	67	19	2	13
Part time	7	17	2	74	15	9	16	60
Union	72	23	1	4	54	42	1	3
Nonunion	13	54	(¹)	32	53	14	6	27
Average wage within the following categories: ²								
Lowest 25 percent	5	30	1	65	23	12	12	54
Lowest 10 percent	3	18	1	78	11	9	13	67
Second 25 percent	13	61	(¹)	25	55	19	6	20
Third 25 percent	23	62	(¹)	14	66	20	2	12
Highest 25 percent	35	58	(¹)	7	77	15	2	5
Highest 10 percent	35	59	(¹)	6	82	12	2	4
Establishment characteristics								
Goods-producing industries	24	62	(¹)	14	67	19	2	12
Construction	—	54	—	29	46	25	5	24
Manufacturing	27	64	(¹)	8	74	17	2	7
Service-providing industries	17	50	1	33	51	16	6	27
Trade, transportation, and utilities	18	54	1	27	52	19	9	19
Wholesale trade	—	72	—	15	67	17	3	12
Retail trade	12	50	2	36	45	17	13	25
Transportation and warehousing	35	49	—	—	54	30	3	13
Utilities	78	20	—	—	92	6	—	—

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
Information	84	7	2	7	87	4	1	8
Financial activities	79	8	3	10	80	8	1	11
Finance and insurance	88	4	3	5	88	5	1	6
Credit intermediation and related activities	91	3	3	3	90	—	—	5
Insurance carriers and related activities	85	5	2	8	85	5	1	9
Real estate and rental and leasing	49	23	4	25	53	—	—	27
Professional and business services	56	13	4	26	56	13	2	29
Professional and technical services	69	15	3	13	71	—	—	15
Administrative and waste services	37	11	7	45	33	15	3	49
Education and health services	61	13	6	20	59	14	2	25
Educational services	69	8	2	21	65	—	—	21
Junior colleges, colleges, and universities	87	2	2	8	84	5	(1)	10
Healthcare and social assistance	59	14	7	20	58	15	2	25
Leisure and hospitality	21	10	7	61	17	14	1	68
Accommodation and food services	20	9	7	63	16	—	—	69
Other services	38	12	9	41	35	15	2	48
1 to 99 workers	41	15	7	36	38	18	1	42
1 to 49 workers	37	16	7	40	34	19	1	46
50 to 99 workers	55	14	8	23	52	16	2	30
100 workers or more	78	7	5	11	76	9	2	14
100 to 499 workers	73	9	6	12	70	12	2	16
500 workers or more	85	4	2	9	84	4	1	11
Geographic areas								
New England	61	10	4	26	58	12	1	29
Middle Atlantic	57	12	6	25	54	16	1	29
East North Central	61	11	7	21	62	10	1	27
West North Central	61	7	9	23	55	13	1	32
South Atlantic	58	12	5	24	55	15	2	28
East South Central	61	11	5	23	61	—	—	26
West South Central	58	12	7	24	59	11	2	29
Mountain	56	10	7	27	54	12	1	32
Pacific	55	13	5	27	48	20	1	31

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
Information	45	46	—	—	82	10	2	7
Financial activities	42	46	(¹)	12	78	10	3	10
Finance and insurance	52	40	(¹)	7	87	5	2	5
Credit intermediation and related activities	54	40	—	—	90	4	3	3
Insurance carriers and related activities	48	42	—	—	84	6	2	8
Real estate and rental and leasing	—	63	—	29	46	25	4	25
Professional and business services	—	57	—	31	55	14	4	26
Professional and technical services	12	72	—	16	68	17	3	13
Administrative and waste services	—	42	—	52	36	13	7	45
Education and health services	18	56	(¹)	26	55	18	6	20
Educational services	—	64	—	22	64	13	2	21
Junior colleges, colleges, and universities	16	74	—	—	85	5	2	8
Healthcare and social assistance	18	55	(¹)	27	54	19	7	20
Leisure and hospitality	—	29	—	69	20	12	7	62
Accommodation and food services	—	27	—	70	19	11	7	64
Other services	—	42	—	49	35	15	8	41
1 to 99 workers	7	49	(¹)	43	39	18	7	36
1 to 49 workers	6	47	(¹)	47	36	18	7	40
50 to 99 workers	—	58	—	31	51	18	7	24
100 workers or more	31	54	1	15	70	14	4	11
100 to 499 workers	20	62	1	17	66	16	6	12
500 workers or more	45	43	(¹)	11	76	12	2	10
Geographic areas								
New England	—	50	—	29	57	14	4	26
Middle Atlantic	24	46	1	30	49	21	5	25
East North Central	22	50	1	27	54	18	6	22
West North Central	—	51	—	32	57	11	9	24
South Atlantic	14	56	(¹)	30	55	15	5	25
East South Central	—	56	—	28	56	16	5	23
West South Central	—	57	—	30	56	14	7	24
Mountain	—	54	—	33	53	13	6	27
Pacific	19	49	(¹)	32	49	19	5	27

¹ Less than 0.5.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm.

Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2013

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	37	33	59	72	67	81	83
Worker characteristics							
Management, professional, and related	54	52	80	86	88	92	93
Management, business, and financial	59	55	88	95	93	97	98
Professional and related	52	50	76	81	86	90	90
Service	20	17	37	45	45	61	64
Protective service	32	26	48	67	59	77	84
Sales and office	40	36	63	75	70	82	84
Sales and related	32	27	50	61	59	72	75
Office and administrative support	45	42	71	83	78	88	90
Natural resources, construction, and maintenance	28	23	51	77	59	83	89
Construction, extraction, farming, fishing, and forestry	17	13	34	62	44	73	82
Installation, maintenance, and repair	36	31	65	89	72	92	94
Production, transportation, and material moving ...	31	23	52	79	64	86	89
Production	30	21	54	88	65	92	95
Transportation and material moving	32	25	51	70	63	80	83
Full time	45	40	72	87	80	93	95
Part time	12	10	19	27	31	44	49
Union	49	40	70	89	82	94	95
Nonunion	35	32	57	70	66	79	82
Average wage within the following categories: ²							
Lowest 25 percent	14	11	27	40	36	55	60
Lowest 10 percent	7	6	16	27	24	45	49
Second 25 percent	38	32	61	79	71	86	89
Third 25 percent	44	40	72	87	80	93	93
Highest 25 percent	56	53	82	89	89	94	95
Highest 10 percent	57	54	85	90	92	95	95
Establishment characteristics							
Goods-producing industries	30	23	56	86	65	91	94
Construction	16	13	38	64	46	74	84
Manufacturing	36	27	62	94	73	97	98
Service-providing industries	38	35	59	69	68	79	81
Trade, transportation, and utilities	34	29	57	72	67	81	83
Wholesale trade	36	33	74	89	80	93	94
Retail trade	30	24	46	62	57	73	77
Transportation and warehousing	43	38	70	80	80	91	90
Utilities	60	58	91	99	93	100	100

See footnotes at end of table.

Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
Information	70	70	90	93	94	97	97
Financial activities	61	58	86	92	92	95	96
Finance and insurance	67	64	90	96	95	98	98
Credit intermediation and related activities	64	61	91	97	96	98	99
Insurance carriers and related activities	72	67	89	97	95	98	98
Real estate and rental and leasing	42	38	70	76	79	86	88
Professional and business services	40	37	64	76	72	82	86
Professional and technical services	52	48	80	90	87	92	93
Administrative and waste services	23	22	44	59	51	68	76
Education and health services	47	46	70	74	80	84	86
Educational services	32	42	52	53	80	81	75
Junior colleges, colleges, and universities	43	46	68	71	87	89	86
Healthcare and social assistance	50	46	73	78	80	85	88
Leisure and hospitality	12	10	23	32	31	51	53
Accommodation and food services	10	8	20	31	27	50	51
Other services	29	26	49	64	58	74	73
1 to 99 workers	26	23	48	62	57	73	76
1 to 49 workers	25	22	47	60	55	71	74
50 to 99 workers	31	27	54	69	63	80	82
100 workers or more	49	44	71	84	80	89	91
100 to 499 workers	44	38	64	80	74	87	89
500 workers or more	56	53	79	89	87	93	94
Geographic areas							
New England	41	38	61	72	72	82	83
Middle Atlantic	49	44	61	72	73	81	83
East North Central	38	32	54	73	65	81	83
West North Central	29	24	57	72	66	80	81
South Atlantic	37	33	59	74	67	82	85
East South Central	36	31	55	73	64	82	86
West South Central	34	30	62	76	69	83	85
Mountain	33	30	56	67	61	78	82
Pacific	29	27	60	68	66	76	78

¹ Includes workers with access to one or more of these leave benefits.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March

2013."

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20122013.htm.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2013

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	86	1	3	10	78	9	1	12
Worker characteristics								
Management, professional, and related	88	1	3	8	79	10	1	10
Professional and related	88	1	3	8	78	11	1	10
Teachers	88	(1)	3	9	77	11	1	11
Primary, secondary, and special education school teachers	98	—	—	1	85	13	—	—
Service	79	—	—	15	74	7	2	17
Protective service	88	—	—	9	83	5	2	10
Sales and office	86	1	3	10	78	9	1	12
Office and administrative support	87	1	3	9	78	9	1	11
Natural resources, construction, and maintenance	95	—	—	4	90	5	—	—
Production, transportation, and material moving	81	—	6	—	75	7	—	—
Full time	98	1	1	(1)	90	9	(1)	1
Part time	21	2	17	59	17	6	5	71
Union	95	(1)	3	2	85	10	1	4
Nonunion	79	2	4	16	73	8	1	18
Average wage within the following categories: ²								
Lowest 25 percent	66	2	7	24	60	8	2	29
Lowest 10 percent	50	—	—	38	45	8	2	44
Second 25 percent	90	1	3	6	83	8	1	8
Third 25 percent	93	(1)	2	5	84	10	1	5
Highest 25 percent	97	(1)	1	2	88	9	1	3
Highest 10 percent	96	—	—	2	89	8	1	2
Establishment characteristics								
Service-providing industries	86	1	3	10	78	9	1	12
Education and health services	87	1	3	9	78	10	1	11
Educational services	87	1	4	9	77	10	1	11
Elementary and secondary schools	88	1	4	7	76	12	1	10
Junior colleges, colleges, and universities	83	1	3	13	80	4	1	15
Healthcare and social assistance	88	—	1	—	81	—	—	11
Hospitals	94	—	—	4	90	—	—	5
Public administration	88	1	3	9	82	7	1	11
1 to 99 workers	72	2	5	21	61	13	3	23
1 to 49 workers	62	—	—	29	56	8	4	32
50 to 99 workers	87	—	—	10	67	—	—	11
100 workers or more	88	1	3	8	81	8	1	10
100 to 499 workers	83	—	—	11	73	12	1	13
500 workers or more	90	1	3	7	83	7	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	80	7	3	10	31	56	1	12
Worker characteristics								
Management, professional, and related	84	5	3	8	32	58	1	10
Professional and related	84	5	3	8	30	58	1	10
Teachers	85	3	3	9	29	59	(1)	11
Primary, secondary, and special education school teachers	97	—	—	1	24	74	—	2
Service	72	9	4	15	27	54	1	18
Protective service	81	7	2	9	32	56	1	11
Sales and office	78	9	2	11	34	53	2	11
Office and administrative support	80	7	2	10	33	54	2	11
Natural resources, construction, and maintenance	88	7	—	—	34	62	—	—
Production, transportation, and material moving ...	73	9	—	—	22	60	—	—
Full time	92	7	(1)	1	36	63	—	—
Part time	20	3	15	61	4	20	5	71
Union	93	2	3	2	31	64	1	4
Nonunion	70	10	3	16	30	50	1	18
Average wage within the following categories: ²								
Lowest 25 percent	59	9	6	25	24	45	3	29
Lowest 10 percent	42	12	8	39	17	37	3	43
Second 25 percent	83	8	3	6	32	59	1	8
Third 25 percent	89	5	1	5	33	61	1	5
Highest 25 percent	93	4	1	2	35	62	(1)	3
Highest 10 percent	90	7	1	2	42	55	—	—
Establishment characteristics								
Service-providing industries	80	7	3	10	31	56	1	12
Education and health services	82	6	3	9	30	58	1	11
Educational services	84	4	4	9	26	62	1	12
Elementary and secondary schools	87	2	4	8	20	68	1	11
Junior colleges, colleges, and universities	73	11	2	14	46	38	1	15
Healthcare and social assistance	67	22	1	11	52	36	—	—
Hospitals	70	25	—	—	56	38	1	4
Public administration	83	5	2	9	34	54	1	11
1 to 99 workers	63	11	3	23	26	48	3	24
1 to 49 workers	52	12	4	32	22	42	4	32
50 to 99 workers	78	10	2	10	32	56	—	—
100 workers or more	83	6	3	8	31	58	1	10
100 to 499 workers	76	9	4	11	29	56	1	14
500 workers or more	85	5	2	7	32	58	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
State government	92	1	1	7	85	7	(¹)	7
Local government	84	1	4	11	76	9	2	13
Geographic areas								
New England	83	3	3	11	71	16	2	11
Middle Atlantic	86	—	—	9	81	4	3	11
East North Central	79	1	6	14	77	3	2	18
West North Central	85	—	—	9	77	8	2	13
South Atlantic	89	(¹)	2	9	82	7	1	10
East South Central	91	—	—	7	85	—	—	—
West South Central	87	—	—	8	77	13	—	—
Mountain	86	—	—	11	79	—	—	13
Pacific	88	—	—	9	72	15	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
State government	86	—	—	7	42	50	(¹)	7
Local government	78	7	4	11	27	59	1	13
Geographic areas								
New England	80	—	—	11	—	78	—	13
Middle Atlantic	83	3	4	10	32	54	—	—
East North Central	73	7	6	14	42	38	3	17
West North Central	73	—	—	9	31	54	—	—
South Atlantic	86	3	1	10	47	42	1	10
East South Central	84	—	—	—	23	69	—	—
West South Central	75	15	1	8	24	67	—	—
Mountain	81	6	2	11	20	66	2	12
Pacific	83	5	3	9	19	69	—	—

¹ Less than 0.5.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2013

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	34	55	59	57	92	92	86
Worker characteristics							
Management, professional, and related	26	60	43	41	93	93	85
Professional and related	22	61	36	34	93	93	83
Teachers	9	64	12	10	92	92	78
Primary, secondary, and special education school teachers	7	74	8	7	98	98	83
Service	41	47	75	73	87	87	86
Protective service	51	52	88	85	91	91	91
Sales and office	48	51	83	82	91	91	90
Office and administrative support	50	53	84	83	92	92	90
Natural resources, construction, and maintenance	47	47	94	95	96	96	97
Production, transportation, and material moving ...	36	56	59	59	91	94	89
Full time	39	62	66	65	99	99	94
Part time	7	18	19	18	50	51	45
Union	38	68	56	56	99	99	92
Nonunion	30	44	61	59	86	86	82
Average wage within the following categories: ²							
Lowest 25 percent	24	38	55	53	79	80	77
Lowest 10 percent	15	29	40	39	68	69	65
Second 25 percent	48	54	84	83	95	95	94
Third 25 percent	41	61	65	64	95	95	90
Highest 25 percent	26	69	37	35	98	98	86
Highest 10 percent	24	63	36	34	99	99	81
Establishment characteristics							
Service-providing industries	34	55	59	57	92	92	86
Education and health services	25	59	42	40	93	93	85
Educational services	20	60	35	33	93	93	83
Elementary and secondary schools	18	66	26	24	94	94	83
Junior colleges, colleges, and universities	28	38	64	62	89	89	85
Healthcare and social assistance	53	53	86	87	91	92	91
Hospitals	52	51	92	93	96	96	95
Public administration	51	51	88	87	91	91	91
1 to 99 workers	35	44	66	64	81	81	80
1 to 49 workers	28	32	64	62	73	73	73
50 to 99 workers	44	61	69	68	92	92	90
100 workers or more	34	57	58	56	93	93	87
100 to 499 workers	33	56	58	57	90	91	87
500 workers or more	34	57	58	56	94	94	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
State government	47	50	84	83	94	94	93
Local government	29	57	50	49	91	91	84
Geographic areas							
New England	45	78	46	46	92	92	86
Middle Atlantic	44	66	58	57	92	92	84
East North Central	34	60	53	52	87	88	85
West North Central	24	47	57	56	91	91	86
South Atlantic	36	54	65	64	93	94	89
East South Central	19	39	64	59	92	92	90
West South Central	27	53	54	52	93	93	88
Mountain	21	44	53	51	90	90	86
Pacific	40	54	66	65	93	93	85

¹ Includes workers with access to one or more of these leave benefits.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March

2013."

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20122013.htm.