

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2016

(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	8	7	22	57	13	1	28
Worker characteristics								
Management, professional, and related	80	7	4	9	76	11	1	12
Management, business, and financial	85	9	1	5	83	11	(²)	6
Professional and related	78	6	5	11	73	11	1	15
Teachers	80	1	3	15	72	10	1	18
Primary, secondary, and special education school teachers	93	1	2	5	81	13	—	—
Registered nurses	83	4	5	8	77	11	1	12
Service	37	8	10	45	32	13	2	53
Protective service	66	—	—	20	63	5	7	24
Sales and office	60	8	11	21	54	14	2	31
Sales and related	47	8	20	25	40	15	2	43
Office and administrative support	68	8	6	18	63	13	1	23
Natural resources, construction, and maintenance	61	13	4	21	56	18	1	24
Construction, extraction, farming, fishing, and forestry	56	12	6	26	49	19	2	30
Installation, maintenance, and repair	66	14	3	17	64	17	1	19
Production, transportation, and material moving	66	8	5	21	61	13	1	25
Production	71	9	3	17	67	13	1	19
Transportation and material moving	61	7	7	24	56	13	2	30
Full time	78	10	3	10	73	14	1	11
Part time	17	3	21	60	10	9	2	78
Union	91	3	3	4	84	10	1	5
Nonunion	57	9	8	25	53	13	1	32
Average wage within the following categories: ³								
Lowest 25 percent	28	8	15	49	22	14	2	62
Lowest 10 percent	16	7	17	60	12	11	2	75
Second 25 percent	65	10	6	19	60	15	1	24
Third 25 percent	78	9	4	10	74	13	1	12
Highest 25 percent	87	6	2	5	83	10	1	6
Highest 10 percent	88	6	2	4	85	8	1	6
Establishment characteristics								
Goods-producing industries	72	12	2	13	69	15	1	15
Service-providing industries	61	8	8	24	55	13	1	31
Education and health services	73	6	5	16	67	12	1	20
Educational services	83	2	4	11	75	10	1	13
Elementary and secondary schools	85	2	4	9	74	13	1	12
Junior colleges, colleges, and universities	86	2	2	10	84	4	1	11
Health care and social assistance	66	8	7	19	62	13	1	24
Hospitals	89	3	2	6	89	2	1	8
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 March 2016—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	26	44	1	29	51	19	7	23
Worker characteristics								
Management, professional, and related	40	47	1	12	63	24	3	10
Management, business, and financial	35	59	—	—	76	18	1	5
Professional and related	42	43	1	15	58	26	4	12
Teachers	67	14	2	16	35	46	1	17
Primary, secondary, and special education school teachers	85	8	1	5	31	63	—	—
Registered nurses	36	51	—	—	73	15	4	8
Service	16	29	1	54	27	18	9	46
Protective service	53	16	2	30	32	36	11	21
Sales and office	19	48	2	30	53	15	11	21
Sales and related	10	45	2	43	43	12	19	26
Office and administrative support	25	50	1	23	58	17	6	19
Natural resources, construction, and maintenance	28	46	(²)	25	50	25	4	22
Construction, extraction, farming, fishing, and forestry	31	38	1	31	40	29	6	26
Installation, maintenance, and repair	26	55	—	—	59	21	3	17
Production, transportation, and material moving	24	50	1	25	57	17	5	21
Production	22	59	—	—	68	13	3	17
Transportation and material moving	26	43	1	30	47	21	7	25
Full time	33	55	(²)	12	64	24	3	10
Part time	7	13	4	77	12	8	19	62
Union	80	14	2	4	44	50	1	5
Nonunion	17	49	1	33	52	14	8	26
Average wage within the following categories: ³								
Lowest 25 percent	7	29	2	62	24	12	15	50
Lowest 10 percent	3	19	2	76	13	9	16	61
Second 25 percent	21	54	1	24	55	20	5	20
Third 25 percent	35	52	(²)	13	63	24	3	10
Highest 25 percent	47	45	(²)	7	69	24	2	5
Highest 10 percent	46	48	(²)	6	73	20	2	5
Establishment characteristics								
Goods-producing industries	26	59	(²)	16	67	17	2	13
Service-providing industries	26	42	1	31	48	20	7	25
Education and health services	40	39	1	20	50	29	4	17
Educational services	69	16	3	12	36	50	1	13
Elementary and secondary schools	80	6	4	9	25	62	1	12
Junior colleges, colleges, and universities	53	35	1	11	61	27	1	11
Health care and social assistance	21	54	(²)	25	59	15	6	19
Hospitals	44	47	1	8	76	15	2	6
Public administration	84	4	2	9	33	55	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2016—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	44	12	9	35	40	16	1	43
1 to 49 workers	39	13	9	39	35	18	1	47
50 to 99 workers	57	10	9	24	54	13	1	32
100 workers or more	80	4	6	10	74	10	1	14
100 to 499 workers	73	6	7	13	66	13	2	19
500 workers or more	87	2	4	7	84	6	1	10
Geographic areas								
Northeast	64	7	8	22	58	13	1	28
New England	63	5	9	22	56	13	2	29
Middle Atlantic	64	8	7	21	59	12	1	28
South	63	8	7	21	60	12	2	27
South Atlantic	63	8	7	22	59	12	1	28
East South Central	67	9	6	18	60	15	2	23
West South Central	60	10	8	22	60	10	2	28
Midwest	64	6	9	21	60	10	1	28
East North Central	63	7	9	21	59	11	1	29
West North Central	67	5	8	20	63	9	1	28
West	58	11	5	26	50	18	1	30
Mountain	59	8	6	26	53	15	1	32
Pacific	57	12	5	26	49	20	1	30

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2016—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	46	1	43	40	16	9	35
1 to 49 workers	8	44	(²)	47	36	16	9	39
50 to 99 workers	17	50	1	32	50	17	8	24
100 workers or more	42	42	1	14	61	23	5	11
100 to 499 workers	26	54	2	19	62	18	7	14
500 workers or more	59	30	1	10	61	28	3	8
Geographic areas								
Northeast	30	41	1	28	51	20	7	23
New England	27	41	1	30	49	20	8	23
Middle Atlantic	31	40	1	27	51	20	6	23
South	26	45	1	28	52	19	7	22
South Atlantic	29	42	1	29	54	17	7	22
East South Central	27	49	—	—	52	23	6	19
West South Central	23	47	1	29	48	22	8	22
Midwest	26	45	1	28	55	16	8	22
East North Central	25	45	1	28	55	16	8	22
West North Central	26	45	1	28	56	16	8	21
West	24	45	1	30	45	23	5	27
Mountain	19	49	1	31	49	19	6	27
Pacific	26	43	1	30	44	25	4	26

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 wage data for March 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, civilian workers,¹ March 2016

(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	37	37	60	69	73	82	83
Worker characteristics							
Management, professional, and related	47	54	69	75	91	93	91
Management, business, and financial	59	56	88	94	94	97	97
Professional and related	42	53	62	66	89	92	89
Teachers	10	57	15	14	87	89	77
Primary, secondary, and special education school teachers	9	72	14	13	97	99	87
Registered nurses	61	53	75	86	91	94	94
Service	23	22	41	46	52	64	66
Protective service	40	40	67	71	74	82	83
Sales and office	43	39	68	76	75	84	86
Sales and related	35	31	56	66	64	76	80
Office and administrative support	47	44	74	83	82	88	90
Natural resources, construction, and maintenance	30	27	57	74	65	82	86
Construction, extraction, farming, fishing, and forestry	19	17	44	59	51	72	77
Installation, maintenance, and repair	41	36	70	89	78	93	94
Production, transportation, and material moving ...	32	27	58	77	68	84	86
Production	33	24	57	86	68	88	91
Transportation and material moving	31	30	58	70	67	80	81
Full time	46	46	73	84	85	94	94
Part time	13	13	22	27	38	49	51
Union	44	56	66	72	90	95	92
Nonunion	36	34	59	69	70	80	82
Average wage within the following categories: ³							
Lowest 25 percent	18	17	34	43	46	60	63
Lowest 10 percent	10	9	23	30	32	47	51
Second 25 percent	40	38	65	78	76	88	89
Third 25 percent	47	44	75	85	85	92	92
Highest 25 percent	49	56	72	78	92	95	94
Highest 10 percent	51	57	74	78	94	96	92
Establishment characteristics							
Goods-producing industries	34	27	61	84	71	90	92
Service-providing industries	38	39	60	67	73	81	82
Education and health services	41	51	59	63	86	90	88
Educational services	22	57	39	37	91	91	83
Elementary and secondary schools	18	67	27	24	94	94	84
Junior colleges, colleges, and universities	32	40	65	65	90	91	85
Health care and social assistance	53	48	72	81	83	89	91
Hospitals	65	58	83	92	93	95	96
Public administration	51	51	87	87	91	91	91

See footnotes at end of table.

Table 46. Paid leave combinations: Access, civilian workers,¹ March 2016—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	27	25	51	62	61	74	76
1 to 49 workers	25	23	50	61	58	72	74
50 to 99 workers	32	31	56	65	67	79	82
100 workers or more	47	49	69	76	85	90	90
100 to 499 workers	45	43	67	77	80	88	89
500 workers or more	50	56	70	75	90	93	91
Geographic areas							
Northeast	46	46	63	70	77	83	83
New England	38	39	57	64	76	82	82
Middle Atlantic	49	49	64	71	78	84	84
South	36	37	60	71	72	83	86
South Atlantic	39	38	61	72	71	83	86
East South Central	29	30	61	73	72	85	86
West South Central	36	37	59	69	72	84	86
Midwest	35	34	58	69	70	81	82
East North Central	35	34	57	69	70	81	82
West North Central	34	33	59	69	71	81	82
West	34	35	60	67	75	82	80
Mountain	35	36	56	66	68	78	80
Pacific	34	34	62	67	79	84	80

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 wage data for March 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016

(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	9	8	25	54	14	1	31
Worker characteristics								
Management, professional, and related	77	9	4	10	75	12	1	13
Management, business, and financial	84	10	1	4	83	11	(¹)	5
Professional and related	73	9	5	13	70	12	1	17
Service	30	9	11	50	25	14	2	59
Protective service	35	—	—	35	34	—	—	44
Sales and office	57	9	12	22	52	14	2	32
Sales and related	46	8	20	25	40	15	2	44
Office and administrative support	65	9	7	19	60	14	2	25
Natural resources, construction, and maintenance	58	14	4	23	53	19	1	26
Construction, extraction, farming, fishing, and forestry	51	14	6	29	44	21	2	33
Installation, maintenance, and repair	64	15	3	19	61	17	1	20
Production, transportation, and material moving	65	9	5	21	61	13	1	25
Production	71	10	3	17	67	13	1	19
Transportation and material moving	60	8	7	25	55	13	1	31
Full time	74	12	3	11	70	15	1	13
Part time	16	3	21	60	10	9	2	79
Union	88	4	2	5	83	10	1	7
Nonunion	55	10	8	27	51	14	1	34
Average wage within the following categories: ²								
Lowest 25 percent	25	8	17	50	19	14	2	65
Lowest 10 percent	15	7	18	60	11	11	2	76
Second 25 percent	59	12	6	23	55	15	1	28
Third 25 percent	74	11	4	11	71	14	1	14
Highest 25 percent	84	8	2	6	82	11	1	7
Highest 10 percent	86	7	2	5	85	8	1	7
Establishment characteristics								
Goods-producing industries	72	12	2	13	69	15	1	15
Construction	50	17	5	28	41	26	1	32
Manufacturing	82	10	1	7	81	11	1	8
Service-providing industries	55	9	9	27	51	13	1	34
Trade, transportation, and utilities	60	7	14	19	52	15	2	31
Wholesale trade	73	12	4	11	69	16	1	14
Retail trade	48	6	22	24	37	17	3	43
Transportation and warehousing	78	5	4	13	73	—	—	17
Utilities	96	—	—	—	95	—	—	—

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016—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	17	50	1	32	54	13	8	25
Worker characteristics								
Management, professional, and related	25	62	(¹)	13	74	13	4	10
Management, business, and financial	28	66	—	—	82	13	1	4
Professional and related	23	59	(¹)	18	69	13	5	13
Service	6	33	1	60	27	12	11	50
Protective service	—	30	—	58	32	8	23	37
Sales and office	14	52	2	32	54	12	12	22
Sales and related	9	46	2	43	43	12	19	26
Office and administrative support	17	56	1	25	62	12	6	20
Natural resources, construction, and maintenance	—	50	—	28	52	21	4	24
Construction, extraction, farming, fishing, and forestry	—	42	—	35	41	24	6	29
Installation, maintenance, and repair	21	58	—	21	61	17	3	19
Production, transportation, and material moving	22	52	1	25	58	16	5	21
Production	21	59	—	—	68	12	3	17
Transportation and material moving	22	46	1	31	49	19	7	25
Full time	21	64	(¹)	14	69	16	3	11
Part time	6	13	2	79	13	6	20	61
Union	69	24	1	6	54	39	2	6
Nonunion	12	53	1	34	54	11	8	27
Average wage within the following categories: ²								
Lowest 25 percent	4	28	2	66	23	10	16	51
Lowest 10 percent	3	19	1	77	13	9	17	61
Second 25 percent	12	59	1	29	55	15	6	24
Third 25 percent	23	62	(¹)	15	69	16	4	11
Highest 25 percent	34	58	(¹)	8	79	13	2	6
Highest 10 percent	35	58	—	—	82	11	2	5
Establishment characteristics								
Goods-producing industries	25	59	—	—	68	16	2	14
Construction	—	49	—	33	41	26	5	28
Manufacturing	28	63	—	—	79	12	1	7
Service-providing industries	16	49	1	35	51	13	9	27
Trade, transportation, and utilities	16	51	2	31	52	14	14	20
Wholesale trade	—	74	—	15	71	14	4	11
Retail trade	10	44	4	42	42	12	21	25
Transportation and warehousing	34	49	—	—	60	23	3	14
Utilities	76	23	—	—	95	—	—	—

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016—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	87	6	2	5	88	—	—	6
Financial activities	79	9	3	9	80	8	1	11
Finance and insurance	90	4	2	5	89	4	1	6
Credit intermediation and related activities	92	3	2	3	92	3	1	4
Insurance carriers and related activities	86	3	3	7	85	4	1	9
Real estate and rental and leasing	48	24	7	22	51	—	—	29
Professional and business services	53	13	7	27	51	15	2	32
Professional and technical services	71	12	5	12	66	—	—	17
Administrative and waste services	28	14	10	47	27	15	4	53
Education and health services	65	9	6	20	61	13	1	25
Educational services	70	6	2	22	67	—	—	24
Junior colleges, colleges, and universities	87	—	—	9	87	—	—	10
Health care and social assistance	64	9	7	20	60	13	1	25
Leisure and hospitality	22	9	10	59	18	—	—	68
Accommodation and food services	21	9	10	60	16	—	—	70
Other services	36	10	11	43	32	14	2	52
1 to 99 workers	42	13	9	36	39	17	1	44
1 to 49 workers	38	14	9	39	34	18	1	47
50 to 99 workers	56	10	9	25	53	13	1	33
100 workers or more	77	5	6	11	72	10	2	16
100 to 499 workers	72	7	8	13	65	13	2	20
500 workers or more	86	3	4	8	84	5	1	11
Geographic areas								
Northeast	60	8	8	24	55	13	1	31
New England	60	—	—	24	53	12	2	32
Middle Atlantic	60	9	8	24	55	14	1	31
South	58	10	8	24	56	12	2	31
South Atlantic	59	9	8	24	55	12	1	31
East South Central	61	10	7	22	54	17	2	27
West South Central	55	12	9	24	58	9	2	31
Midwest	62	7	9	22	58	11	1	30
East North Central	61	8	9	22	57	12	1	30
West North Central	63	5	9	22	60	9	1	31
West	53	12	6	29	46	19	1	33
Mountain	56	9	7	28	49	16	1	34
Pacific	52	14	5	29	45	21	1	33

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016—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	37	56	—	—	87	6	2	5
Financial activities	37	50	(¹)	12	79	9	3	9
Finance and insurance	47	46	(¹)	7	89	4	2	5
Credit intermediation and related activities	47	48	—	—	91	4	2	3
Insurance carriers and related activities	48	42	—	—	86	3	3	7
Real estate and rental and leasing	7	64	—	29	47	24	7	22
Professional and business services	—	53	—	34	52	14	7	27
Professional and technical services	—	69	—	17	71	12	5	12
Administrative and waste services	4	38	—	58	28	15	10	47
Education and health services	17	57	(¹)	26	60	14	6	20
Educational services	—	60	—	24	61	15	2	22
Junior colleges, colleges, and universities	15	74	—	—	83	—	—	9
Health care and social assistance	17	56	(¹)	26	60	14	7	20
Leisure and hospitality	3	28	(¹)	69	20	11	9	60
Accommodation and food services	—	27	—	70	19	11	10	61
Other services	—	38	—	53	33	13	10	44
1 to 99 workers	8	47	(¹)	44	40	15	9	36
1 to 49 workers	6	45	(¹)	48	37	15	9	39
50 to 99 workers	14	53	1	33	51	15	9	25
100 workers or more	28	54	1	17	71	12	6	12
100 to 499 workers	19	60	1	20	66	13	8	14
500 workers or more	42	46	1	11	78	10	4	8
Geographic areas								
Northeast	21	46	1	31	54	14	8	24
New England	—	47	—	34	56	—	—	25
Middle Atlantic	22	46	1	31	54	15	7	24
South	16	52	1	32	55	13	8	24
South Atlantic	18	49	1	32	55	13	8	25
East South Central	—	58	—	28	58	13	7	22
West South Central	13	53	(¹)	33	53	14	9	24
Midwest	18	51	1	30	58	11	9	23
East North Central	18	51	1	30	57	12	9	22
West North Central	—	52	—	31	60	8	9	23
West	15	51	1	34	49	16	5	29
Mountain	11	54	1	34	52	13	6	29
Pacific	—	49	—	34	48	18	5	29

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 wage data for March 2016.

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/ebbs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, private industry workers, March 2016

(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	38	34	60	71	70	81	83
Worker characteristics							
Management, professional, and related	55	51	79	86	89	93	93
Management, business, and financial	61	56	88	96	95	98	98
Professional and related	52	49	74	81	87	91	91
Service	20	18	35	42	46	61	63
Protective service	26	24	39	53	52	68	71
Sales and office	42	38	66	76	74	83	85
Sales and related	35	32	56	66	64	76	80
Office and administrative support	47	43	73	82	80	87	89
Natural resources, construction, and maintenance	29	25	53	72	62	81	84
Construction, extraction, farming, fishing, and forestry	16	14	38	55	46	69	75
Installation, maintenance, and repair	40	34	67	88	76	92	93
Production, transportation, and material moving ...	32	26	58	78	67	83	86
Production	33	23	56	85	68	88	91
Transportation and material moving	31	28	59	71	66	78	81
Full time	47	42	74	88	82	93	94
Part time	14	12	23	28	37	48	52
Union	49	44	74	86	83	91	92
Nonunion	37	33	59	70	69	80	82
Average wage within the following categories: ²							
Lowest 25 percent	18	15	33	42	43	58	62
Lowest 10 percent	9	8	23	31	30	46	51
Second 25 percent	38	34	63	77	72	85	87
Third 25 percent	46	41	72	85	82	91	92
Highest 25 percent	56	52	82	90	91	95	95
Highest 10 percent	58	55	85	90	93	95	95
Establishment characteristics							
Goods-producing industries	34	27	61	84	71	89	92
Construction	17	15	43	61	50	73	79
Manufacturing	42	32	69	95	80	97	98
Service-providing industries	39	36	60	69	70	79	81
Trade, transportation, and utilities	37	33	63	75	71	83	85
Wholesale trade	40	36	76	89	82	91	93
Retail trade	33	29	55	67	65	77	81
Transportation and warehousing	43	40	73	84	77	88	89
Utilities	60	56	91	98	96	100	100

See footnotes at end of table.

Table 46. Paid leave combinations: Access, private industry workers, March 2016—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	80	76	91	95	96	97	98
Financial activities	61	57	87	93	94	96	96
Finance and insurance	68	64	90	97	97	98	98
Credit intermediation and related activities	63	61	93	97	97	99	99
Insurance carriers and related activities	75	67	86	96	96	98	98
Real estate and rental and leasing	38	36	78	81	84	90	88
Professional and business services	38	34	62	72	69	78	82
Professional and technical services	47	44	80	89	86	92	93
Administrative and waste services	20	18	38	50	45	59	67
Education and health services	50	47	68	76	82	88	90
Educational services	31	43	53	53	81	83	80
Junior colleges, colleges, and universities	41	45	70	71	88	90	87
Health care and social assistance	53	47	71	80	82	89	91
Leisure and hospitality	11	11	25	28	35	51	49
Accommodation and food services	10	10	22	26	33	50	48
Other services	28	24	52	60	63	75	74
1 to 99 workers	27	24	51	62	60	74	76
1 to 49 workers	25	22	49	61	58	72	74
50 to 99 workers	32	29	55	65	65	79	82
100 workers or more	52	47	72	83	82	89	90
100 to 499 workers	47	41	68	80	79	87	89
500 workers or more	60	55	79	87	88	92	93
Geographic areas							
Northeast	46	42	64	72	75	82	83
New England	37	32	60	68	74	80	81
Middle Atlantic	49	46	65	74	75	82	83
South	38	34	60	73	68	81	85
South Atlantic	39	36	60	73	67	81	85
East South Central	32	28	61	75	67	83	86
West South Central	37	33	61	73	69	82	85
Midwest	35	30	58	72	67	80	82
East North Central	35	30	58	72	67	80	82
West North Central	36	30	59	71	67	78	81
West	34	32	60	67	72	80	79
Mountain	37	35	57	68	65	76	79
Pacific	33	31	61	67	76	82	79

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 wage data for March 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016

(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	87	1	3	9	79	9	1	11
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	—	—	9	78	11	1	11
Primary, secondary, and special education school teachers	98	—	1	1	85	12	—	—
Service	82	1	4	13	76	7	2	16
Protective service	89	—	—	8	85	5	1	9
Sales and office	89	—	—	8	81	9	1	10
Office and administrative support	89	—	—	7	81	9	1	10
Natural resources, construction, and maintenance	95	—	2	—	91	4	—	—
Production, transportation, and material moving ...	80	—	6	—	74	7	3	16
Full time	98	(¹)	1	(¹)	90	9	(¹)	1
Part time	21	3	19	57	17	7	5	71
Union	95	1	3	2	85	10	1	4
Nonunion	80	1	4	15	73	8	1	18
Average wage within the following categories: ²								
Lowest 25 percent	69	1	7	22	62	9	2	27
Lowest 10 percent	54	2	9	35	48	8	2	41
Second 25 percent	90	1	3	6	83	9	1	7
Third 25 percent	93	—	—	5	84	10	(¹)	6
Highest 25 percent	96	(¹)	2	2	88	9	1	2
Highest 10 percent	96	—	—	2	88	9	1	3
Establishment characteristics								
Service-providing industries	87	1	3	9	79	9	1	11
Education and health services	88	1	4	8	78	10	1	10
Educational services	87	1	4	8	78	10	1	10
Elementary and secondary schools	88	1	5	7	76	12	2	10
Junior colleges, colleges, and universities	86	1	3	10	83	4	1	12
Health care and social assistance	90	—	—	8	82	—	—	9
Hospitals	92	—	—	4	90	—	—	6
Public administration	88	1	3	9	82	7	1	11
1 to 99 workers	75	2	5	19	63	14	2	22
1 to 49 workers	66	2	6	25	62	7	2	29
50 to 99 workers	87	—	—	10	64	—	—	12
100 workers or more	89	1	3	7	81	8	1	10
100 to 499 workers	84	1	4	11	73	12	2	13
500 workers or more	90	1	3	6	84	7	1	8

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016—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	82	6	3	9	32	56	1	11
Worker characteristics								
Management, professional, and related	84	5	3	8	33	56	1	10
Professional and related	84	5	3	8	32	57	1	10
Teachers	85	3	3	9	31	57	1	11
Primary, secondary, and special education school teachers	97	—	1	—	28	70	—	2
Service	75	7	4	14	28	54	1	16
Protective service	84	5	2	9	32	57	1	9
Sales and office	83	7	2	8	35	55	1	9
Office and administrative support	84	6	2	8	34	56	1	9
Natural resources, construction, and maintenance	89	7	—	—	33	62	—	—
Production, transportation, and material moving ...	73	8	—	—	24	57	—	—
Full time	92	6	1	(¹)	37	62	(¹)	1
Part time	20	4	17	59	4	20	6	70
Union	92	3	3	2	33	63	1	4
Nonunion	72	9	3	15	32	50	1	17
Average wage within the following categories: ²								
Lowest 25 percent	63	7	7	23	25	46	2	27
Lowest 10 percent	49	8	8	36	17	39	3	41
Second 25 percent	84	7	3	6	33	59	1	8
Third 25 percent	88	6	1	6	35	58	1	6
Highest 25 percent	92	4	2	2	36	61	(¹)	3
Highest 10 percent	90	6	2	2	42	54	—	—
Establishment characteristics								
Service-providing industries	82	6	3	9	32	56	1	11
Education and health services	83	6	4	8	32	57	1	11
Educational services	85	3	4	8	28	60	1	11
Elementary and secondary schools	87	1	4	7	22	66	1	11
Junior colleges, colleges, and universities	76	11	2	11	48	39	1	12
Health care and social assistance	68	23	1	9	54	36	1	8
Hospitals	68	25	1	5	56	38	2	5
Public administration	84	4	2	9	33	55	1	11
1 to 99 workers	66	11	4	19	27	50	—	—
1 to 49 workers	57	12	5	26	—	47	—	29
50 to 99 workers	79	9	3	10	34	54	—	—
100 workers or more	84	5	3	8	33	57	1	10
100 to 499 workers	77	8	4	11	30	55	1	14
500 workers or more	86	5	3	7	34	57	1	8

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016—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	93	1	1	6	86	8	(¹)	6
Local government	85	1	4	10	76	9	2	13
Geographic areas								
Northeast	87	1	4	8	79	9	2	10
New England	83	—	—	11	70	17	—	—
Middle Atlantic	88	—	—	7	82	5	2	10
South	90	1	2	8	82	9	1	9
South Atlantic	89	1	1	9	83	7	1	10
East South Central	94	—	—	4	89	6	—	5
West South Central	90	1	2	8	76	15	—	—
Midwest	81	1	6	12	77	5	2	16
East North Central	78	1	7	14	76	3	3	18
West North Central	85	—	—	9	78	8	1	13
West	88	—	—	8	75	13	1	11
Mountain	85	—	—	10	79	—	—	13
Pacific	89	—	—	7	74	16	1	10

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016—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	87	7	(¹)	6	44	50	(¹)	6
Local government	80	6	4	10	28	58	1	13
Geographic areas								
Northeast	83	5	4	8	29	59	1	12
New England	80	—	—	11	—	75	—	13
Middle Atlantic	84	4	5	7	36	52	1	11
South	85	6	1	8	36	55	1	9
South Atlantic	87	3	1	9	49	40	1	10
East South Central	86	—	—	4	27	69	—	—
West South Central	81	9	2	8	20	71	—	—
Midwest	73	8	6	13	38	44	2	16
East North Central	73	6	6	14	41	38	3	18
West North Central	75	—	—	10	32	54	—	—
West	84	5	3	8	22	67	1	11
Mountain	80	6	2	11	23	64	1	12
Pacific	85	5	3	8	21	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 wage data for March 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, State and local government workers, March 2016

(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	56	58	57	92	93	87
Worker characteristics							
Management, professional, and related	25	61	42	40	94	94	85
Professional and related	21	62	35	33	94	94	84
Teachers	8	65	10	8	93	93	79
Primary, secondary, and special education school teachers	7	77	9	7	99	99	86
Service	43	50	76	74	88	88	86
Protective service	50	51	88	85	91	92	92
Sales and office	48	51	85	83	93	93	91
Office and administrative support	49	53	85	84	93	94	92
Natural resources, construction, and maintenance	46	46	95	96	97	97	97
Production, transportation, and material moving	37	60	59	59	91	95	92
Full time	38	63	65	64	99	100	95
Part time	8	21	19	18	52	53	45
Union	38	69	57	55	98	98	92
Nonunion	30	46	60	59	87	88	83
Average wage within the following categories: ²							
Lowest 25 percent	25	41	56	54	81	82	78
Lowest 10 percent	15	30	42	41	70	70	65
Second 25 percent	47	54	83	82	96	96	94
Third 25 percent	41	62	64	64	95	95	92
Highest 25 percent	24	69	35	33	98	98	86
Highest 10 percent	23	61	32	31	98	98	78
Establishment characteristics							
Service-providing industries	33	56	58	57	92	93	87
Education and health services	24	60	41	40	94	94	85
Educational services	20	61	35	32	94	94	84
Elementary and secondary schools	18	69	26	23	95	95	84
Junior colleges, colleges, and universities	27	37	62	62	91	91	84
Health care and social assistance	52	53	89	89	93	94	92
Hospitals	47	46	92	93	95	95	94
Public administration	51	51	87	87	91	91	91
1 to 99 workers	34	45	66	65	83	83	82
1 to 49 workers	31	37	67	66	76	76	76
50 to 99 workers	38	57	64	62	92	93	90
100 workers or more	33	58	57	56	94	94	88
100 to 499 workers	34	57	59	56	91	92	87
500 workers or more	33	58	57	56	95	95	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, March 2016—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	51	83	83	95	96	92
Local government	29	58	50	48	91	92	85
Geographic areas							
Northeast	45	71	54	53	93	93	86
New England	44	80	45	45	91	92	88
Middle Atlantic	45	67	57	57	93	94	85
South	29	51	60	58	94	94	89
South Atlantic	34	52	64	63	93	94	89
East South Central	17	37	62	60	95	95	89
West South Central	27	57	52	48	94	94	89
Midwest	31	57	54	53	88	89	86
East North Central	36	64	52	52	87	87	84
West North Central	23	47	58	56	91	91	88
West	35	53	64	62	94	94	87
Mountain	23	48	52	51	90	90	87
Pacific	39	54	68	67	95	95	87

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 wage data for March 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.