

**Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018**

Characteristics	All retirement benefits <sup>3</sup>			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	0.8	0.7	0.6	0.6	0.5	0.7	0.7	0.6	0.6
<b>Worker characteristics</b>									
Management, professional, and related .....	0.9	1.0	0.6	0.9	0.9	0.8	1.1	1.1	0.8
Management, business, and financial .....	1.1	1.3	1.0	1.3	1.1	1.2	1.2	1.3	1.1
Professional and related .....	1.1	1.1	0.6	1.2	1.1	1.0	1.3	1.2	0.9
Teachers .....	2.1	2.0	0.7	2.2	2.2	0.9	1.5	1.1	1.6
Primary, secondary, and special education school teachers .....	2.4	2.3	0.7	2.6	2.5	0.7	1.5	1.3	2.8
Registered nurses .....	1.8	2.3	1.5	3.7	3.0	2.9	2.8	3.2	2.1
Service .....	1.8	1.1	2.2	0.8	0.8	1.1	1.8	0.9	2.2
Protective service .....	4.0	4.0	4.2	4.2	4.0	1.5	3.4	2.2	5.6
Sales and office .....	1.0	1.1	0.8	0.8	0.6	1.3	0.9	1.0	1.0
Sales and related .....	1.7	1.5	1.5	1.0	0.9	4.0	1.6	1.3	1.5
Office and administrative support .....	1.3	1.2	0.8	0.9	0.7	1.1	1.2	1.2	1.0
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry .....	1.8	1.7	1.3	1.4	1.4	0.8	1.5	1.4	1.5
Installation, maintenance, and repair .....	2.8	2.7	1.9	2.3	2.3	0.8	2.3	2.4	2.8
Production, transportation, and material moving ... Production .....	1.9	1.6	1.6	1.2	1.2	1.6	1.8	1.4	1.7
Transportation and material moving .....	1.6	1.2	0.8	1.2	1.1	1.7	1.6	1.2	0.9
Production .....	2.4	1.9	1.3	1.6	1.3	3.1	2.5	2.0	1.5
Transportation and material moving .....	2.1	1.8	1.3	1.9	1.9	1.7	1.8	1.5	1.6
Full time .....	0.7	0.7	0.6	0.7	0.7	0.6	0.7	0.7	0.7
Part time .....	1.9	1.1	1.7	0.8	0.6	2.1	1.6	0.8	1.8
Union .....	0.6	0.7	0.5	1.3	1.3	0.6	1.3	1.1	1.3
Nonunion .....	0.9	0.8	0.7	0.5	0.4	1.0	0.9	0.8	0.7
Average wage within the following categories: <sup>4</sup>									
Lowest 25 percent .....	1.7	0.9	1.5	0.4	0.4	2.3	1.6	0.8	1.4
Lowest 10 percent .....	2.5	1.1	2.1	0.5	0.3	3.7	2.4	1.0	2.0
Second 25 percent .....	1.2	1.2	0.9	0.7	0.7	0.9	1.2	1.1	1.0
Third 25 percent .....	0.9	1.0	0.7	1.0	1.0	1.0	0.9	0.9	0.8
Highest 25 percent .....	0.8	0.9	0.5	1.1	1.0	0.8	1.0	1.0	0.6
Highest 10 percent .....	1.3	1.2	0.8	1.6	1.3	1.3	1.5	1.2	0.9
<b>Establishment characteristics</b>									
Goods-producing industries .....	1.7	1.6	1.0	1.5	1.4	1.5	1.7	1.4	0.9
Service-providing industries .....	0.9	0.8	0.7	0.6	0.6	0.7	0.8	0.7	0.8
Education and health services .....	1.9	1.8	1.0	1.5	1.5	1.0	1.8	1.5	1.2
Educational services .....	1.2	1.3	0.7	1.3	1.3	0.8	1.0	0.8	1.4
Elementary and secondary schools .....	1.7	1.7	0.7	1.8	1.7	0.6	1.2	1.1	2.7
Junior colleges, colleges, and universities .....	1.1	1.4	1.2	1.7	1.7	1.8	2.0	1.2	1.4
Health care and social assistance .....	3.0	2.7	1.7	1.9	1.9	3.0	2.9	2.4	1.7
Hospitals .....	1.0	2.0	1.8	2.8	2.5	2.8	2.1	2.6	2.1
Public administration .....	0.9	1.1	0.5	1.2	1.4	0.9	1.3	1.2	2.6

See footnotes at end of table.

**Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	All retirement benefits <sup>3</sup>			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers .....	1.4	1.1	1.2	0.5	0.5	1.0	1.4	1.1	1.2
1 to 49 workers .....	1.5	1.3	1.5	0.5	0.5	1.2	1.5	1.3	1.6
50 to 99 workers .....	2.4	1.9	1.9	1.1	1.0	1.8	2.4	1.9	2.2
100 workers or more .....	0.7	0.8	0.6	0.8	0.7	0.8	0.7	0.8	0.8
100 to 499 workers .....	1.0	1.1	0.9	1.1	0.9	1.4	1.1	1.1	1.0
500 workers or more .....	1.0	1.0	0.6	1.3	1.1	0.8	1.0	1.1	1.0
<b>Geographic areas</b>									
Northeast .....	1.6	1.3	1.5	1.5	1.5	1.2	1.6	1.1	1.5
New England .....	2.1	1.5	2.2	2.2	2.5	3.4	3.1	2.2	2.2
Middle Atlantic .....	2.0	1.5	1.8	1.7	1.6	1.0	2.0	1.2	1.8
South .....	1.4	1.4	1.2	0.9	0.9	1.3	1.3	1.3	1.3
South Atlantic .....	2.2	1.6	1.1	1.3	1.3	2.1	2.1	1.6	1.2
East South Central .....	2.9	5.6	4.8	4.1	3.9	2.3	1.8	4.1	4.7
West South Central .....	1.8	2.3	2.1	0.7	0.5	1.7	1.8	2.2	2.7
Midwest .....	1.8	1.6	0.8	1.1	0.9	1.2	1.6	1.4	1.0
East North Central .....	2.0	2.0	0.8	1.3	1.1	1.4	2.1	1.8	1.1
West North Central .....	3.4	2.6	1.9	2.0	1.7	2.4	2.6	1.8	2.0
West .....	1.3	1.2	1.2	1.3	1.1	1.4	1.4	1.0	1.3
Mountain .....	1.7	2.3	1.9	2.4	1.9	2.1	2.0	1.7	1.6
Pacific .....	1.8	1.4	1.5	1.6	1.3	1.8	1.8	1.3	1.7

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

<sup>4</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 3. Standard errors for retirement benefit combinations:  
Access, civilian workers,<sup>1</sup> March 2018**

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers .....	0.5	0.3	0.8
<b>Worker characteristics</b>			
Management, professional, and related .....	0.7	0.6	1.1
Management, business, and financial .....	1.2	0.8	1.4
Professional and related .....	0.9	0.8	1.3
Teachers .....	1.3	1.6	0.8
Primary, secondary, and special education school teachers .....	1.4	2.0	1.1
Registered nurses .....	3.0	2.1	3.5
Service .....	0.4	0.6	1.9
Protective service .....	2.1	3.1	4.2
Sales and office .....	0.7	0.3	0.9
Sales and related .....	0.9	0.4	1.6
Office and administrative support .....	0.7	0.4	1.2
Natural resources, construction, and maintenance .....	1.0	0.9	1.7
Construction, extraction, farming, fishing, and forestry .....	1.6	1.6	2.3
Installation, maintenance, and repair .....	1.1	0.8	2.2
Production, transportation, and material moving .....	1.0	0.7	1.8
Production .....	1.7	0.4	2.7
Transportation and material moving .....	1.2	1.4	2.0
Full time .....	0.6	0.3	0.9
Part time .....	0.5	0.6	1.5
Union .....	1.2	1.3	1.3
Nonunion .....	0.5	0.2	0.8
Average wage within the following categories: <sup>2</sup>			
Lowest 25 percent .....	0.3	0.3	1.6
Lowest 10 percent .....	0.2	0.5	2.4
Second 25 percent .....	0.6	0.4	1.1
Third 25 percent .....	0.8	0.7	1.1
Highest 25 percent .....	1.0	0.7	1.0
Highest 10 percent .....	1.5	0.9	1.6
<b>Establishment characteristics</b>			
Goods-producing industries .....	1.4	0.5	2.1
Service-providing industries .....	0.5	0.3	0.8
Education and health services .....	0.9	0.9	1.6
Educational services .....	0.9	1.0	0.6
Elementary and secondary schools .....	1.0	1.4	0.8
Junior colleges, colleges, and universities .....	1.8	2.0	1.3
Health care and social assistance .....	1.3	1.1	2.6
Hospitals .....	3.0	1.7	2.5
Public administration .....	1.2	1.2	0.9

See footnotes at end of table.

**Table 3. Standard errors for retirement benefit combinations:  
Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
1 to 99 workers .....	0.5	0.2	1.4
1 to 49 workers .....	0.5	0.2	1.5
50 to 99 workers .....	1.0	0.9	2.5
100 workers or more .....	0.7	0.5	0.8
100 to 499 workers .....	0.9	0.7	1.3
500 workers or more .....	1.1	0.8	1.2
<b>Geographic areas</b>			
Northeast .....	1.1	0.6	2.0
New England .....	2.8	1.5	2.8
Middle Atlantic .....	1.3	0.8	2.6
South .....	0.7	0.5	1.2
South Atlantic .....	0.8	0.8	1.9
East South Central .....	3.0	1.3	1.8
West South Central .....	0.8	0.4	1.9
Midwest .....	0.9	0.5	1.3
East North Central .....	1.2	0.5	1.6
West North Central .....	1.2	1.1	2.1
West .....	1.1	0.6	1.9
Mountain .....	1.4	1.2	2.8
Pacific .....	1.5	0.7	2.5

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,<sup>1</sup> March 2018**

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans <sup>2</sup>	Soft freeze <sup>3</sup>		Hard freeze <sup>4</sup>
		All participants still accruing benefits	Some participants still accruing benefits	
All workers .....	1.1	1.0	0.3	0.6
<b>Worker characteristics</b>				
Management, professional, and related .....	1.5	1.4	0.4	0.8
Management, business, and financial .....	2.3	2.1	0.6	1.7
Professional and related .....	1.7	1.6	0.4	0.8
Teachers .....	1.8	1.8	–	–
Primary, secondary, and special education school teachers .....	2.2	2.2	–	–
Registered nurses .....	5.0	4.2	–	–
Service .....	2.1	2.0	0.3	1.2
Protective service .....	3.5	3.5	–	–
Sales and office .....	2.0	1.6	0.3	0.8
Sales and related .....	5.6	3.7	0.7	2.9
Office and administrative support .....	1.8	1.5	0.3	0.8
Natural resources, construction, and maintenance .....	2.4	2.2	0.4	0.7
Construction, extraction, farming, fishing, and forestry .....	2.1	1.9	–	–
Installation, maintenance, and repair .....	3.3	3.2	1.0	0.9
Production, transportation, and material moving ...	2.3	2.3	0.9	1.9
Production .....	3.2	4.0	1.1	4.5
Transportation and material moving .....	2.6	2.5	1.4	1.4
Full time .....	1.3	1.1	0.3	0.6
Part time .....	2.5	2.6	–	–
Union .....	1.2	1.2	0.2	0.3
Nonunion .....	1.7	1.4	0.4	1.0
Average wage within the following categories: <sup>5</sup>				
Lowest 25 percent .....	3.1	2.8	–	–
Lowest 10 percent .....	4.1	3.9	–	–
Second 25 percent .....	1.5	1.3	0.6	0.9
Third 25 percent .....	1.5	1.5	0.4	1.0
Highest 25 percent .....	1.4	1.4	0.4	0.6
Highest 10 percent .....	2.2	2.1	0.6	1.1
<b>Establishment characteristics</b>				
Goods-producing industries .....	2.9	2.7	1.2	2.3
Service-providing industries .....	1.2	1.1	0.2	0.6
Education and health services .....	1.7	1.6	0.4	1.0
Educational services .....	1.1	1.1	–	–
Elementary and secondary schools .....	1.4	1.5	–	–
Junior colleges, colleges, and universities .....	1.4	1.4	–	–
Health care and social assistance .....	4.7	3.6	–	–
Hospitals .....	4.4	3.0	–	–
Public administration .....	1.5	1.5	–	–

See footnotes at end of table.

**Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,<sup>1</sup> March 2018—continued**

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans <sup>2</sup>	Soft freeze <sup>3</sup>		Hard freeze <sup>4</sup>
		All participants still accruing benefits	Some participants still accruing benefits	
1 to 99 workers .....	1.8	1.5	0.3	1.4
1 to 49 workers .....	2.2	2.1	0.2	2.0
50 to 99 workers .....	2.6	2.2	—	—
100 workers or more .....	1.4	1.2	0.3	0.7
100 to 499 workers .....	2.2	1.9	0.5	1.1
500 workers or more .....	1.7	1.4	0.5	0.9
<b>Geographic areas</b>				
Northeast .....	1.6	1.3	0.4	0.7
New England .....	3.5	2.7	0.6	1.5
Middle Atlantic .....	1.8	1.6	0.4	0.8
South .....	2.5	2.1	0.3	0.9
South Atlantic .....	4.1	3.0	0.5	1.5
East South Central .....	4.6	4.6	—	—
West South Central .....	1.8	2.1	—	—
Midwest .....	1.8	1.9	0.8	1.9
East North Central .....	2.4	2.5	1.1	2.7
West North Central .....	2.4	2.4	—	—
West .....	2.3	2.4	0.5	1.0
Mountain .....	4.4	4.1	—	—
Pacific .....	2.7	2.9	0.7	1.2

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Plans open to new participants.

<sup>3</sup> New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

<sup>4</sup> Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

<sup>5</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 6. Standard errors for defined benefit frozen retirement plans:<sup>1</sup>  
Selected attributes, civilian workers,<sup>2</sup> March 2018**

Characteristics	Time since plan closed to new workers or stopped accruing benefits <sup>3</sup>		
	1 year	2 to 5 years	Greater than 5 years
All workers .....	0.1	0.9	0.9
<b>Worker characteristics</b>			
Management, professional, and related .....	0.1	1.1	1.1
Management, business, and financial .....	–	–	1.8
Professional and related .....	0.1	1.2	1.2
Teachers .....	0.1	1.8	1.8
Primary, secondary, and special education school teachers .....	0.1	2.2	2.1
Registered nurses .....	–	6.1	6.1
Service .....	–	–	2.9
Protective service .....	–	–	3.5
Sales and office .....	–	–	1.0
Sales and related .....	–	1.0	1.0
Office and administrative support .....	–	–	1.1
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry .....	–	4.2	4.2
Installation, maintenance, and repair .....	–	–	3.0
Production, transportation, and material moving ... Production .....	–	3.3	3.3
Transportation and material moving .....	–	–	2.1
Full time .....	0.1	0.8	0.9
Part time .....	0.1	4.3	4.3
Union .....	0.1	1.2	1.2
Nonunion .....	( <sup>4</sup> )	1.3	1.4
Average wage within the following categories: <sup>5</sup>			
Lowest 25 percent .....	–	–	4.8
Lowest 10 percent .....	–	–	8.4
Second 25 percent .....	0.1	1.4	1.4
Third 25 percent .....	–	–	1.4
Highest 25 percent .....	0.1	1.0	1.0
Highest 10 percent .....	0.2	1.2	1.2
<b>Establishment characteristics</b>			
Goods-producing industries .....	–	2.2	2.2
Service-providing industries .....	0.1	1.0	1.0
Education and health services .....	0.1	1.7	1.7
Educational services .....	0.2	1.2	1.2
Elementary and secondary schools .....	0.2	1.7	1.7
Junior colleges, colleges, and universities .....	–	–	2.3
Health care and social assistance .....	–	6.0	6.0
Hospitals .....	–	3.7	3.7
Public administration .....	–	1.7	1.7

See footnotes at end of table.

**Table 6. Standard errors for defined benefit frozen retirement plans:<sup>1</sup>  
Selected attributes, civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Time since plan closed to new workers or stopped accruing benefits <sup>3</sup>		
	1 year	2 to 5 years	Greater than 5 years
1 to 99 workers .....	0.3	2.3	2.3
1 to 49 workers .....	0.3	4.1	4.1
50 to 99 workers .....	—	—	1.9
100 workers or more .....	—	—	1.0
100 to 499 workers .....	—	—	1.8
500 workers or more .....	—	—	1.0
<b>Geographic areas</b>			
Northeast .....	—	—	1.6
New England .....	—	—	5.1
Middle Atlantic .....	—	—	1.2
South .....	—	1.7	1.7
South Atlantic .....	—	1.3	1.3
East South Central .....	—	6.4	6.4
West South Central .....	—	1.4	1.4
Midwest .....	0.3	2.3	2.4
East North Central .....	0.4	2.9	3.0
West North Central .....	—	3.8	3.8
West .....	—	—	1.7
Mountain .....	—	—	2.9
Pacific .....	—	1.6	1.6

<sup>1</sup> Plans closed to new workers or plans that cease accruals for some or all plan participants.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2017 are included in the "1 year" column. Those frozen between 2013 and 2016 are included in the "2 to 5 years" column and plans frozen before 2013 are included in the "Greater than 5 years" column.

<sup>4</sup> Less than 0.05.

<sup>5</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 7. Standard errors for frozen defined benefit retirement plans:<sup>1</sup> Plan alternatives, civilian workers,<sup>2</sup> March 2018**

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans			
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
All workers .....	0.6	0.6	1.3	0.9	1.1	1.1
<b>Worker characteristics</b>						
Management, professional, and related .....	0.6	0.6	1.6	1.0	1.7	1.3
Management, business, and financial .....	0.9	0.9	2.4	2.0	2.9	2.5
Professional and related .....	0.7	0.7	1.8	1.0	1.6	1.2
Service .....	0.9	0.9	3.4	1.5	1.5	2.1
Sales and office .....	1.4	1.4	1.7	1.8	1.6	1.8
Sales and related .....	5.2	5.2	–	–	5.6	3.4
Office and administrative support .....	1.1	1.1	1.8	1.8	1.3	2.2
Natural resources, construction, and maintenance .....	2.4	2.4	3.7	3.5	3.2	2.6
Production, transportation, and material moving .....	2.3	2.3	3.7	3.4	3.1	4.1
Full time .....	0.6	0.6	1.3	0.9	1.1	1.1
Part time .....	3.7	3.7	4.3	2.5	2.1	4.0
Union .....	0.7	0.7	1.5	1.2	0.9	1.5
Nonunion .....	0.9	0.9	1.5	1.2	1.7	1.4
Average wage within the following categories: <sup>3</sup>						
Lowest 25 percent .....	3.0	3.0	4.7	1.7	3.2	3.4
Second 25 percent .....	1.0	1.0	2.2	1.4	1.5	1.7
Third 25 percent .....	1.1	1.1	2.1	1.4	1.1	1.8
Highest 25 percent .....	0.4	0.4	1.8	1.1	1.8	1.3
Highest 10 percent .....	0.7	0.7	2.0	1.6	2.3	2.1
<b>Establishment characteristics</b>						
Goods-producing industries .....	1.7	1.7	3.8	3.2	3.9	4.7
Service-providing industries .....	0.7	0.7	1.3	0.9	1.0	1.1
Education and health services .....	0.8	0.8	1.9	1.0	0.6	1.3
Health care and social assistance .....	2.7	2.7	4.3	–	2.2	4.0
Public administration .....	–	0.0	1.7	1.5	–	1.7

See footnotes at end of table.

**Table 7. Standard errors for frozen defined benefit retirement plans:<sup>1</sup> Plan alternatives, civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans			
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
1 to 99 workers .....	1.0	1.0	3.1	2.0	1.4	2.7
1 to 49 workers .....	0.9	0.9	3.8	2.2	1.9	4.5
50 to 99 workers .....	1.6	1.6	4.0	3.1	2.3	3.3
100 workers or more .....	0.7	0.7	1.5	0.9	1.3	1.3
100 to 499 workers .....	1.6	1.6	2.7	1.9	1.8	2.7
500 workers or more .....	0.7	0.7	1.6	1.1	1.6	1.4
<b>Geographic areas</b>						
Northeast .....	1.5	1.5	2.6	1.1	1.5	2.5
Middle Atlantic .....	1.7	1.7	2.8	1.1	1.6	2.5
South .....	1.1	1.1	2.4	1.7	1.8	1.8
South Atlantic .....	2.0	2.0	3.6	2.8	2.9	3.3
Midwest .....	1.4	1.4	2.3	2.3	2.4	2.3
East North Central .....	1.3	1.3	2.9	3.2	2.5	2.8
West .....	0.8	0.8	2.3	1.5	2.9	1.7
Pacific .....	1.1	1.1	2.7	1.8	3.1	2.1

<sup>1</sup> Plans closed to new workers or plans that cease accruals for some or all plan participants.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 8. Standard errors for defined contribution retirement plans: Selected attributes, civilian workers,<sup>1</sup> March 2018**

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers .....	0.7	0.7	0.7	0.7
<b>Worker characteristics</b>				
Management, professional, and related .....	1.0	1.0	1.0	1.0
Management, business, and financial .....	1.6	1.6	1.1	1.1
Professional and related .....	1.1	1.1	1.1	1.1
Teachers .....	2.8	2.8	0.8	0.8
Primary, secondary, and special education school teachers .....	5.2	5.2	1.1	1.1
Registered nurses .....	2.6	2.6	2.9	2.9
Service .....	2.6	2.6	1.9	1.9
Protective service .....	6.5	6.5	2.2	2.2
Sales and office .....	0.9	0.9	0.7	0.7
Sales and related .....	1.7	1.7	1.3	1.3
Office and administrative support .....	1.3	1.3	0.9	0.9
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry .....	2.1	2.1	1.6	1.6
Installation, maintenance, and repair .....	3.8	3.8	3.0	3.0
Production, transportation, and material moving ... Production .....	1.6	1.6	1.7	1.7
Transportation and material moving .....	1.9	1.9	1.3	1.3
Production .....	2.5	2.5	1.5	1.5
Transportation and material moving .....	2.5	2.5	1.7	1.7
Full time .....	0.8	0.8	0.8	0.8
Part time .....	1.8	1.8	1.8	1.8
Union .....	1.7	1.7	1.9	1.9
Nonunion .....	0.8	0.8	0.7	0.7
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	1.4	1.4	1.4	1.4
Lowest 10 percent .....	3.9	3.9	3.4	3.4
Second 25 percent .....	1.3	1.3	1.0	1.0
Third 25 percent .....	1.1	1.1	0.8	0.8
Highest 25 percent .....	1.0	1.0	1.1	1.1
Highest 10 percent .....	1.3	1.3	1.2	1.2
<b>Establishment characteristics</b>				
Goods-producing industries .....	2.0	2.0	1.3	1.3
Service-providing industries .....	0.8	0.8	0.7	0.7
Education and health services .....	2.0	2.0	1.5	1.5
Educational services .....	1.8	1.8	0.7	0.7
Elementary and secondary schools .....	4.6	4.6	1.8	1.8
Junior colleges, colleges, and universities .....	1.8	1.8	0.9	0.9
Health care and social assistance .....	2.5	2.5	1.9	1.9
Hospitals .....	2.1	2.1	1.6	1.6
Public administration .....	3.0	3.0	1.4	1.4

See footnotes at end of table.

**Table 8. Standard errors for defined contribution retirement plans: Selected attributes, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
1 to 99 workers .....	1.6	1.6	1.2	1.2
1 to 49 workers .....	1.7	1.7	1.5	1.5
50 to 99 workers .....	2.9	2.9	2.2	2.2
100 workers or more .....	1.0	1.0	1.0	1.0
100 to 499 workers .....	1.5	1.5	1.4	1.4
500 workers or more .....	1.3	1.3	1.4	1.4
<b>Geographic areas</b>				
Northeast .....	1.6	1.6	1.4	1.4
New England .....	2.5	2.5	1.6	1.6
Middle Atlantic .....	2.1	2.1	1.7	1.7
South .....	1.2	1.2	1.0	1.0
South Atlantic .....	1.6	1.6	1.4	1.4
East South Central .....	4.2	4.2	2.6	2.6
West South Central .....	2.3	2.3	1.3	1.3
Midwest .....	1.3	1.3	1.5	1.5
East North Central .....	1.4	1.4	1.6	1.6
West North Central .....	3.0	3.0	3.3	3.3
West .....	1.7	1.7	1.3	1.3
Mountain .....	3.4	3.4	3.0	3.0
Pacific .....	2.0	2.0	1.2	1.2

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.  
<sup>2</sup> 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 2018.

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/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018**

Characteristics	Healthcare <sup>3</sup>			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	0.7	0.6	0.4	0.7	0.6	0.5
<b>Worker characteristics</b>						
Management, professional, and related .....	0.7	0.7	0.5	0.8	0.7	0.6
Management, business, and financial .....	0.7	0.9	1.0	0.7	0.9	1.0
Professional and related .....	1.0	0.9	0.5	1.1	0.9	0.6
Teachers .....	2.1	1.9	0.8	2.1	1.7	0.9
Primary, secondary, and special education school teachers .....	2.4	2.3	1.0	2.4	2.1	1.1
Registered nurses .....	1.7	2.5	1.9	1.8	2.3	1.8
Service .....	1.4	1.0	1.5	1.4	0.9	1.5
Protective service .....	3.1	4.1	3.3	3.1	3.9	3.4
Sales and office .....	1.0	0.9	0.7	1.0	0.9	0.8
Sales and related .....	1.6	1.3	1.0	1.6	1.2	1.1
Office and administrative support .....	1.3	1.2	0.7	1.3	1.2	1.0
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry .....	2.9	2.7	1.3	2.9	2.6	1.3
Installation, maintenance, and repair .....	2.5	2.4	1.1	2.6	2.3	1.3
Production, transportation, and material moving ... Production .....	1.7	1.6	1.1	1.7	1.5	1.1
Transportation and material moving .....	2.2	1.8	1.1	2.2	1.9	1.2
Transportation and material moving .....	2.1	2.0	1.6	2.1	1.8	1.5
Full time .....	0.5	0.6	0.4	0.5	0.6	0.5
Part time .....	1.5	1.1	2.0	1.4	0.9	2.2
Union .....	0.5	0.7	0.5	0.5	0.7	0.6
Nonunion .....	0.8	0.7	0.5	0.8	0.6	0.6
Average wage within the following categories: <sup>4</sup>						
Lowest 25 percent .....	1.2	0.9	1.2	1.2	0.9	1.4
Lowest 10 percent .....	1.9	1.3	2.2	1.9	1.2	2.5
Second 25 percent .....	1.2	1.1	0.7	1.2	1.1	0.8
Third 25 percent .....	0.8	0.9	0.6	0.8	0.9	0.6
Highest 25 percent .....	0.6	0.7	0.5	0.7	0.7	0.6
Highest 10 percent .....	0.8	0.9	0.7	0.8	0.9	0.9
<b>Establishment characteristics</b>						
Goods-producing industries .....	1.4	1.5	0.8	1.4	1.4	0.8
Service-providing industries .....	0.8	0.7	0.5	0.8	0.6	0.5
Education and health services .....	1.5	1.5	0.8	1.5	1.4	0.8
Educational services .....	1.0	1.0	0.5	1.0	1.0	0.7
Elementary and secondary schools .....	1.3	1.4	0.7	1.3	1.3	0.8
Junior colleges, colleges, and universities .....	1.1	1.2	0.5	1.1	1.3	0.8
Health care and social assistance .....	2.3	2.4	1.4	2.4	2.1	1.4
Hospitals .....	1.0	1.4	1.3	1.2	1.5	1.7
Public administration .....	0.9	1.1	0.8	0.9	1.0	0.9

See footnotes at end of table.

**Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	0.8	0.7	0.5	0.7	0.6	0.5	0.7	0.6	0.5
<b>Worker characteristics</b>									
Management, professional, and related .....	1.1	1.0	0.6	1.1	0.9	0.8	0.8	0.7	0.6
Management, business, and financial .....	1.6	1.5	1.1	1.6	1.4	1.1	0.9	1.0	1.0
Professional and related .....	1.1	1.0	0.7	1.2	1.0	1.0	1.0	0.9	0.6
Teachers .....	2.0	1.7	1.5	1.7	1.4	1.9	2.1	1.6	0.8
Primary, secondary, and special education school teachers .....	2.3	2.2	1.8	2.2	1.8	2.5	2.4	2.0	1.0
Registered nurses .....	3.0	2.4	1.9	3.9	3.5	2.4	1.7	2.3	1.9
Service .....	1.4	1.0	2.1	0.9	0.8	2.2	1.4	0.9	1.5
Protective service .....	3.1	2.6	5.1	2.3	1.6	6.2	4.2	3.5	2.5
Sales and office .....	1.2	1.0	0.8	1.0	0.8	1.1	1.1	0.9	0.8
Sales and related .....	1.3	0.8	1.8	1.2	0.8	2.1	1.6	1.3	1.0
Office and administrative support .....	1.6	1.4	0.7	1.2	1.1	1.2	1.4	1.3	1.0
Natural resources, construction, and maintenance	1.9	1.6	1.1	1.9	1.6	1.8	2.1	1.8	0.9
Construction, extraction, farming, fishing, and forestry .....	2.6	2.2	1.8	2.6	2.3	2.1	2.9	2.4	1.3
Installation, maintenance, and repair .....	2.5	2.4	1.4	2.5	1.9	2.2	2.5	2.4	1.4
Production, transportation, and material moving ...	1.6	1.4	1.0	1.6	1.3	1.2	1.6	1.4	1.2
Production .....	1.9	1.7	1.5	2.1	1.7	1.8	2.0	1.8	1.3
Transportation and material moving .....	2.6	2.1	1.2	2.5	1.8	1.8	2.0	1.8	1.6
Full time .....	0.8	0.7	0.5	0.7	0.7	0.6	0.6	0.6	0.5
Part time .....	0.9	0.8	2.2	0.7	0.7	3.0	1.4	0.9	2.2
Union .....	1.1	1.2	0.8	1.3	1.2	1.1	0.6	0.7	0.6
Nonunion .....	0.9	0.7	0.6	0.7	0.6	0.8	0.8	0.6	0.6
Average wage within the following categories: <sup>4</sup>									
Lowest 25 percent .....	1.1	0.7	1.9	0.7	0.6	2.0	1.3	0.9	1.3
Lowest 10 percent .....	1.6	0.9	4.3	0.9	0.8	5.8	1.8	1.2	2.6
Second 25 percent .....	1.3	1.1	0.7	1.1	1.0	1.1	1.1	1.0	0.8
Third 25 percent .....	1.2	1.1	0.8	1.0	0.9	1.0	0.9	0.9	0.6
Highest 25 percent .....	1.2	1.1	0.6	1.2	1.0	0.7	0.7	0.7	0.6
Highest 10 percent .....	1.8	1.6	0.9	1.9	1.6	1.2	0.8	1.0	0.9
<b>Establishment characteristics</b>									
Goods-producing industries .....	1.9	1.7	1.0	2.0	1.5	0.9	1.4	1.4	0.8
Service-providing industries .....	0.9	0.8	0.5	0.7	0.6	0.6	0.8	0.6	0.5
Education and health services .....	1.8	1.6	0.9	1.4	1.2	1.0	1.5	1.3	0.8
Educational services .....	1.3	1.1	0.9	1.1	0.9	1.1	1.1	1.0	0.7
Elementary and secondary schools .....	1.5	1.5	1.2	1.7	1.3	1.7	1.3	1.3	0.9
Junior colleges, colleges, and universities .....	1.7	1.4	1.2	1.8	1.6	1.8	1.1	1.2	0.8
Health care and social assistance .....	2.8	2.5	1.4	2.2	2.0	1.4	2.2	2.0	1.4
Hospitals .....	2.3	1.8	1.6	3.0	2.5	2.3	1.1	1.6	1.7
Public administration .....	2.5	2.0	1.1	1.6	1.3	1.2	0.9	0.9	0.9

See footnotes at end of table.

**Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Healthcare <sup>3</sup>			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers .....	1.1	0.9	0.7	1.1	0.8	0.8
1 to 49 workers .....	1.2	1.0	1.0	1.2	0.9	1.0
50 to 99 workers .....	1.9	1.6	1.4	1.9	1.5	1.5
100 workers or more .....	0.6	0.7	0.5	0.6	0.7	0.5
100 to 499 workers .....	0.7	0.9	0.7	0.8	0.9	0.9
500 workers or more .....	0.9	0.9	0.6	1.0	0.9	0.8
<b>Geographic areas</b>						
Northeast .....	1.0	1.0	0.6	1.0	0.9	0.6
New England .....	1.8	1.9	1.8	1.7	1.9	1.8
Middle Atlantic .....	1.3	1.2	0.5	1.3	1.0	0.7
South .....	1.6	1.3	0.6	1.6	1.1	0.8
South Atlantic .....	1.9	1.9	0.8	1.8	1.6	0.9
East South Central .....	6.0	4.8	1.0	6.1	3.7	1.2
West South Central .....	2.6	1.8	1.3	2.7	1.4	1.9
Midwest .....	1.4	1.0	0.7	1.4	1.0	0.8
East North Central .....	1.7	1.1	0.9	1.7	1.1	1.1
West North Central .....	2.4	1.9	1.2	2.5	1.9	1.0
West .....	1.2	1.4	1.2	1.3	1.4	1.4
Mountain .....	3.0	2.8	2.6	3.2	3.1	3.2
Pacific .....	1.1	1.5	1.2	1.3	1.5	1.4

See footnotes at end of table.

**Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers .....	1.0	0.9	0.8	0.8	0.7	1.4	1.1	0.8	0.8
1 to 49 workers .....	1.2	1.1	1.2	0.8	0.7	1.9	1.2	0.9	0.9
50 to 99 workers .....	1.7	1.6	2.0	1.6	1.5	1.9	2.0	1.5	1.6
100 workers or more .....	1.2	0.9	0.5	0.9	0.7	0.6	0.6	0.6	0.5
100 to 499 workers .....	1.6	1.4	0.9	1.2	1.1	1.0	0.8	0.8	0.9
500 workers or more .....	1.4	1.0	0.7	1.2	0.9	0.8	1.0	0.9	0.8
<b>Geographic areas</b>									
Northeast .....	1.2	1.2	0.7	1.0	1.1	1.3	1.1	1.1	0.7
New England .....	3.0	3.2	2.5	1.4	1.3	3.1	1.9	2.4	2.2
Middle Atlantic .....	1.3	1.2	0.5	1.2	1.3	1.3	1.4	1.2	0.8
South .....	1.5	1.2	1.1	0.9	0.7	1.2	1.5	1.0	0.8
South Atlantic .....	1.9	1.4	0.9	0.9	0.8	1.6	1.7	1.5	0.7
East South Central .....	3.1	3.7	4.9	2.4	2.2	1.9	6.1	3.6	1.1
West South Central .....	3.0	2.4	2.4	2.0	1.6	2.7	2.7	1.2	2.0
Midwest .....	1.5	1.2	0.8	1.7	1.3	1.0	1.4	1.0	0.8
East North Central .....	1.6	1.4	1.0	1.7	1.2	1.1	1.8	1.2	1.0
West North Central .....	3.2	2.4	1.1	3.9	3.2	2.1	2.3	1.9	1.3
West .....	1.9	1.6	0.7	1.7	1.5	0.6	1.4	1.4	1.4
Mountain .....	4.6	3.6	0.9	3.9	3.5	1.3	3.3	2.8	3.3
Pacific .....	1.7	1.6	1.0	1.5	1.3	0.7	1.4	1.5	1.3

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

<sup>4</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, civilian workers,<sup>1</sup> March 2018**

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers .....	0.2	0.2	0.3	0.3
<b>Worker characteristics</b>				
Management, professional, and related .....	0.3	0.3	0.6	0.6
Management, business, and financial .....	0.6	0.6	0.6	0.6
Professional and related .....	0.3	0.3	0.7	0.7
Teachers .....	0.6	0.6	0.6	0.6
Primary, secondary, and special education school teachers .....	0.8	0.8	0.8	0.8
Registered nurses .....	1.2	1.2	2.4	2.4
Service .....	0.8	0.8	1.2	1.2
Protective service .....	0.7	0.7	1.1	1.1
Sales and office .....	0.3	0.3	0.4	0.4
Sales and related .....	0.6	0.6	0.8	0.8
Office and administrative support .....	0.4	0.4	0.5	0.5
Natural resources, construction, and maintenance	0.8	0.8	1.0	1.0
Construction, extraction, farming, fishing, and forestry .....	1.3	1.3	1.7	1.7
Installation, maintenance, and repair .....	0.6	0.6	1.0	1.0
Production, transportation, and material moving ...	0.4	0.4	0.6	0.6
Production .....	0.7	0.7	0.8	0.8
Transportation and material moving .....	0.5	0.5	0.9	0.9
Full time .....	0.2	0.2	0.4	0.4
Part time .....	1.1	1.1	1.6	1.6
Union .....	0.4	0.4	0.5	0.5
Nonunion .....	0.2	0.2	0.4	0.4
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	0.7	0.7	1.3	1.3
Lowest 10 percent .....	1.2	1.2	1.8	1.8
Second 25 percent .....	0.3	0.3	0.7	0.7
Third 25 percent .....	0.3	0.3	0.5	0.5
Highest 25 percent .....	0.3	0.3	0.4	0.4
Highest 10 percent .....	0.4	0.4	0.5	0.5
<b>Establishment characteristics</b>				
Goods-producing industries .....	0.6	0.6	0.7	0.7
Service-providing industries .....	0.2	0.2	0.4	0.4
Education and health services .....	0.4	0.4	0.8	0.8
Educational services .....	0.4	0.4	0.5	0.5
Elementary and secondary schools .....	0.5	0.5	0.7	0.7
Junior colleges, colleges, and universities	0.5	0.5	0.6	0.6
Health care and social assistance .....	0.7	0.7	1.4	1.4
Hospitals .....	0.8	0.8	0.9	0.9
Public administration .....	0.2	0.2	0.4	0.4

See footnotes at end of table.

**Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
1 to 99 workers .....	0.5	0.5	0.6	0.6
1 to 49 workers .....	0.5	0.5	0.7	0.7
50 to 99 workers .....	0.8	0.8	1.1	1.1
100 workers or more .....	0.3	0.3	0.4	0.4
100 to 499 workers .....	0.4	0.4	0.6	0.6
500 workers or more .....	0.3	0.3	0.4	0.4
<b>Geographic areas</b>				
Northeast .....	0.4	0.4	0.6	0.6
New England .....	0.6	0.6	0.6	0.6
Middle Atlantic .....	0.5	0.5	0.8	0.8
South .....	0.3	0.3	0.6	0.6
South Atlantic .....	0.3	0.3	1.1	1.1
East South Central .....	0.7	0.7	1.0	1.0
West South Central .....	0.6	0.6	0.7	0.7
Midwest .....	0.6	0.6	0.7	0.7
East North Central .....	0.8	0.8	1.0	1.0
West North Central .....	0.6	0.6	1.0	1.0
West .....	0.4	0.4	0.7	0.7
Mountain .....	1.1	1.1	1.8	1.8
Pacific .....	0.4	0.4	0.7	0.7

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,<sup>1</sup> March 2018**

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers .....	\$2.87	0.5	\$5.89	0.5	\$3.14	\$1.14
<b>Worker characteristics</b>						
Management, professional, and related .....	3.99	0.8	7.41	0.8	4.53	1.79
Management, business, and financial .....	8.01	0.9	17.96	0.9	7.47	2.17
Professional and related .....	3.84	1.1	9.27	1.1	4.80	2.29
Teachers .....	7.29	1.4	8.38	1.4	9.59	6.04
Primary, secondary, and special education school teachers .....	9.98	1.7	9.51	1.7	13.27	7.81
Registered nurses .....	13.09	3.9	15.32	3.9	13.86	5.18
Service .....	8.74	1.6	14.72	1.6	9.40	4.44
Protective service .....	9.11	2.6	9.07	2.6	12.59	5.02
Sales and office .....	3.11	0.8	14.30	0.8	2.78	2.11
Sales and related .....	4.92	1.0	25.70	1.0	4.98	3.00
Office and administrative support .....	3.31	0.9	14.67	0.9	3.14	3.23
Natural resources, construction, and maintenance	8.84	2.1	16.38	2.1	8.07	3.21
Construction, extraction, farming, fishing, and forestry .....	13.57	3.6	21.05	3.6	12.57	5.58
Installation, maintenance, and repair .....	8.90	2.0	21.52	2.0	8.30	3.62
Production, transportation, and material moving ...	6.23	1.2	17.86	1.2	6.80	2.36
Production .....	8.92	1.5	15.95	1.5	10.11	2.53
Transportation and material moving .....	7.09	1.9	24.07	1.9	6.50	4.08
Full time .....	2.94	0.5	6.11	0.5	3.11	1.06
Part time .....	13.46	1.8	21.71	1.8	13.31	8.34
Union .....	4.59	1.5	11.02	1.5	4.86	2.66
Nonunion .....	3.12	0.5	7.92	0.5	3.46	1.28
Average wage within the following categories: <sup>2</sup>						
Lowest 25 percent .....	7.56	1.1	17.07	1.1	8.02	4.21
Lowest 10 percent .....	10.16	2.9	29.04	2.9	10.48	6.93
Second 25 percent .....	3.82	0.7	15.26	0.7	3.95	2.21
Third 25 percent .....	4.05	0.9	8.80	0.9	4.41	1.99
Highest 25 percent .....	4.06	0.8	8.00	0.8	4.07	1.75
Highest 10 percent .....	4.65	1.1	7.43	1.1	4.87	2.52
<b>Establishment characteristics</b>						
Goods-producing industries .....	7.08	1.2	12.75	1.2	7.17	1.89
Service-providing industries .....	3.14	0.6	6.55	0.6	3.46	1.36
Education and health services .....	5.68	1.1	6.76	1.1	6.43	3.32
Educational services .....	4.55	0.8	7.35	0.8	5.79	4.10
Elementary and secondary schools .....	6.60	1.2	8.45	1.2	8.92	6.03
Junior colleges, colleges, and universities	8.35	1.5	12.25	1.5	8.52	3.05
Health care and social assistance .....	9.23	1.8	12.53	1.8	9.76	4.84
Hospitals .....	9.00	2.5	11.27	2.5	10.34	3.95
Public administration .....	4.23	1.3	11.96	1.3	4.51	3.04

See footnotes at end of table.

**Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers .....	\$4.55	1.0	\$12.86	1.0	\$5.35	\$2.08
1 to 49 workers .....	5.22	1.2	15.07	1.2	5.69	2.57
50 to 99 workers .....	7.87	1.6	18.08	1.6	8.32	3.38
100 workers or more .....	3.21	0.8	6.72	0.8	3.29	1.49
100 to 499 workers .....	4.28	0.9	10.66	0.9	4.34	2.21
500 workers or more .....	4.64	1.0	8.95	1.0	4.98	1.79
<b>Geographic areas</b>						
Northeast .....	3.95	1.2	10.18	1.2	4.33	2.33
New England .....	7.90	1.8	31.58	1.8	8.98	4.63
Middle Atlantic .....	4.43	1.5	10.94	1.5	5.01	2.50
South .....	4.68	0.7	8.37	0.7	5.02	1.98
South Atlantic .....	6.37	1.0	14.46	1.0	7.20	2.91
East South Central .....	6.76	1.5	28.70	1.5	4.99	5.00
West South Central .....	9.97	1.4	8.71	1.4	10.26	3.16
Midwest .....	6.79	1.1	12.23	1.1	8.15	2.35
East North Central .....	8.83	1.2	18.19	1.2	11.04	3.17
West North Central .....	9.94	2.4	14.63	2.4	9.06	2.68
West .....	6.59	1.5	14.59	1.5	6.61	2.38
Mountain .....	15.54	1.8	25.71	1.8	12.85	3.61
Pacific .....	6.57	2.0	17.59	2.0	7.07	3.01

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 12. Standard errors for medical care benefits, single coverage:  
Employee participation by type of contribution, civilian workers,<sup>1</sup> March 2018**

Characteristics	Single coverage			
	Flat dollar amount	Varies <sup>2</sup>	Exists, but amount unknown	Other <sup>3</sup>
All workers .....	0.8	0.7	0.5	0.1
<b>Worker characteristics</b>				
Management, professional, and related .....	1.2	1.0	0.7	0.3
Management, business, and financial .....	1.4	1.4	0.9	0.4
Professional and related .....	1.5	1.2	0.9	0.3
Teachers .....	2.7	2.3	0.9	0.6
Primary, secondary, and special education school teachers .....	2.9	2.4	1.0	0.7
Registered nurses .....	3.0	2.2	3.1	0.5
Service .....	2.1	1.6	0.9	0.3
Protective service .....	3.2	1.5	1.0	1.8
Sales and office .....	1.3	1.1	0.6	0.2
Sales and related .....	2.4	2.1	1.2	0.3
Office and administrative support .....	1.5	1.3	0.7	0.2
Natural resources, construction, and maintenance	1.9	1.2	1.6	0.4
Construction, extraction, farming, fishing, and forestry .....	2.7	1.8	2.0	0.4
Installation, maintenance, and repair .....	2.3	—	2.2	—
Production, transportation, and material moving ...	1.8	1.3	1.2	0.2
Production .....	2.3	1.9	1.1	0.3
Transportation and material moving .....	2.2	1.6	2.2	0.2
Full time .....	0.9	0.7	0.5	0.1
Part time .....	2.8	1.9	1.4	0.5
Union .....	1.5	1.0	1.3	0.5
Nonunion .....	1.0	0.8	0.5	0.1
Average wage within the following categories: <sup>4</sup>				
Lowest 25 percent .....	1.6	1.1	0.8	0.3
Lowest 10 percent .....	3.0	2.5	—	—
Second 25 percent .....	1.5	1.0	1.0	0.2
Third 25 percent .....	1.2	0.9	0.7	0.1
Highest 25 percent .....	1.2	1.0	0.8	0.3
Highest 10 percent .....	1.7	1.5	1.2	0.5
<b>Establishment characteristics</b>				
Goods-producing industries .....	2.1	1.6	1.2	0.2
Service-providing industries .....	0.9	0.7	0.5	0.2
Education and health services .....	1.8	1.6	1.1	0.3
Educational services .....	1.7	1.6	0.8	0.4
Elementary and secondary schools .....	1.8	1.7	1.0	0.6
Junior colleges, colleges, and universities	2.4	2.3	—	—
Health care and social assistance .....	2.8	2.4	1.8	0.3
Hospitals .....	3.6	3.4	—	—
Public administration .....	2.3	1.3	1.5	0.7

See footnotes at end of table.

**Table 12. Standard errors for medical care benefits, single coverage:  
Employee participation by type of contribution, civilian workers,<sup>1</sup> March  
2018—continued**

Characteristics	Single coverage			
	Flat dollar amount	Varies <sup>2</sup>	Exists, but amount unknown	Other <sup>3</sup>
1 to 99 workers .....	1.5	1.3	1.0	0.2
1 to 49 workers .....	1.9	1.8	1.1	0.2
50 to 99 workers .....	2.4	1.6	1.9	0.4
100 workers or more .....	0.9	0.7	0.6	0.2
100 to 499 workers .....	1.2	0.9	0.8	0.2
500 workers or more .....	1.6	1.3	0.8	0.4
<b>Geographic areas</b>				
Northeast .....	2.0	1.7	1.2	0.3
New England .....	2.7	1.7	2.1	0.3
Middle Atlantic .....	2.6	2.5	1.4	0.3
South .....	1.3	1.2	0.7	0.2
South Atlantic .....	1.8	1.8	1.0	0.3
East South Central .....	3.8	3.0	—	—
West South Central .....	2.2	1.5	1.3	0.1
Midwest .....	1.7	1.0	1.0	0.3
East North Central .....	2.3	1.1	1.4	0.4
West North Central .....	1.4	2.0	1.1	0.5
West .....	2.0	1.7	1.2	0.4
Mountain .....	3.9	2.6	—	—
Pacific .....	2.3	2.2	0.7	0.5

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

<sup>3</sup> Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

<sup>4</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,<sup>1</sup> March 2018**

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers .....	\$7.47	0.4	\$17.69	0.4	\$7.76	\$5.72
<b>Worker characteristics</b>						
Management, professional, and related .....	11.70	0.6	21.49	0.6	12.16	10.28
Management, business, and financial .....	14.00	0.5	32.31	0.5	14.08	10.57
Professional and related .....	13.98	0.8	25.62	0.8	14.77	12.62
Teachers .....	17.85	0.7	15.71	0.7	20.48	14.40
Primary, secondary, and special education school teachers .....	21.02	0.9	17.36	0.9	23.68	17.74
Registered nurses .....	52.08	2.5	60.67	2.5	55.31	28.87
Service .....	24.49	1.1	38.97	1.1	24.66	18.03
Protective service .....	19.92	1.9	36.14	1.9	18.03	21.04
Sales and office .....	8.69	0.5	32.37	0.5	9.17	7.89
Sales and related .....	15.01	0.6	45.99	0.6	15.26	13.12
Office and administrative support .....	10.40	0.6	37.81	0.6	10.74	10.75
Natural resources, construction, and maintenance	21.59	1.5	43.39	1.5	21.96	14.74
Construction, extraction, farming, fishing, and forestry .....	36.31	3.0	38.33	3.0	35.41	25.99
Installation, maintenance, and repair .....	20.71	1.3	93.95	1.3	21.43	15.50
Production, transportation, and material moving ...	16.29	1.1	32.01	1.1	18.10	7.96
Production .....	21.53	1.6	37.10	1.6	22.38	10.48
Transportation and material moving .....	19.75	1.6	57.65	1.6	22.60	12.49
Full time .....	7.28	0.4	19.53	0.4	7.62	5.55
Part time .....	37.23	1.4	23.41	1.4	35.99	27.61
Union .....	9.97	1.4	20.25	1.4	12.43	8.20
Nonunion .....	8.85	0.3	32.18	0.3	8.85	6.68
Average wage within the following categories: <sup>2</sup>						
Lowest 25 percent .....	25.67	0.9	19.27	0.9	24.34	17.34
Lowest 10 percent .....	36.35	1.0	79.38	1.0	36.75	23.28
Second 25 percent .....	11.11	0.5	36.38	0.5	11.64	13.67
Third 25 percent .....	13.45	0.8	27.10	0.8	13.24	7.58
Highest 25 percent .....	9.49	0.7	20.21	0.7	9.85	8.20
Highest 10 percent .....	11.65	0.8	20.77	0.8	12.15	10.77
<b>Establishment characteristics</b>						
Goods-producing industries .....	15.13	1.1	25.69	1.1	14.73	7.67
Service-providing industries .....	8.40	0.4	21.67	0.4	8.88	6.79
Education and health services .....	17.81	0.9	30.80	0.9	19.27	16.28
Educational services .....	11.75	0.6	23.15	0.6	14.04	9.42
Elementary and secondary schools .....	15.03	0.8	22.21	0.8	18.61	11.65
Junior colleges, colleges, and universities	14.32	1.1	78.37	1.1	13.81	10.60
Health care and social assistance .....	30.08	1.5	54.01	1.5	31.88	27.39
Hospitals .....	23.29	1.9	46.79	1.9	25.46	11.04
Public administration .....	13.89	0.6	63.19	0.6	15.54	8.45

See footnotes at end of table.

**Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers .....	\$12.00	0.6	\$28.47	0.6	\$11.76	\$11.36
1 to 49 workers .....	14.80	0.8	33.32	0.8	14.09	12.82
50 to 99 workers .....	19.11	0.6	51.63	0.6	20.18	20.99
100 workers or more .....	8.40	0.6	20.48	0.6	8.76	6.05
100 to 499 workers .....	13.10	0.6	28.32	0.6	13.04	9.53
500 workers or more .....	10.04	0.9	25.02	0.9	11.24	6.04
<b>Geographic areas</b>						
Northeast .....	14.44	1.1	25.49	1.1	17.91	15.24
New England .....	23.89	1.4	89.68	1.4	24.71	16.23
Middle Atlantic .....	16.57	1.3	24.27	1.3	22.03	19.34
South .....	12.83	0.5	53.58	0.5	12.79	9.24
South Atlantic .....	18.97	0.9	84.30	0.9	20.14	12.40
East South Central .....	21.44	1.0	34.12	1.0	20.45	9.96
West South Central .....	23.68	0.6	50.12	0.6	21.06	19.68
Midwest .....	15.25	1.0	31.98	1.0	15.76	12.94
East North Central .....	19.80	1.2	32.17	1.2	20.73	17.80
West North Central .....	23.33	1.5	77.13	1.5	23.01	14.56
West .....	16.97	0.8	35.66	0.8	16.18	10.19
Mountain .....	34.19	1.5	64.11	1.5	33.22	19.42
Pacific .....	19.88	0.9	43.04	0.9	18.32	11.93

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 14. Standard errors for medical care benefits, family coverage:  
Employee participation by type of contribution, civilian workers,<sup>1</sup> March 2018**

Characteristics	Family coverage			
	Flat dollar amount	Varies <sup>2</sup>	Exists, but amount unknown	Other <sup>3</sup>
All workers .....	0.8	0.6	0.5	0.1
<b>Worker characteristics</b>				
Management, professional, and related .....	1.1	0.9	0.7	0.2
Management, business, and financial .....	1.4	1.5	0.8	0.3
Professional and related .....	1.3	1.1	0.8	0.3
Teachers .....	2.3	1.9	1.0	0.6
Primary, secondary, and special education school teachers .....	2.5	2.0	1.1	0.7
Registered nurses .....	2.8	2.0	2.7	0.3
Service .....	2.1	1.4	0.9	0.3
Protective service .....	2.6	1.5	0.9	1.6
Sales and office .....	1.4	1.0	0.8	0.2
Sales and related .....	2.7	2.2	—	—
Office and administrative support .....	1.6	1.2	0.8	0.2
Natural resources, construction, and maintenance	2.0	1.1	1.7	0.5
Construction, extraction, farming, fishing, and forestry .....	2.6	1.7	1.9	0.3
Installation, maintenance, and repair .....	2.7	—	2.4	—
Production, transportation, and material moving ...	1.7	1.2	1.2	0.3
Production .....	2.2	1.8	1.1	0.2
Transportation and material moving .....	2.3	1.5	2.1	0.6
Full time .....	0.8	0.7	0.5	0.1
Part time .....	2.7	1.8	1.4	0.5
Union .....	1.6	0.9	1.3	0.7
Nonunion .....	0.9	0.7	0.5	0.1
Average wage within the following categories: <sup>4</sup>				
Lowest 25 percent .....	1.6	1.1	—	—
Lowest 10 percent .....	2.9	2.3	—	—
Second 25 percent .....	1.4	0.9	0.9	0.2
Third 25 percent .....	1.1	0.8	0.6	0.3
Highest 25 percent .....	1.2	1.1	0.7	0.3
Highest 10 percent .....	1.6	1.5	1.0	0.4
<b>Establishment characteristics</b>				
Goods-producing industries .....	2.0	1.6	1.0	( <sup>5</sup> )
Service-providing industries .....	0.9	0.7	0.5	0.2
Education and health services .....	1.7	1.4	1.0	0.2
Educational services .....	1.5	1.4	0.8	0.4
Elementary and secondary schools .....	1.5	1.3	1.0	0.5
Junior colleges, colleges, and universities	2.5	2.1	1.2	0.2
Health care and social assistance .....	2.7	2.1	1.8	0.3
Hospitals .....	3.7	3.6	1.8	0.4
Public administration .....	2.2	1.4	1.2	0.7

See footnotes at end of table.

**Table 14. Standard errors for medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Family coverage			
	Flat dollar amount	Varies <sup>2</sup>	Exists, but amount unknown	Other <sup>3</sup>
1 to 99 workers .....	1.5	1.3	1.0	0.2
1 to 49 workers .....	1.8	1.7	1.1	0.2
50 to 99 workers .....	2.4	1.5	1.9	0.4
100 workers or more .....	0.9	0.7	0.5	0.2
100 to 499 workers .....	1.2	0.8	0.7	0.2
500 workers or more .....	1.5	1.3	0.8	0.5
<b>Geographic areas</b>				
Northeast .....	2.0	1.4	1.0	0.6
New England .....	2.1	1.4	—	—
Middle Atlantic .....	2.5	2.0	1.1	0.7
South .....	1.2	1.0	0.7	0.1
South Atlantic .....	1.6	1.7	—	—
East South Central .....	3.6	2.7	—	—
West South Central .....	2.0	1.3	—	—
Midwest .....	1.6	1.0	1.0	0.2
East North Central .....	2.2	1.2	1.3	0.3
West North Central .....	1.7	1.6	1.1	0.4
West .....	1.9	1.7	1.2	0.3
Mountain .....	2.2	2.2	3.3	0.4
Pacific .....	2.6	2.3	0.8	0.4

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

<sup>3</sup> Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

<sup>4</sup> 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 2018.

<sup>5</sup> Less than 0.05.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,<sup>1</sup> March 2018**

Characteristics	Single coverage <sup>2</sup>					Family coverage <sup>2</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers .....	\$1.61	\$1.41	\$1.28	\$2.18	\$3.23	\$2.95	\$5.28	\$5.73	\$17.93	\$31.30
<b>Worker characteristics</b>										
Management, professional, and related .....	1.52	1.98	2.18	4.61	4.87	6.38	10.07	10.95	22.55	35.72
Management, business, and financial .....	1.28	3.81	3.84	6.13	4.92	9.10	23.42	4.52	14.08	34.82
Professional and related .....	1.74	3.33	1.89	7.15	8.05	8.68	11.22	12.92	41.66	28.71
Teachers .....	3.88	5.33	4.31	9.98	14.63	18.98	20.73	32.25	45.32	25.17
Primary, secondary, and special education school teachers .....	5.72	6.79	5.54	15.36	31.90	17.77	18.60	23.19	50.58	75.21
Registered nurses .....	8.58	10.78	8.16	21.55	2.20	34.76	44.39	45.78	31.04	119.25
Service .....	3.41	6.77	4.88	9.19	10.36	12.63	22.73	19.98	57.58	53.07
Protective service .....	3.83	3.03	6.59	11.76	29.74	19.11	22.43	31.08	52.68	194.15
Sales and office .....	2.94	2.38	1.75	1.85	9.62	6.49	10.53	8.09	24.17	35.86
Sales and related .....	3.77	4.98	2.40	6.05	9.24	12.35	16.22	11.21	13.56	47.86
Office and administrative support .....	4.88	2.87	3.26	2.88	12.82	7.03	12.33	12.50	23.14	45.94
Natural resources, construction, and maintenance .....	2.63	6.15	4.21	3.91	9.66	7.65	17.12	21.15	24.47	64.64
Construction, extraction, farming, fishing, and forestry .....	2.08	10.71	9.01	7.81	25.09	17.63	30.58	22.82	59.89	121.17
Installation, maintenance, and repair .....	3.51	4.78	4.60	6.24	8.36	5.01	19.69	16.95	24.88	69.51
Production, transportation, and material moving ...	3.65	4.25	2.19	4.70	10.03	10.04	4.81	9.97	20.90	33.58
Production .....	4.42	1.69	2.36	4.76	11.29	15.49	12.77	13.34	24.89	53.51
Transportation and material moving .....	5.10	4.08	4.05	8.94	10.74	12.92	11.18	18.66	23.43	49.19
Full time .....	1.54	1.17	1.43	2.31	2.76	6.38	4.55	7.34	17.26	33.10
Part time .....	—	21.78	1.62	22.31	17.82	16.40	9.94	55.65	42.66	153.67
Union .....	1.68	4.00	4.14	3.25	5.90	10.01	6.99	3.87	23.05	74.54
Nonunion .....	2.09	1.76	1.23	2.29	4.23	3.77	8.78	7.03	18.79	15.87
Average wage within the following categories: <sup>3</sup>										
Lowest 25 percent .....	9.41	4.76	2.36	9.93	20.15	14.45	16.82	22.87	31.74	78.32
Lowest 10 percent .....	4.72	5.30	4.14	23.89	21.80	33.07	10.97	43.12	70.01	102.88
Second 25 percent .....	2.43	3.42	1.63	4.12	8.93	7.31	7.46	21.66	37.04	46.16
Third 25 percent .....	2.16	2.40	2.10	3.32	5.03	9.21	8.20	11.09	11.57	26.79
Highest 25 percent .....	1.40	2.20	3.27	3.75	4.95	4.93	5.79	8.56	11.95	28.15
Highest 10 percent .....	2.34	3.87	6.07	6.29	9.72	8.85	7.49	14.57	32.71	43.97
<b>Establishment characteristics</b>										
Goods-producing industries .....	2.63	1.16	3.69	4.76	3.07	7.95	7.11	9.67	11.97	17.94
Service-providing industries .....	2.28	2.44	1.35	2.51	4.02	3.84	6.75	7.86	18.95	20.64
Education and health services .....	3.06	4.62	2.09	6.96	19.11	8.40	14.79	22.60	49.17	63.44
Educational services .....	3.59	4.45	3.11	7.75	13.51	11.19	20.62	12.97	41.04	24.77
Elementary and secondary schools .....	4.24	5.47	4.20	8.81	23.87	18.53	15.41	19.88	52.42	35.32
Junior colleges, colleges, and universities .....	4.12	9.39	5.28	8.00	11.64	10.00	28.94	26.74	21.53	50.87
Health care and social assistance .....	4.63	6.04	3.65	11.55	37.31	14.33	18.73	45.13	77.75	132.26
Hospitals .....	1.39	3.46	5.14	7.34	13.10	20.22	28.71	19.13	35.67	88.47
Public administration .....	4.55	4.97	6.83	4.53	6.32	26.26	15.66	7.49	12.80	30.48

See footnotes at end of table.

**Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Single coverage <sup>2</sup>					Family coverage <sup>2</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers .....	\$3.27	\$2.40	\$2.02	\$5.27	\$10.19	\$7.87	\$8.59	\$14.30	\$39.96	\$58.99
1 to 49 workers .....	3.74	2.77	2.22	7.34	6.99	12.61	9.18	13.27	43.04	73.67
50 to 99 workers .....	6.43	4.23	3.05	7.12	22.85	15.31	13.99	43.01	58.91	66.85
100 workers or more .....	1.71	2.38	2.38	2.72	4.69	2.04	6.05	9.06	12.68	27.47
100 to 499 workers .....	3.20	3.25	4.31	3.92	8.61	7.67	10.66	11.67	19.14	22.09
500 workers or more .....	1.71	1.07	2.19	4.33	6.96	9.01	5.46	7.24	11.20	29.78
<b>Geographic areas</b>										
Northeast .....	1.84	4.42	3.02	3.92	10.20	15.38	11.80	18.09	28.41	53.00
New England .....	4.41	2.22	3.95	5.82	16.53	11.23	10.06	19.05	32.70	131.66
Middle Atlantic .....	1.75	5.37	4.55	4.44	7.33	11.04	10.41	23.05	39.88	42.78
South .....	2.11	2.87	1.18	2.59	6.22	4.34	12.46	11.13	27.13	20.04
South Atlantic .....	2.46	3.72	1.16	3.84	9.64	7.56	16.08	20.01	36.31	30.59
East South Central .....	7.17	5.28	7.36	5.01	26.54	9.79	11.99	26.09	29.48	38.47
West South Central .....	3.54	3.51	4.71	4.72	9.20	16.88	14.98	26.00	51.34	42.86
Midwest .....	3.54	3.15	3.25	6.48	12.65	10.88	5.36	10.20	27.07	80.62
East North Central .....	6.62	3.16	3.52	9.66	14.70	14.82	6.81	13.46	31.07	113.70
West North Central .....	2.26	3.61	4.72	7.25	13.51	11.10	7.97	16.91	51.13	60.11
West .....	4.01	6.20	3.15	6.37	5.98	6.49	11.70	14.69	34.84	53.76
Mountain .....	3.83	4.84	5.20	14.20	10.44	17.14	21.19	26.29	72.71	64.84
Pacific .....	5.57	8.93	3.54	7.53	7.98	7.91	17.87	19.02	42.89	80.90

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

<sup>3</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018**

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	0.6	0.7	0.2	0.7	0.7	0.2	0.7	0.7	0.3
<b>Worker characteristics</b>									
Management, professional, and related .....	1.0	1.0	0.2	1.1	1.2	0.4	1.1	1.2	0.4
Management, business, and financial .....	1.6	1.6	0.2	1.9	1.9	0.8	1.6	1.5	0.8
Professional and related .....	1.2	1.3	0.2	1.3	1.3	0.2	1.4	1.4	0.3
Teachers .....	2.1	2.1	0.5	1.6	1.6	0.4	2.3	2.4	0.7
Primary, secondary, and special education school teachers .....	2.5	2.5	0.5	2.0	1.9	0.6	2.7	2.7	0.5
Registered nurses .....	2.7	2.6	0.2	3.9	3.7	1.2	3.4	3.3	0.5
Service .....	1.3	1.1	1.1	1.4	1.3	0.5	1.0	0.9	0.7
Protective service .....	3.2	3.1	0.8	1.9	1.9	0.9	2.7	2.7	0.3
Sales and office .....	1.1	1.1	0.2	1.0	1.0	0.4	1.2	1.1	0.3
Sales and related .....	1.5	1.4	0.7	1.3	1.2	0.9	1.3	1.2	1.2
Office and administrative support .....	1.4	1.4	0.1	1.3	1.2	0.3	1.4	1.4	0.3
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry .....	1.8	1.8	0.3	1.9	1.8	0.5	1.4	1.3	0.8
Installation, maintenance, and repair .....	2.8	2.8	0.5	2.7	2.7	0.3	2.0	2.0	1.0
Production, transportation, and material moving ... Installation, maintenance, and repair .....	2.0	2.0	0.4	1.9	1.9	0.8	1.9	1.7	1.0
Production, transportation, and material moving ... Production .....	2.0	1.9	0.3	1.8	1.8	0.4	1.3	1.3	0.5
Production, transportation, and material moving ... Production .....	2.7	2.6	0.4	2.3	2.3	0.3	1.9	1.8	0.6
Production, transportation, and material moving ... Transportation and material moving .....	2.5	2.4	0.5	2.7	2.6	0.7	1.8	1.7	1.2
Full time .....	0.8	0.9	0.2	0.8	0.8	0.2	0.8	0.8	0.3
Part time .....	0.8	0.7	1.1	1.1	1.0	0.6	0.6	0.5	1.3
Union .....	0.9	1.0	0.3	1.4	1.4	0.4	1.5	1.4	0.4
Nonunion .....	0.7	0.7	0.2	0.7	0.7	0.2	0.8	0.8	0.3
Average wage within the following categories: <sup>3</sup>									
Lowest 25 percent .....	1.1	0.9	1.3	1.1	1.0	0.8	0.6	0.6	1.3
Lowest 10 percent .....	1.9	1.5	4.4	1.3	1.2	1.2	0.8	0.8	3.2
Second 25 percent .....	1.6	1.6	0.3	1.4	1.3	0.3	1.1	1.1	0.3
Third 25 percent .....	1.0	1.1	0.2	1.1	1.1	0.2	1.1	1.1	0.3
Highest 25 percent .....	0.9	0.9	0.2	1.2	1.2	0.4	1.1	1.1	0.5
Highest 10 percent .....	1.4	1.4	0.3	1.7	1.6	0.8	1.8	1.8	0.9
<b>Establishment characteristics</b>									
Goods-producing industries .....	1.7	1.7	0.4	2.0	2.0	0.1	1.4	1.4	0.6
Service-providing industries .....	0.7	0.7	0.2	0.7	0.7	0.3	0.8	0.8	0.3
Education and health services .....	1.6	1.5	0.2	1.4	1.3	0.4	1.9	1.9	0.3
Educational services .....	1.3	1.3	0.3	1.2	1.2	0.3	1.8	1.8	0.4
Elementary and secondary schools .....	1.5	1.5	0.4	1.8	1.7	0.5	2.2	2.2	0.4
Junior colleges, colleges, and universities .....	1.1	1.2	0.5	1.3	1.4	0.7	1.5	1.6	0.7
Health care and social assistance .....	2.3	2.3	0.2	2.0	2.0	0.6	3.1	3.0	0.4
Hospitals .....	1.2	1.2	0.3	3.4	3.2	0.9	2.3	2.1	0.6
Public administration .....	1.2	1.2	0.3	1.7	1.7	0.4	1.5	1.5	0.3

See footnotes at end of table.

**Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers .....	1.0	0.9	0.2	0.9	0.9	0.4	0.8	0.8	0.5
1 to 49 workers .....	1.2	1.2	0.3	1.1	1.1	0.5	1.0	1.0	0.7
50 to 99 workers .....	1.9	1.9	0.5	1.7	1.6	0.6	1.9	1.8	0.7
100 workers or more .....	0.8	0.8	0.3	1.1	1.0	0.2	1.1	1.1	0.3
100 to 499 workers .....	1.0	1.0	0.3	1.4	1.4	0.4	1.3	1.3	0.4
500 workers or more .....	1.0	0.9	0.5	1.4	1.4	0.4	1.5	1.4	0.4
<b>Geographic areas</b>									
Northeast .....	1.0	1.0	0.2	1.3	1.2	0.5	1.6	1.6	0.8
New England .....	1.9	1.9	0.7	3.0	3.0	0.7	2.7	2.7	0.6
Middle Atlantic .....	1.0	1.0	0.1	1.4	1.4	0.6	2.0	2.0	1.0
South .....	1.1	1.2	0.3	1.3	1.3	0.4	1.2	1.2	0.5
South Atlantic .....	1.6	1.6	0.3	1.3	1.3	0.4	1.8	1.8	0.6
East South Central .....	2.3	3.0	1.4	3.2	3.5	1.6	3.6	4.1	2.2
West South Central .....	2.1	2.0	0.4	2.9	2.9	0.6	1.2	1.0	0.8
Midwest .....	1.3	1.3	0.6	1.3	1.3	0.4	1.4	1.4	0.3
East North Central .....	1.6	1.6	0.9	1.5	1.5	0.5	1.8	1.7	0.4
West North Central .....	1.9	2.0	0.3	2.5	2.4	0.6	2.2	2.1	0.6
West .....	1.6	1.6	0.3	1.2	1.1	0.3	1.7	1.7	0.3
Mountain .....	2.3	2.3	0.2	1.3	1.2	0.7	3.6	3.6	0.5
Pacific .....	2.1	2.2	0.5	1.6	1.6	0.2	1.8	1.8	0.4

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 17. Standard errors for life insurance plans: Employee contribution requirement, civilian workers,<sup>1</sup> March 2018**

Characteristics	Employee contribution required	Employee contribution not required
All workers .....	0.3	0.3
<b>Worker characteristics</b>		
Management, professional, and related .....	0.3	0.3
Management, business, and financial .....	0.4	0.4
Professional and related .....	0.4	0.4
Teachers .....	0.8	0.8
Primary, secondary, and special education school teachers .....	0.9	0.9
Registered nurses .....	1.0	1.0
Service .....	1.2	1.2
Sales and office .....	0.4	0.4
Sales and related .....	1.0	1.0
Office and administrative support .....	0.4	0.4
Natural resources, construction, and maintenance	0.7	0.7
Construction, extraction, farming, fishing, and forestry .....	1.3	1.3
Installation, maintenance, and repair .....	0.7	0.7
Production, transportation, and material moving ...	0.9	0.9
Production .....	1.3	1.3
Transportation and material moving .....	1.2	1.2
Full time .....	0.3	0.3
Part time .....	0.8	0.8
Union .....	0.4	0.4
Nonunion .....	0.4	0.4
Average wage within the following categories: <sup>2</sup>		
Lowest 25 percent .....	0.9	0.9
Lowest 10 percent .....	2.7	2.7
Second 25 percent .....	0.6	0.6
Third 25 percent .....	0.3	0.3
Highest 25 percent .....	0.4	0.4
Highest 10 percent .....	0.7	0.7
<b>Establishment characteristics</b>		
Service-providing industries .....	0.3	0.3
Education and health services .....	0.4	0.4
Educational services .....	0.6	0.6
Elementary and secondary schools .....	0.7	0.7
Junior colleges, colleges, and universities	1.6	1.6
Health care and social assistance .....	0.5	0.5
Hospitals .....	1.2	1.2
Public administration .....	0.9	0.9

See footnotes at end of table.

**Table 17. Standard errors for life insurance plans: Employee contribution requirement, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers .....	0.5	0.5
1 to 49 workers .....	0.8	0.8
50 to 99 workers .....	0.7	0.7
100 workers or more .....	0.4	0.4
100 to 499 workers .....	0.5	0.5
500 workers or more .....	0.5	0.5
<b>Geographic areas</b>		
Northeast .....	1.0	1.0
New England .....	2.0	2.0
Middle Atlantic .....	1.0	1.0
South .....	0.6	0.6
South Atlantic .....	0.7	0.7
East South Central .....	1.4	1.4
West South Central .....	1.1	1.1
Midwest .....	0.5	0.5
East North Central .....	0.4	0.4
West North Central .....	1.4	1.4
West .....	0.4	0.4
Mountain .....	0.6	0.6
Pacific .....	0.5	0.5

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 18. Standard errors for life insurance plans: Method of benefit payment, civilian workers,<sup>1</sup> March 2018**

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers .....	1.1	0.2	1.1	0.2	0.1
<b>Worker characteristics</b>					
Management, professional, and related .....	1.4	0.3	1.2	0.4	0.4
Management, business, and financial .....	1.8	0.5	1.7	0.2	0.4
Professional and related .....	1.5	0.4	1.4	0.5	0.5
Teachers .....	1.9	0.3	1.3	0.7	1.9
Primary, secondary, and special education school teachers .....	1.8	0.3	1.6	0.7	2.2
Registered nurses .....	2.6	–	2.5	–	–
Service .....	2.8	0.3	2.7	0.4	0.2
Protective service .....	3.6	0.5	3.7	0.7	0.6
Sales and office .....	1.7	0.5	1.8	0.3	0.1
Sales and related .....	2.6	1.7	2.8	0.4	0.2
Office and administrative support .....	1.7	0.4	1.7	0.4	0.1
Natural resources, construction, and maintenance .....	1.9	0.3	1.9	0.5	0.2
Construction, extraction, farming, fishing, and forestry .....	1.5	–	2.1	0.9	–
Installation, maintenance, and repair .....	2.6	0.4	2.4	0.7	0.3
Production, transportation, and material moving ...	1.9	0.5	1.8	0.6	0.3
Production .....	2.5	–	2.4	1.0	–
Transportation and material moving .....	2.6	0.4	2.6	0.7	0.5
Full time .....	1.1	0.2	1.1	0.2	0.2
Part time .....	3.0	1.3	3.0	0.7	0.2
Union .....	1.5	0.4	1.4	0.7	0.2
Nonunion .....	1.3	0.2	1.3	0.3	0.2
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	3.0	0.3	2.9	0.5	0.1
Lowest 10 percent .....	5.5	–	5.5	0.8	–
Second 25 percent .....	1.5	0.3	1.4	0.4	0.2
Third 25 percent .....	1.4	0.3	1.3	0.5	0.4
Highest 25 percent .....	1.3	0.4	1.2	0.3	0.2
Highest 10 percent .....	1.9	0.7	1.9	0.4	0.4
<b>Establishment characteristics</b>					
Service-providing industries .....	1.3	0.2	1.2	0.3	0.2
Education and health services .....	1.8	0.3	1.7	0.7	0.4
Educational services .....	1.5	0.3	1.3	0.6	0.8
Elementary and secondary schools .....	1.7	0.3	1.5	0.7	0.9
Junior colleges, colleges, and universities .....	1.6	0.7	2.1	1.1	0.7
Health care and social assistance .....	2.8	–	2.8	1.1	–
Hospitals .....	2.3	–	2.1	0.6	–
Public administration .....	2.4	0.4	2.4	0.6	0.2

See footnotes at end of table.

**Table 18. Standard errors for life insurance plans: Method of benefit payment, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
1 to 99 workers .....	1.9	0.4	1.7	0.2	0.3
1 to 49 workers .....	1.8	0.4	1.7	0.3	0.5
50 to 99 workers .....	3.4	—	3.5	0.5	—
100 workers or more .....	1.0	0.2	1.0	0.4	0.2
100 to 499 workers .....	1.5	0.4	1.6	0.7	0.2
500 workers or more .....	1.3	0.4	1.1	0.4	0.2
<b>Geographic areas</b>					
Northeast .....	1.8	0.4	1.6	0.5	0.2
New England .....	3.9	—	3.4	1.2	—
Middle Atlantic .....	2.3	0.4	2.1	0.4	0.3
South .....	2.2	0.4	2.1	0.5	0.4
South Atlantic .....	3.7	0.5	3.2	0.9	0.7
East South Central .....	3.9	—	5.5	1.4	—
West South Central .....	2.5	0.1	2.4	0.3	0.3
Midwest .....	1.4	0.3	1.4	0.4	0.2
East North Central .....	1.6	0.5	1.6	0.4	0.2
West North Central .....	3.0	0.2	2.7	1.0	0.4
West .....	2.6	0.4	2.7	0.3	0.2
Mountain .....	4.5	—	4.6	0.7	—
Pacific .....	3.2	0.6	3.4	0.3	0.3

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,<sup>1</sup> March 2018**

Characteristics	Multiple of annual earnings amounts <sup>2</sup>					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers .....	0.1	1.1	0.7	1.0	0.5	( <sup>3</sup> )	0.0
<b>Worker characteristics</b>							
Management, professional, and related .....	( <sup>3</sup> )	1.4	0.8	1.3	0.7	( <sup>3</sup> )	0.0
Management, business, and financial .....	0.1	2.2	0.8	1.9	0.9	( <sup>3</sup> )	0.0
Professional and related .....	–	1.9	1.2	1.6	–	( <sup>3</sup> )	0.0
Teachers .....	–	2.7	1.8	2.4	–	( <sup>3</sup> )	0.3
Primary, secondary, and special education school teachers .....	–	3.4	2.6	3.4	1.3	0.1	0.3
Registered nurses .....	–	2.5	1.3	2.1	–	( <sup>3</sup> )	0.0
Service .....	–	3.3	1.4	2.8	–	( <sup>3</sup> )	0.0
Protective service .....	–	6.2	2.8	4.8	2.6	0.1	0.0
Sales and office .....	0.2	1.7	1.0	1.4	0.9	( <sup>3</sup> )	0.0
Sales and related .....	–	2.4	2.0	2.0	–	( <sup>3</sup> )	0.0
Office and administrative support .....	0.2	2.0	1.0	1.6	1.2	( <sup>3</sup> )	0.0
Natural resources, construction, and maintenance	–	3.3	1.5	2.6	–	( <sup>3</sup> )	0.0
Construction, extraction, farming, fishing, and forestry .....	–	4.9	–	3.5	–	( <sup>3</sup> )	0.0
Installation, maintenance, and repair .....	–	3.5	1.5	3.0	–	( <sup>3</sup> )	0.0
Production, transportation, and material moving ...	–	2.5	1.9	1.5	–	( <sup>3</sup> )	0.0
Production .....	–	3.0	1.9	2.3	–	( <sup>3</sup> )	0.0
Transportation and material moving .....	–	3.9	3.1	2.0	–	( <sup>3</sup> )	0.0
Full time .....	0.1	1.1	0.7	1.0	0.5	( <sup>3</sup> )	0.0
Part time .....	–	4.5	1.6	4.5	–	( <sup>3</sup> )	0.0
Union .....	–	2.6	1.2	1.7	–	( <sup>3</sup> )	0.0
Nonunion .....	0.2	1.2	0.7	1.1	0.4	( <sup>3</sup> )	0.0
Average wage within the following categories: <sup>4</sup>							
Lowest 25 percent .....	–	2.9	1.4	2.6	–	( <sup>3</sup> )	0.0
Lowest 10 percent .....	–	5.8	1.0	5.5	–	0.1	0.0
Second 25 percent .....	0.2	1.8	1.3	1.2	0.7	( <sup>3</sup> )	0.0
Third 25 percent .....	0.3	1.6	0.9	1.2	0.7	( <sup>3</sup> )	0.0
Highest 25 percent .....	( <sup>3</sup> )	1.3	0.6	1.3	0.6	( <sup>3</sup> )	0.0
Highest 10 percent .....	–	2.2	0.8	2.4	–	( <sup>3</sup> )	0.0
<b>Establishment characteristics</b>							
Service-providing industries .....	0.2	1.3	0.8	1.1	0.5	( <sup>3</sup> )	0.0
Education and health services .....	–	2.9	1.5	2.2	–	( <sup>3</sup> )	0.0
Educational services .....	–	2.1	1.7	1.7	–	( <sup>3</sup> )	0.3
Elementary and secondary schools .....	–	3.6	2.9	3.2	1.4	( <sup>3</sup> )	0.3
Junior colleges, colleges, and universities	–	2.5	2.4	2.6	–	( <sup>3</sup> )	0.1
Health care and social assistance .....	–	4.1	2.1	3.0	–	( <sup>3</sup> )	0.0
Hospitals .....	–	2.1	2.0	2.1	0.6	( <sup>3</sup> )	0.0
Public administration .....	–	3.8	3.8	3.6	1.8	( <sup>3</sup> )	0.0

See footnotes at end of table.

**Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Multiple of annual earnings amounts <sup>2</sup>					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
1 to 99 workers .....	0.4	2.4	1.3	1.9	0.6	( <sup>3</sup> )	0.0
1 to 49 workers .....	0.2	3.1	1.6	2.4	0.6	( <sup>3</sup> )	0.0
50 to 99 workers .....	—	3.5	2.6	2.7	—	( <sup>3</sup> )	0.0
100 workers or more .....	—	1.2	0.7	1.1	—	( <sup>3</sup> )	0.0
100 to 499 workers .....	—	1.8	0.9	1.6	—	( <sup>3</sup> )	0.0
500 workers or more .....	—	1.6	1.0	1.4	—	( <sup>3</sup> )	0.0
<b>Geographic areas</b>							
Northeast .....	—	3.3	1.2	2.5	—	( <sup>3</sup> )	0.0
New England .....	—	6.7	3.1	6.0	—	0.1	0.0
Middle Atlantic .....	—	3.4	1.4	2.5	—	( <sup>3</sup> )	0.0
South .....	0.3	1.7	1.3	1.6	0.6	( <sup>3</sup> )	0.0
South Atlantic .....	0.6	2.8	2.0	2.2	0.8	( <sup>3</sup> )	0.0
East South Central .....	—	2.3	2.4	3.4	0.6	( <sup>3</sup> )	0.0
West South Central .....	—	1.7	1.8	3.0	—	( <sup>3</sup> )	0.0
Midwest .....	—	1.9	1.6	1.2	—	( <sup>3</sup> )	0.0
East North Central .....	—	1.8	1.2	1.5	0.8	( <sup>3</sup> )	0.0
West North Central .....	—	4.3	—	2.3	0.7	( <sup>3</sup> )	0.0
West .....	0.1	2.7	1.2	2.7	1.9	( <sup>3</sup> )	0.0
Mountain .....	—	5.3	2.0	3.7	—	( <sup>3</sup> )	0.0
Pacific .....	—	2.9	1.5	3.6	—	0.1	0.0

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

<sup>3</sup> Less than 0.05.

<sup>4</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 20. Standard errors for life insurance plans: Maximum benefit amounts, civilian workers,<sup>1</sup> March 2018**

Characteristics	With maximum benefit amount	Maximum benefit amount <sup>2</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	0.9	\$0.00	\$0.00	\$17,239.56	\$0.00	\$0.00	0.9
<b>Worker characteristics</b>							
Management, professional, and related .....	1.1	0.00	25,037.42	69,637.01	147,546.18	–	1.1
Management, business, and financial .....	1.6	0.00	–	62,050.89	177,393.63	–	1.6
Professional and related .....	1.4	0.00	29,509.24	49,556.79	162,001.74	–	1.4
Teachers .....	2.8	0.00	0.00	41,281.08	6,451.74	0.00	2.8
Primary, secondary, and special education school teachers .....	4.4	0.00	4,562.07	–	51,815.18	44,698.99	4.4
Registered nurses .....	2.4	0.00	–	–	–	91,241.44	2.4
Service .....	3.3	–	0.00	40,692.04	0.00	0.00	3.3
Protective service .....	4.9	0.00	0.00	29,481.01	–	45,620.72	4.9
Sales and office .....	1.2	0.00	0.00	16,674.98	0.00	266,793.46	1.2
Sales and related .....	1.2	0.00	0.00	–	135,640.15	–	1.2
Office and administrative support .....	1.3	0.00	–	18,248.29	25,806.98	–	1.3
Natural resources, construction, and maintenance	2.1	0.00	0.00	41,812.08	18,248.29	–	2.1
Construction, extraction, farming, fishing, and forestry .....	4.0	0.00	20,402.21	56,245.00	–	0.00	4.0
Installation, maintenance, and repair .....	2.3	0.00	0.00	52,414.22	0.00	–	2.3
Production, transportation, and material moving ...	2.6	0.00	0.00	32,792.63	20,402.21	27,372.43	2.6
Production .....	3.5	0.00	–	–	41,812.08	0.00	3.5
Transportation and material moving .....	4.1	0.00	0.00	0.00	50,801.08	92,149.34	4.1
Full time .....	1.0	0.00	0.00	15,803.48	0.00	0.00	1.0
Part time .....	3.5	0.00	–	–	91,241.44	258,069.76	3.5
Union .....	2.5	0.00	13,777.16	42,786.30	–	0.00	2.5
Nonunion .....	1.0	0.00	0.00	61,450.96	32,897.57	68,278.84	1.0
Average wage within the following categories: <sup>3</sup>							
Lowest 25 percent .....	3.3	0.00	0.00	–	59,131.21	163,217.65	3.3
Lowest 10 percent .....	5.5	0.00	0.00	–	–	129,034.88	5.5
Second 25 percent .....	1.9	0.00	0.00	15,803.48	0.00	0.00	1.9
Third 25 percent .....	1.4	0.00	–	0.00	0.00	0.00	1.4
Highest 25 percent .....	1.2	0.00	5,770.62	31,435.29	–	–	1.2
Highest 10 percent .....	2.0	0.00	–	57,016.77	–	428,349.16	2.0
<b>Establishment characteristics</b>							
Service-providing industries .....	1.0	0.00	0.00	0.00	0.00	32,897.57	1.0
Education and health services .....	1.6	0.00	–	28,853.08	0.00	0.00	1.6
Educational services .....	1.7	0.00	0.00	34,139.42	0.00	0.00	1.7
Elementary and secondary schools .....	3.9	0.00	9,124.14	53,576.67	6,451.74	63,213.92	3.9
Junior colleges, colleges, and universities .....	2.9	0.00	0.00	–	93,048.37	0.00	2.9
Health care and social assistance .....	2.2	0.00	0.00	73,561.20	92,262.19	0.00	2.2
Hospitals .....	1.9	0.00	39,771.22	20,402.21	–	0.00	1.9
Public administration .....	4.5	11,249.00	–	25,859.18	65,795.14	0.00	4.5

See footnotes at end of table.

**Table 20. Standard errors for life insurance plans: Maximum benefit amounts, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	With maximum benefit amount	Maximum benefit amount <sup>2</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers .....	1.7	\$0.00	\$0.00	\$13,686.22	\$27,372.43	\$0.00	1.7
1 to 49 workers .....	1.8	0.00	0.00	26,207.11	55,500.00	—	1.8
50 to 99 workers .....	3.7	0.00	6,451.74	28,490.13	45,620.72	121,045.45	3.7
100 workers or more .....	1.2	0.00	5,474.49	10,201.10	148,039.06	51,613.95	1.2
100 to 499 workers .....	1.7	0.00	4,562.07	20,031.60	0.00	—	1.7
500 workers or more .....	1.4	0.00	—	0.00	238,975.94	0.00	1.4
<b>Geographic areas</b>							
Northeast .....	1.9	0.00	—	18,248.29	0.00	0.00	1.9
New England .....	4.2	0.00	17,455.51	0.00	0.00	179,724.79	4.2
Middle Atlantic .....	2.1	0.00	0.00	58,954.96	0.00	0.00	2.1
South .....	1.5	0.00	0.00	42,218.27	41,812.08	—	1.5
South Atlantic .....	1.9	0.00	—	—	—	—	1.9
East South Central .....	2.9	0.00	0.00	—	0.00	0.00	2.9
West South Central .....	3.0	0.00	0.00	12,903.49	63,213.92	—	3.0
Midwest .....	2.3	0.00	6,386.90	—	0.00	—	2.3
East North Central .....	2.9	0.00	—	60,405.69	77,420.93	—	2.9
West North Central .....	3.0	0.00	0.00	51,613.95	0.00	0.00	3.0
West .....	1.9	0.00	—	27,569.41	161,937.49	0.00	1.9
Mountain .....	2.9	0.00	—	66,756.07	147,122.40	0.00	2.9
Pacific .....	2.4	0.00	0.00	30,261.36	—	216,686.41	2.4

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>3</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,<sup>1</sup> civilian workers,<sup>2</sup> March 2018**

Characteristics	Flat dollar amounts <sup>3</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers .....	\$0.00	\$816.09	\$0.00	\$2,737.24	\$0.00
<b>Worker characteristics</b>					
Management, professional, and related .....	–	0.00	0.00	0.00	0.00
Management, business, and financial .....	2,064.56	456.21	0.00	0.00	0.00
Professional and related .....	364.97	735.61	0.00	0.00	0.00
Teachers .....	258.07	2,867.94	0.00	0.00	0.00
Primary, secondary, and special education school teachers .....	–	1,416.45	0.00	0.00	0.00
Registered nurses .....	965.61	0.00	–	9,791.23	–
Service .....	0.00	0.00	0.00	5,073.55	5,573.28
Protective service .....	0.00	0.00	3,723.33	–	0.00
Sales and office .....	645.17	–	0.00	–	0.00
Sales and related .....	2,040.22	3,871.05	0.00	0.00	0.00
Office and administrative support .....	1,526.76	–	0.00	5,049.79	0.00
Natural resources, construction, and maintenance	0.00	2,042.26	0.00	–	0.00
Construction, extraction, farming, fishing, and forestry .....	–	0.00	0.00	0.00	0.00
Installation, maintenance, and repair .....	0.00	3,556.08	0.00	6,739.53	0.00
Production, transportation, and material moving ...	0.00	0.00	0.00	408.04	3,339.99
Production .....	0.00	774.21	0.00	258.07	816.09
Transportation and material moving .....	0.00	1,590.85	0.00	4,525.43	10,319.56
Full time .....	0.00	3,251.58	0.00	982.70	0.00
Part time .....	0.00	0.00	3,687.10	–	0.00
Union .....	0.00	0.00	0.00	4,470.62	0.00
Nonunion .....	0.00	3,120.94	0.00	–	0.00
Average wage within the following categories: <sup>4</sup>					
Lowest 25 percent .....	0.00	0.00	0.00	0.00	4,108.90
Lowest 10 percent .....	0.00	1,824.83	1,860.97	3,977.12	1,290.35
Second 25 percent .....	0.00	2,869.76	0.00	5,624.50	0.00
Third 25 percent .....	0.00	3,719.70	1,824.83	7,966.76	0.00
Highest 25 percent .....	965.61	3,873.20	0.00	0.00	0.00
Highest 10 percent .....	1,210.45	–	6,948.74	0.00	9,562.52
<b>Establishment characteristics</b>					
Service-providing industries .....	–	0.00	0.00	8,120.37	0.00
Education and health services .....	0.00	0.00	5,292.00	4,953.25	0.00
Educational services .....	0.00	–	0.00	0.00	0.00
Elementary and secondary schools .....	–	2,227.49	0.00	0.00	0.00
Junior colleges, colleges, and universities .....	0.00	–	0.00	8,916.09	0.00
Health care and social assistance .....	–	0.00	5,161.40	–	0.00
Hospitals .....	0.00	0.00	–	11,807.82	–
Public administration .....	0.00	0.00	0.00	9,077.37	0.00

See footnotes at end of table.

**Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Flat dollar amounts <sup>3</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers .....	\$0.00	\$605.23	\$0.00	\$6,261.82	\$0.00
1 to 49 workers .....	0.00	—	0.00	10,766.84	0.00
50 to 99 workers .....	0.00	0.00	3,413.94	9,784.55	0.00
100 workers or more .....	965.61	0.00	0.00	3,633.65	0.00
100 to 499 workers .....	0.00	—	0.00	5,119.29	0.00
500 workers or more .....	0.00	0.00	0.00	8,065.29	0.00
<b>Geographic areas</b>					
Northeast .....	258.07	0.00	5,735.89	0.00	0.00
New England .....	0.00	0.00	3,981.31	—	7,795.67
Middle Atlantic .....	0.00	0.00	2,593.57	0.00	0.00
South .....	0.00	1,404.64	2,072.61	1,340.97	0.00
South Atlantic .....	0.00	—	2,737.24	0.00	0.00
East South Central .....	0.00	0.00	2,414.02	—	0.00
West South Central .....	—	0.00	—	—	0.00
Midwest .....	0.00	0.00	4,652.42	7,310.71	0.00
East North Central .....	0.00	694.87	2,885.31	7,703.29	0.00
West North Central .....	0.00	752.40	5,080.11	—	0.00
West .....	577.06	816.09	0.00	6,555.37	0.00
Mountain .....	0.00	4,051.78	1,290.35	0.00	0.00
Pacific .....	0.00	0.00	0.00	9,421.47	0.00

<sup>1</sup> Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

<sup>4</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 22. Standard errors for short-term disability plans: Method of funding, civilian workers,<sup>1</sup> March 2018**

Characteristics	Non-commercially insured <sup>2</sup>	Commercially insured	Legally required	Other
All workers .....	1.2	1.3	0.9	0.1
<b>Worker characteristics</b>				
Management, professional, and related .....	1.7	1.8	1.0	0.1
Management, business, and financial .....	2.7	2.3	–	–
Professional and related .....	2.0	2.5	–	–
Teachers .....	3.8	3.6	–	–
Primary, secondary, and special education school teachers .....	4.5	4.5	–	–
Registered nurses .....	5.0	5.9	2.5	–
Service .....	–	3.7	4.3	–
Protective service .....	6.2	6.2	–	–
Sales and office .....	2.3	2.1	–	–
Sales and related .....	2.8	2.9	2.6	–
Office and administrative support .....	2.3	2.2	–	–
Natural resources, construction, and maintenance .....	2.1	2.0	–	–
Construction, extraction, farming, fishing, and forestry .....	3.1	4.2	–	–
Installation, maintenance, and repair .....	2.9	2.4	–	–
Production, transportation, and material moving ...	2.3	2.4	–	–
Production .....	2.3	2.2	–	–
Transportation and material moving .....	3.5	3.9	2.5	–
Full time .....	1.2	1.4	0.9	0.1
Part time .....	–	2.6	2.9	–
Union .....	2.3	2.5	–	–
Nonunion .....	1.3	1.3	0.9	( <sup>3</sup> )
Average wage within the following categories: <sup>4</sup>				
Lowest 25 percent .....	2.7	3.0	–	–
Lowest 10 percent .....	5.3	4.2	7.0	–
Second 25 percent .....	2.0	2.2	1.2	0.1
Third 25 percent .....	1.6	1.8	1.5	0.1
Highest 25 percent .....	1.7	1.6	1.1	0.1
Highest 10 percent .....	2.4	2.3	–	–
<b>Establishment characteristics</b>				
Service-providing industries .....	1.4	1.5	1.1	0.1
Education and health services .....	2.8	3.9	–	–
Educational services .....	3.1	2.5	–	–
Elementary and secondary schools .....	4.3	3.5	–	–
Junior colleges, colleges, and universities .....	3.2	2.8	1.2	–
Health care and social assistance .....	3.9	6.1	–	–
Hospitals .....	4.7	5.0	1.7	–
Public administration .....	3.6	3.3	–	–

See footnotes at end of table.

**Table 22. Standard errors for short-term disability plans: Method of funding, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Non-commercially insured <sup>2</sup>	Commercially insured	Legally required	Other
1 to 99 workers .....	1.8	2.2	1.6	0.1
1 to 49 workers .....	2.2	2.5	1.7	0.1
50 to 99 workers .....	2.9	3.2	—	—
100 workers or more .....	1.5	1.5	0.9	0.1
100 to 499 workers .....	2.0	2.0	1.0	( <sup>3</sup> )
500 workers or more .....	2.1	1.8	1.4	0.1
<b>Geographic areas</b>				
Northeast .....	2.1	2.3	2.4	0.2
New England .....	5.4	5.2	—	—
Middle Atlantic .....	—	1.9	2.3	—
South .....	2.6	2.7	—	—
South Atlantic .....	4.2	4.2	—	—
East South Central .....	4.8	5.1	—	—
West South Central .....	3.0	3.0	—	—
Midwest .....	2.0	2.0	—	0.1
East North Central .....	2.0	2.0	—	0.1
West North Central .....	5.1	5.1	—	—
West .....	2.6	2.5	—	—
Mountain .....	3.5	3.5	—	—
Pacific .....	3.5	3.0	—	—

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Employer assumes all risks and expenses of providing the benefit.

<sup>3</sup> Less than 0.05.

<sup>4</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 23. Standard errors for short-term disability plans: Employee contribution requirement, civilian workers,<sup>1</sup> March 2018**

Characteristics	Employee contribution required	Employee contribution not required
All workers .....	0.9	0.9
<b>Worker characteristics</b>		
Management, professional, and related .....	0.9	0.9
Management, business, and financial .....	1.9	1.9
Professional and related .....	0.9	0.9
Teachers .....	1.7	1.7
Primary, secondary, and special education school teachers .....	2.4	2.4
Registered nurses .....	3.6	3.6
Service .....	3.7	3.7
Protective service .....	3.0	3.0
Sales and office .....	1.6	1.6
Sales and related .....	2.4	2.4
Office and administrative support .....	1.6	1.6
Natural resources, construction, and maintenance .....	2.0	2.0
Construction, extraction, farming, fishing, and forestry .....	3.2	3.2
Installation, maintenance, and repair .....	2.1	2.1
Production, transportation, and material moving ...	1.5	1.5
Production .....	1.5	1.5
Transportation and material moving .....	2.6	2.6
Full time .....	0.9	0.9
Part time .....	2.1	2.1
Union .....	2.0	2.0
Nonunion .....	1.0	1.0
Average wage within the following categories: <sup>2</sup>		
Lowest 25 percent .....	3.2	3.2
Lowest 10 percent .....	4.2	4.2
Second 25 percent .....	1.0	1.0
Third 25 percent .....	1.1	1.1
Highest 25 percent .....	1.3	1.3
Highest 10 percent .....	1.6	1.6
<b>Establishment characteristics</b>		
Goods-producing industries .....	1.4	1.4
Service-providing industries .....	1.1	1.1
Education and health services .....	2.9	2.9
Educational services .....	1.4	1.4
Elementary and secondary schools .....	2.2	2.2
Junior colleges, colleges, and universities .....	1.6	1.6
Health care and social assistance .....	4.6	4.6
Hospitals .....	1.9	1.9
Public administration .....	1.7	1.7

See footnotes at end of table.

**Table 23. Standard errors for short-term disability plans: Employee contribution requirement, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers .....	1.7	1.7
1 to 49 workers .....	1.6	1.6
50 to 99 workers .....	2.8	2.8
100 workers or more .....	0.9	0.9
100 to 499 workers .....	1.4	1.4
500 workers or more .....	1.1	1.1
<b>Geographic areas</b>		
Northeast .....	2.3	2.3
New England .....	1.2	1.2
Middle Atlantic .....	2.3	2.3
South .....	0.4	0.4
South Atlantic .....	0.5	0.5
West South Central .....	0.9	0.9
Midwest .....	1.0	1.0
East North Central .....	1.2	1.2
West North Central .....	1.8	1.8
West .....	1.3	1.3
Mountain .....	1.2	1.2
Pacific .....	1.9	1.9

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 24. Standard errors for short-term disability plans: Method of benefit payment, civilian workers,<sup>1</sup> March 2018**

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers .....	0.4	0.3	0.9	0.8	0.1
<b>Worker characteristics</b>					
Management, professional, and related .....	0.4	0.3	1.3	1.3	0.2
Management, business, and financial .....	0.5	–	2.1	2.1	–
Professional and related .....	0.3	0.4	1.2	1.2	0.2
Teachers .....	–	–	2.5	2.1	1.2
Primary, secondary, and special education school teachers .....	–	–	3.2	2.5	1.4
Registered nurses .....	–	–	1.4	0.7	–
Service .....	1.4	–	2.1	1.3	–
Protective service .....	–	–	5.3	1.6	–
Sales and office .....	0.3	0.3	1.4	1.3	0.2
Sales and related .....	0.7	–	1.9	1.8	–
Office and administrative support .....	0.3	0.3	1.5	1.5	0.2
Natural resources, construction, and maintenance .....	1.7	–	2.5	1.9	–
Construction, extraction, farming, fishing, and forestry .....	3.4	1.6	3.4	–	–
Installation, maintenance, and repair .....	0.5	1.0	3.1	2.9	–
Production, transportation, and material moving ...	1.2	–	2.2	2.0	–
Production .....	1.9	–	2.9	2.3	–
Transportation and material moving .....	1.5	–	3.0	2.8	–
Full time .....	0.5	0.3	0.9	0.9	0.1
Part time .....	–	0.7	1.4	1.6	–
Union .....	1.8	1.5	1.8	0.8	0.3
Nonunion .....	0.3	0.2	1.0	0.9	0.1
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	1.2	–	2.1	1.4	–
Lowest 10 percent .....	–	1.0	3.3	–	–
Second 25 percent .....	0.7	0.3	1.6	1.3	0.1
Third 25 percent .....	0.6	0.7	1.3	1.2	0.1
Highest 25 percent .....	0.6	0.3	1.3	1.3	0.2
Highest 10 percent .....	0.6	0.2	1.8	1.8	0.3
<b>Establishment characteristics</b>					
Goods-producing industries .....	1.3	1.0	1.8	1.6	0.2
Service-providing industries .....	0.4	0.3	1.0	0.9	0.1
Education and health services .....	0.7	–	1.5	1.4	–
Educational services .....	–	–	2.2	2.0	0.7
Elementary and secondary schools .....	–	–	3.2	2.9	1.1
Junior colleges, colleges, and universities .....	0.3	–	1.9	2.0	–
Health care and social assistance .....	1.0	–	1.9	1.8	–
Hospitals .....	–	–	2.0	1.3	–
Public administration .....	–	–	1.7	1.7	–

See footnotes at end of table.

**Table 24. Standard errors for short-term disability plans: Method of benefit payment, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
1 to 99 workers .....	0.7	0.3	1.4	1.2	0.2
1 to 49 workers .....	0.9	0.3	1.7	1.2	0.2
50 to 99 workers .....	0.9	0.6	2.6	2.5	—
100 workers or more .....	0.5	0.4	1.3	1.1	0.1
100 to 499 workers .....	0.7	0.3	1.7	1.6	0.2
500 workers or more .....	0.8	0.8	1.9	1.8	0.2
<b>Geographic areas</b>					
Northeast .....	0.3	—	1.5	1.3	—
New England .....	1.3	—	3.6	3.4	—
Middle Atlantic .....	0.3	—	1.6	1.4	—
South .....	1.0	0.7	1.5	1.5	0.1
South Atlantic .....	1.3	0.9	1.9	2.2	0.2
East South Central .....	—	2.9	4.4	3.2	—
West South Central .....	1.1	0.4	2.6	2.0	—
Midwest .....	1.0	—	1.8	2.1	—
East North Central .....	1.3	—	2.1	2.5	—
West North Central .....	1.0	—	3.0	3.3	—
West .....	0.9	0.5	2.3	1.6	0.3
Mountain .....	1.0	—	4.6	2.7	—
Pacific .....	1.2	0.5	2.4	2.0	0.5

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 25. Standard errors for short-term disability plans: Duration of benefits, civilian workers,<sup>1</sup> March 2018**

Characteristics	Fixed duration	Number of weeks <sup>2</sup>					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	0.5	0.0	1.4	0.0	0.0	0.0	0.5
<b>Worker characteristics</b>							
Management, professional, and related .....	0.6	0.0	1.8	0.0	0.0	0.0	0.6
Management, business, and financial .....	0.5	0.0	3.9	0.0	0.0	0.0	0.5
Professional and related .....	1.0	0.0	2.6	0.0	0.0	0.0	1.0
Teachers .....	1.2	0.0	–	0.0	0.0	0.0	1.2
Primary, secondary, and special education school teachers .....	2.2	0.0	0.0	0.0	0.0	0.0	2.2
Registered nurses .....	2.7	1.0	5.3	0.0	0.0	0.0	2.7
Service .....	0.5	1.2	5.8	0.0	0.0	0.0	0.5
Protective service .....	1.1	1.2	–	0.0	0.0	0.0	1.1
Sales and office .....	0.8	0.0	3.5	0.0	0.0	0.0	0.8
Sales and related .....	1.8	0.0	–	0.0	0.0	0.0	1.8
Office and administrative support .....	0.6	0.0	3.6	0.0	0.0	0.0	0.6
Natural resources, construction, and maintenance	1.3	0.0	1.4	0.0	0.0	–	1.3
Construction, extraction, farming, fishing, and forestry .....	1.5	0.0	4.4	0.0	0.0	–	1.5
Installation, maintenance, and repair .....	1.8	0.3	0.9	0.0	0.0	7.7	1.8
Production, transportation, and material moving ...	1.0	0.5	4.3	0.0	0.0	0.0	1.0
Transportation and material moving .....	1.3	0.0	4.8	0.0	0.0	0.0	1.3
Full time .....	0.5	0.0	2.5	0.0	0.0	0.0	0.5
Part time .....	0.8	0.0	0.0	0.0	0.0	0.0	0.8
Union .....	1.3	0.0	0.6	0.0	0.0	0.0	1.3
Nonunion .....	0.5	0.0	2.7	0.0	0.0	0.0	0.5
Average wage within the following categories: <sup>3</sup>							
Lowest 25 percent .....	0.8	0.3	2.8	0.0	0.0	0.0	0.8
Lowest 10 percent .....	1.5	0.0	–	0.0	0.0	–	1.5
Second 25 percent .....	0.4	0.0	1.4	0.0	0.0	0.0	0.4
Third 25 percent .....	0.8	0.0	4.6	0.0	0.0	0.0	0.8
Highest 25 percent .....	0.8	0.0	1.9	0.0	0.0	0.0	0.8
Highest 10 percent .....	1.4	0.4	3.5	0.0	0.0	0.0	1.4
<b>Establishment characteristics</b>							
Service-providing industries .....	0.5	0.0	1.3	0.0	0.0	0.0	0.5
Education and health services .....	0.9	0.0	4.5	0.0	0.0	0.0	0.9
Educational services .....	0.9	0.0	2.6	0.0	0.0	0.0	0.9
Elementary and secondary schools .....	1.9	0.0	3.5	0.0	0.0	0.0	1.9
Health care and social assistance .....	1.3	0.0	–	0.0	0.0	0.0	1.3
Hospitals .....	2.9	0.3	2.0	0.0	0.0	0.0	2.9
Public administration .....	1.3	–	1.6	0.0	0.0	0.0	1.3

See footnotes at end of table.

**Table 25. Standard errors for short-term disability plans: Duration of benefits, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Fixed duration	Number of weeks <sup>2</sup>					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers .....	0.7	0.0	3.7	0.0	0.0	0.0	0.7
1 to 49 workers .....	0.6	0.6	5.1	0.0	0.0	0.0	0.6
50 to 99 workers .....	1.6	0.2	—	0.0	0.0	0.0	1.6
100 workers or more .....	0.5	0.0	0.4	0.0	0.0	0.0	0.5
100 to 499 workers .....	0.6	0.0	—	0.0	0.0	0.0	0.6
500 workers or more .....	1.0	1.2	0.8	0.0	0.0	0.0	1.0
<b>Geographic areas</b>							
Northeast .....	0.5	—	0.0	0.0	0.0	0.0	0.5
New England .....	1.0	1.0	—	0.0	0.0	0.0	1.0
Middle Atlantic .....	0.6	0.7	0.0	0.0	0.0	0.0	0.6
South .....	1.1	0.0	0.0	0.0	0.0	0.0	1.1
South Atlantic .....	1.2	0.0	0.7	0.0	0.0	7.3	1.2
West South Central .....	1.2	1.1	0.2	0.0	0.0	0.0	1.2
Midwest .....	0.9	0.0	0.0	0.0	0.0	0.0	0.9
East North Central .....	1.2	0.0	0.0	0.0	0.0	0.0	1.2
West North Central .....	0.7	0.0	0.0	0.0	0.0	0.0	0.7
West .....	1.1	0.3	—	0.0	0.0	0.0	1.1
Mountain .....	2.2	0.0	1.2	1.4	0.0	0.0	2.2
Pacific .....	1.2	0.9	0.3	0.0	0.0	0.0	1.2

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>3</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, civilian workers,<sup>1</sup> March 2018**

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers .....	0.2	0.9	0.2	1.5	1.1	0.9	0.3	0.0
<b>Worker characteristics</b>								
Management, professional, and related .....	0.2	1.1	0.3	2.3	1.6	1.3	0.3	0.0
Management, business, and financial .....	–	2.2	–	2.9	3.0	1.8	0.6	0.0
Professional and related .....	–	1.6	–	2.8	1.7	1.6	0.4	0.0
Teachers .....	–	2.8	–	2.7	4.0	2.4	0.9	0.0
Primary, secondary, and special education school teachers .....	–	3.9	–	3.2	5.1	3.0	1.1	5.8
Registered nurses .....	–	4.6	–	6.0	3.1	–	0.5	0.0
Service .....	–	2.8	–	3.6	2.1	1.9	0.4	0.0
Protective service .....	–	7.5	–	4.5	–	1.7	1.4	0.0
Sales and office .....	0.2	1.2	0.5	2.0	1.8	1.1	0.5	0.0
Sales and related .....	–	2.1	–	3.1	2.0	2.8	1.2	0.0
Office and administrative support .....	0.3	1.3	0.7	2.3	2.1	1.0	0.3	0.0
Natural resources, construction, and maintenance	–	3.2	–	2.8	3.0	2.1	0.8	0.0
Construction, extraction, farming, fishing, and forestry .....	–	8.7	–	4.7	6.9	–	1.4	0.0
Installation, maintenance, and repair .....	–	3.1	–	3.3	2.8	2.3	0.9	0.0
Production, transportation, and material moving ...	–	1.7	–	2.6	2.0	1.7	0.5	0.0
Production .....	–	3.4	–	4.8	3.2	2.9	0.6	0.0
Transportation and material moving .....	–	2.2	–	2.9	2.8	1.4	0.8	0.0
Full time .....	0.2	0.9	0.2	1.4	1.1	0.9	0.3	0.0
Part time .....	–	3.0	–	4.0	2.7	0.8	0.4	0.0
Union .....	0.5	2.0	0.6	2.4	2.4	1.3	0.4	0.0
Nonunion .....	0.2	1.0	0.2	1.7	1.3	1.0	0.3	0.0
Average wage within the following categories: <sup>2</sup>								
Lowest 25 percent .....	–	4.0	–	3.3	3.5	0.8	0.6	0.0
Lowest 10 percent .....	–	6.1	–	4.7	6.7	2.1	1.0	0.0
Second 25 percent .....	0.4	1.8	0.4	2.0	1.7	1.2	0.5	0.0
Third 25 percent .....	0.3	1.4	0.2	2.4	1.6	1.5	0.3	0.0
Highest 25 percent .....	0.2	1.1	0.3	2.0	1.7	1.5	0.5	0.0
Highest 10 percent .....	–	1.7	–	3.0	1.9	2.2	0.8	0.0
<b>Establishment characteristics</b>								
Goods-producing industries .....	0.8	2.5	0.2	2.9	2.2	2.3	0.7	0.0
Service-providing industries .....	0.1	1.0	0.3	1.7	1.3	0.9	0.3	0.0
Education and health services .....	–	1.9	–	4.1	3.2	1.6	0.4	0.0
Educational services .....	–	1.6	–	2.2	2.1	2.2	0.8	0.0
Elementary and secondary schools .....	–	2.2	0.7	2.5	3.0	2.5	0.8	0.0
Junior colleges, colleges, and universities	–	2.0	–	2.4	2.0	2.6	1.3	0.0
Health care and social assistance .....	–	2.4	–	5.1	4.0	2.1	0.4	0.0
Hospitals .....	–	4.4	–	5.2	3.2	1.5	0.5	0.0
Public administration .....	–	2.4	–	2.2	2.3	2.1	0.5	0.0

See footnotes at end of table.

**Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
1 to 99 workers .....	0.2	2.0	0.5	2.6	2.0	1.4	0.5	0.0
1 to 49 workers .....	—	2.2	—	2.9	2.0	1.5	0.4	0.0
50 to 99 workers .....	—	2.8	—	3.7	3.5	3.0	1.1	0.0
100 workers or more .....	0.3	1.4	0.2	1.8	1.2	1.0	0.3	0.0
100 to 499 workers .....	0.5	1.7	0.3	2.4	1.6	1.5	0.3	0.0
500 workers or more .....	0.1	2.4	0.4	2.4	1.7	1.3	0.5	0.0
<b>Geographic areas</b>								
Northeast .....	—	1.5	—	2.7	2.3	0.8	0.3	0.0
New England .....	—	2.5	—	6.2	6.1	2.4	0.9	0.0
Middle Atlantic .....	—	1.7	—	2.3	2.2	0.9	0.3	0.0
South .....	—	1.8	—	2.5	1.4	2.2	0.7	0.0
South Atlantic .....	0.5	2.2	—	3.4	1.7	2.4	0.5	0.0
East South Central .....	—	3.3	—	7.4	—	—	4.0	0.0
West South Central .....	—	3.6	—	3.4	1.6	4.3	1.2	0.0
Midwest .....	—	2.1	—	2.9	1.3	1.9	0.5	0.0
East North Central .....	—	2.7	—	4.0	1.6	2.5	0.6	0.0
West North Central .....	—	2.3	—	1.8	1.9	2.6	0.5	0.0
West .....	—	1.4	—	3.5	3.2	1.8	0.4	0.0
Mountain .....	—	1.1	0.8	5.2	—	3.8	0.7	0.0
Pacific .....	—	2.2	—	4.7	3.8	1.4	0.5	0.0

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, civilian workers,<sup>1</sup> March 2018**

Characteristics	With maximum benefit amount	Maximum weekly benefit amount <sup>2</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	1.3	\$0.00	\$23.48	\$7.15	\$43.36	\$0.00	1.3
<b>Worker characteristics</b>							
Management, professional, and related .....	1.7	0.00	3.65	170.35	82.53	360.52	1.7
Management, business, and financial .....	2.3	0.00	70.87	38.97	177.78	457.29	2.3
Professional and related .....	2.0	0.00	117.44	53.21	353.26	397.25	2.0
Teachers .....	2.2	0.00	29.57	70.57	108.23	–	2.2
Primary, secondary, and special education school teachers .....	2.7	42.05	–	62.44	158.94	146.19	2.7
Registered nurses .....	6.9	22.99	163.18	–	110.40	596.64	6.9
Service .....	3.2	0.00	0.00	46.99	31.08	300.87	3.2
Protective service .....	2.3	0.00	45.80	51.48	–	269.83	2.3
Sales and office .....	1.9	0.00	0.00	3.15	50.22	0.00	1.9
Sales and related .....	3.1	0.00	0.00	91.79	221.86	–	3.1
Office and administrative support .....	2.1	0.00	22.16	70.86	84.46	0.00	2.1
Natural resources, construction, and maintenance	2.3	0.00	75.15	20.98	17.29	220.67	2.3
Construction, extraction, farming, fishing, and forestry .....	3.8	0.00	–	68.57	208.70	–	3.8
Installation, maintenance, and repair .....	2.9	6.12	96.44	8.06	226.22	306.48	2.9
Production, transportation, and material moving ...	2.9	0.00	62.99	63.18	0.00	420.81	2.9
Production .....	3.8	0.00	47.19	40.57	171.15	82.85	3.8
Transportation and material moving .....	3.3	14.74	–	59.20	116.65	0.00	3.3
Full time .....	1.3	0.00	40.41	56.62	0.00	0.00	1.3
Part time .....	2.7	0.00	0.00	0.00	10.07	172.00	2.7
Union .....	1.8	0.00	0.00	0.00	14.13	193.76	1.8
Nonunion .....	1.4	0.00	36.07	55.58	18.25	0.00	1.4
Average wage within the following categories: <sup>3</sup>							
Lowest 25 percent .....	2.9	0.00	0.00	43.04	96.23	409.84	2.9
Second 25 percent .....	2.3	0.00	17.88	15.57	182.92	183.28	2.3
Third 25 percent .....	1.6	0.00	68.92	40.01	49.27	0.00	1.6
Highest 25 percent .....	1.8	0.00	105.49	75.39	503.81	0.00	1.8
Highest 10 percent .....	2.5	0.00	–	225.97	288.56	432.20	2.5
<b>Establishment characteristics</b>							
Goods-producing industries .....	2.4	0.00	80.48	85.26	189.87	159.36	2.4
Service-providing industries .....	1.5	0.00	4.74	21.66	45.91	0.00	1.5
Education and health services .....	2.2	0.00	73.76	43.91	395.09	65.48	2.2
Educational services .....	2.4	0.00	11.29	21.42	74.09	–	2.4
Elementary and secondary schools .....	3.3	0.00	0.00	47.49	51.85	94.82	3.3
Junior colleges, colleges, and universities .....	2.8	0.00	0.00	7.55	89.05	403.83	2.8
Health care and social assistance .....	2.9	0.00	125.05	63.51	195.04	444.37	2.9
Hospitals .....	3.2	33.97	136.71	229.15	182.71	517.54	3.2
Public administration .....	2.6	0.00	0.00	12.28	–	0.00	2.6

See footnotes at end of table.

**Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	With maximum benefit amount	Maximum weekly benefit amount <sup>2</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers .....	2.2	\$0.00	\$29.82	\$20.15	\$93.57	\$0.00	2.2
1 to 49 workers .....	2.8	0.00	6.45	24.17	218.40	40.52	2.8
50 to 99 workers .....	3.9	0.00	75.04	17.74	0.00	296.02	3.9
100 workers or more .....	1.2	0.00	56.38	56.59	330.45	199.41	1.2
100 to 499 workers .....	1.5	0.00	61.63	30.11	41.97	0.00	1.5
500 workers or more .....	2.0	0.00	—	39.90	309.25	341.45	2.0
<b>Geographic areas</b>							
Northeast .....	1.6	0.00	0.00	0.00	3.76	271.15	1.6
New England .....	3.4	45.86	41.81	67.82	5.16	60.26	3.4
Middle Atlantic .....	1.7	0.00	0.00	—	0.00	241.17	1.7
South .....	2.4	15.40	0.00	0.00	218.98	281.59	2.4
South Atlantic .....	3.1	9.30	0.00	264.75	189.64	510.59	3.1
East South Central .....	5.0	0.00	0.00	0.00	0.00	110.21	5.0
West South Central .....	5.1	—	61.47	—	450.62	426.28	5.1
Midwest .....	4.3	—	0.00	0.00	—	0.00	4.3
East North Central .....	5.5	52.75	135.03	53.85	—	0.00	5.5
West North Central .....	5.1	30.73	0.00	98.69	284.80	—	5.1
West .....	1.7	21.38	75.10	12.23	247.62	520.90	1.7
Mountain .....	3.6	—	222.00	288.59	399.20	264.05	3.6
Pacific .....	1.5	19.61	—	—	334.75	593.16	1.5

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>3</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 28. Standard errors for long-term disability plans: Employee contribution requirement, civilian workers,<sup>1</sup> March 2018**

Characteristics	Employee contribution required	Employee contribution not required
All workers .....	0.5	0.5
<b>Worker characteristics</b>		
Management, professional, and related .....	0.5	0.5
Management, business, and financial .....	0.8	0.8
Professional and related .....	0.6	0.6
Teachers .....	1.4	1.4
Primary, secondary, and special education school teachers .....	2.1	2.1
Registered nurses .....	1.0	1.0
Service .....	1.7	1.7
Sales and office .....	1.0	1.0
Sales and related .....	1.4	1.4
Office and administrative support .....	1.2	1.2
Natural resources, construction, and maintenance .....	1.2	1.2
Construction, extraction, farming, fishing, and forestry .....	1.6	1.6
Installation, maintenance, and repair .....	1.5	1.5
Production, transportation, and material moving ...	1.0	1.0
Production .....	1.1	1.1
Transportation and material moving .....	1.6	1.6
Full time .....	0.5	0.5
Part time .....	1.4	1.4
Union .....	1.1	1.1
Nonunion .....	0.6	0.6
Average wage within the following categories: <sup>2</sup>		
Lowest 25 percent .....	2.0	2.0
Second 25 percent .....	0.9	0.9
Third 25 percent .....	0.6	0.6
Highest 25 percent .....	0.6	0.6
Highest 10 percent .....	1.2	1.2
<b>Establishment characteristics</b>		
Goods-producing industries .....	0.8	0.8
Service-providing industries .....	0.6	0.6
Education and health services .....	1.1	1.1
Educational services .....	1.1	1.1
Elementary and secondary schools .....	1.9	1.9
Junior colleges, colleges, and universities .....	1.1	1.1
Health care and social assistance .....	1.6	1.6
Hospitals .....	1.0	1.0
Public administration .....	2.0	2.0

See footnotes at end of table.

**Table 28. Standard errors for long-term disability plans: Employee contribution requirement, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers .....	1.0	1.0
1 to 49 workers .....	0.7	0.7
50 to 99 workers .....	2.5	2.5
100 workers or more .....	0.7	0.7
100 to 499 workers .....	0.9	0.9
500 workers or more .....	0.8	0.8
<b>Geographic areas</b>		
Northeast .....	1.8	1.8
New England .....	0.9	0.9
Middle Atlantic .....	2.3	2.3
South .....	1.1	1.1
South Atlantic .....	1.6	1.6
West South Central .....	1.1	1.1
Midwest .....	0.7	0.7
East North Central .....	0.8	0.8
West North Central .....	1.7	1.7
West .....	0.6	0.6
Mountain .....	1.3	1.3
Pacific .....	0.8	0.8

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 29. Standard errors for long-term disability plans: Method of benefit payment, civilian workers,<sup>1</sup> March 2018**

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers .....	0.5	0.4	0.3	0.1
<b>Worker characteristics</b>				
Management, professional, and related .....	0.6	0.6	0.1	0.1
Management, business, and financial .....	0.8	0.8	—	—
Professional and related .....	0.6	0.6	0.2	0.1
Teachers .....	0.9	0.4	0.5	0.3
Primary, secondary, and special education school teachers .....	1.2	0.6	0.8	0.4
Registered nurses .....	1.9	—	—	—
Service .....	1.0	1.0	—	—
Protective service .....	2.0	—	—	—
Sales and office .....	0.5	0.5	—	—
Sales and related .....	1.3	1.2	—	—
Office and administrative support .....	0.4	0.4	—	—
Natural resources, construction, and maintenance .....	2.1	1.1	1.5	0.7
Installation, maintenance, and repair .....	1.9	1.5	—	—
Production, transportation, and material moving ...	2.2	1.2	1.8	0.3
Production .....	3.7	1.9	2.8	0.4
Transportation and material moving .....	2.1	1.0	—	—
Full time .....	0.5	0.4	0.3	0.1
Part time .....	1.6	1.1	—	—
Union .....	1.8	0.5	1.7	0.4
Nonunion .....	0.5	0.5	—	—
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	1.2	1.1	—	—
Second 25 percent .....	0.7	0.5	—	—
Third 25 percent .....	0.9	0.6	0.7	0.2
Highest 25 percent .....	0.7	0.6	0.2	0.1
Highest 10 percent .....	1.2	1.2	0.2	0.1
<b>Establishment characteristics</b>				
Goods-producing industries .....	2.1	1.4	1.6	0.2
Service-providing industries .....	0.5	0.4	0.2	0.1
Education and health services .....	0.6	0.6	0.2	0.1
Educational services .....	0.6	0.3	0.3	0.3
Elementary and secondary schools .....	1.0	0.5	0.6	0.5
Junior colleges, colleges, and universities .....	0.5	0.3	—	—
Health care and social assistance .....	0.9	—	—	—
Hospitals .....	1.4	—	—	—
Public administration .....	0.5	0.5	—	—

See footnotes at end of table.

**Table 29. Standard errors for long-term disability plans: Method of benefit payment, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
1 to 99 workers .....	0.8	0.6	0.3	0.1
1 to 49 workers .....	1.0	0.7	—	—
50 to 99 workers .....	1.4	—	0.5	—
100 workers or more .....	0.7	0.6	0.4	0.1
100 to 499 workers .....	0.9	0.9	0.4	0.1
500 workers or more .....	0.9	0.8	0.6	0.1
<b>Geographic areas</b>				
Northeast .....	1.2	1.3	—	—
New England .....	0.9	—	0.8	—
Middle Atlantic .....	1.7	1.8	—	—
South .....	0.9	0.8	—	—
South Atlantic .....	0.9	0.8	—	—
East South Central .....	3.9	2.2	—	—
West South Central .....	1.7	1.7	—	—
Midwest .....	1.2	0.9	0.9	0.1
East North Central .....	1.4	1.0	1.1	0.2
West North Central .....	2.4	1.7	—	—
West .....	0.6	0.5	—	—
Mountain .....	0.6	0.6	—	—
Pacific .....	0.9	—	—	0.3

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, civilian workers,<sup>1</sup> March 2018**

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers .....	0.9	1.0	0.6	0.4	0.1	0.1	0.0
<b>Worker characteristics</b>							
Management, professional, and related .....	1.1	1.5	1.0	0.6	0.1	0.2	0.0
Management, business, and financial .....	1.9	2.1	0.9	0.6	0.1	0.3	0.0
Professional and related .....	1.4	1.6	1.2	0.8	0.2	0.2	0.0
Teachers .....	1.4	2.4	2.1	1.9	0.8	0.4	0.0
Primary, secondary, and special education school teachers .....	1.9	3.1	2.9	2.5	1.3	0.7	2.1
Registered nurses .....	5.3	5.4	0.7	–	–	0.6	0.0
Service .....	4.1	4.2	1.7	1.0	0.4	0.5	0.0
Protective service .....	4.4	4.4	–	3.8	–	0.6	0.0
Sales and office .....	1.6	1.5	0.6	0.8	0.2	0.2	0.0
Sales and related .....	3.2	3.2	–	1.7	–	0.5	0.0
Office and administrative support .....	2.0	2.0	0.6	1.0	0.2	0.3	0.0
Natural resources, construction, and maintenance	2.4	2.7	1.4	–	–	0.5	0.0
Installation, maintenance, and repair .....	3.1	3.4	1.3	–	–	0.4	0.0
Production, transportation, and material moving ...	2.7	2.5	1.3	0.8	0.3	0.4	0.0
Production .....	4.2	3.3	2.0	–	–	0.6	0.0
Transportation and material moving .....	3.0	3.4	1.4	–	–	0.3	0.0
Full time .....	0.9	1.0	0.6	0.4	0.1	0.1	0.0
Part time .....	4.1	5.0	1.5	1.4	0.5	0.4	0.0
Union .....	2.3	2.0	1.1	1.4	0.4	0.4	0.0
Nonunion .....	1.0	1.1	0.7	0.4	0.1	0.2	0.0
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	3.6	3.5	0.9	0.9	0.3	0.5	0.0
Second 25 percent .....	1.8	2.0	0.7	0.6	0.2	0.2	0.0
Third 25 percent .....	1.5	1.4	1.0	0.6	0.2	0.2	0.0
Highest 25 percent .....	1.2	1.5	1.0	0.6	0.1	0.2	0.0
Highest 10 percent .....	1.8	2.2	1.3	0.9	0.2	0.3	0.0
<b>Establishment characteristics</b>							
Goods-producing industries .....	2.5	2.5	2.3	–	–	0.4	0.0
Service-providing industries .....	1.0	1.1	0.6	0.5	0.1	0.2	0.0
Education and health services .....	1.9	1.8	1.3	0.9	0.2	0.3	0.0
Educational services .....	1.0	1.5	1.5	1.6	0.6	0.3	0.0
Elementary and secondary schools .....	1.6	2.5	2.3	2.5	1.0	0.4	1.0
Junior colleges, colleges, and universities	1.8	2.0	0.9	1.3	0.6	0.6	0.0
Health care and social assistance .....	2.8	2.8	1.7	0.7	–	0.4	0.0
Hospitals .....	3.5	3.4	0.3	1.1	–	0.5	0.0
Public administration .....	2.8	4.2	1.5	3.7	0.4	0.6	0.0

See footnotes at end of table.

**Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
1 to 99 workers .....	2.0	2.0	1.5	0.7	0.2	0.3	0.0
1 to 49 workers .....	2.9	3.2	1.1	0.9	0.3	0.4	0.0
50 to 99 workers .....	3.1	3.5	2.9	1.2	0.4	0.5	0.0
100 workers or more .....	1.3	1.4	0.6	0.6	0.1	0.2	0.0
100 to 499 workers .....	2.2	2.4	0.9	0.8	0.3	0.3	0.0
500 workers or more .....	1.6	1.8	1.0	0.7	0.1	0.3	0.0
<b>Geographic areas</b>							
Northeast .....	2.4	2.2	0.7	1.2	0.2	0.4	0.0
New England .....	5.7	5.8	2.3	—	—	0.9	0.0
Middle Atlantic .....	2.7	2.3	—	1.4	—	0.3	0.0
South .....	1.7	1.6	0.6	0.5	0.2	0.2	0.0
South Atlantic .....	1.8	1.7	0.9	0.5	0.2	0.2	0.0
East South Central .....	2.7	1.7	—	1.7	—	0.5	0.0
West South Central .....	4.7	4.2	—	1.2	—	0.6	0.0
Midwest .....	1.3	1.9	1.2	0.9	0.3	0.2	0.0
East North Central .....	1.3	2.6	1.6	1.2	0.2	0.2	0.0
West North Central .....	3.0	2.2	1.7	1.3	0.6	0.5	0.0
West .....	2.1	2.7	2.2	1.0	0.2	0.4	0.0
Mountain .....	4.5	4.3	—	2.2	—	0.7	0.0
Pacific .....	2.0	3.3	2.1	—	—	0.4	0.0

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, civilian workers,<sup>1</sup> March 2018**

Characteristics	With maximum benefit amount	Maximum monthly benefit amount <sup>2</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	0.6	\$241.43	\$0.00	\$638.69	\$1,063.19	\$258.07	0.6
<b>Worker characteristics</b>							
Management, professional, and related .....	0.9	68.28	0.00	256.64	329.35	3,364.43	0.9
Management, business, and financial .....	1.4	881.79	0.00	0.00	1,380.73	662.59	1.4
Professional and related .....	1.1	462.95	0.00	516.14	1,061.05	822.77	1.1
Teachers .....	1.5	255.48	0.00	0.00	273.72	1,843.22	1.5
Primary, secondary, and special education school teachers .....	2.8	91.24	126.43	0.00	880.83	1,305.48	2.8
Registered nurses .....	3.8	–	0.00	839.39	258.07	364.97	3.8
Service .....	1.3	–	0.00	914.07	387.10	2,613.99	1.3
Protective service .....	4.4	304.62	709.11	0.00	1,726.35	1,629.62	4.4
Sales and office .....	0.8	294.81	0.00	541.47	1,311.15	152.01	0.8
Sales and related .....	2.1	182.48	0.00	2,086.18	1,376.20	744.69	2.1
Office and administrative support .....	0.9	729.03	0.00	547.28	2,139.80	0.00	0.9
Natural resources, construction, and maintenance .....	1.7	–	36.50	704.42	0.00	0.00	1.7
Installation, maintenance, and repair .....	1.8	386.14	356.19	1,053.94	516.14	0.00	1.8
Production, transportation, and material moving .....	1.6	–	0.00	397.71	0.00	0.00	1.6
Production .....	2.4	25.29	0.00	1,234.29	258.07	0.00	2.4
Transportation and material moving .....	2.3	–	432.99	562.45	0.00	1,629.62	2.3
Full time .....	0.6	242.14	0.00	465.49	1,146.29	258.07	0.6
Part time .....	2.8	1,276.54	0.00	837.91	0.00	–	2.8
Union .....	1.5	0.00	409.48	185.35	1,421.52	651.59	1.5
Nonunion .....	0.6	142.52	0.00	0.00	212.41	2,331.67	0.6
Average wage within the following categories: <sup>3</sup>							
Lowest 25 percent .....	1.7	–	0.00	849.35	0.00	0.00	1.7
Second 25 percent .....	0.9	459.53	0.00	362.38	0.00	0.00	0.9
Third 25 percent .....	0.9	–	0.00	258.07	0.00	0.00	0.9
Highest 25 percent .....	1.1	188.47	0.00	370.17	524.14	1,578.14	1.1
Highest 10 percent .....	1.6	740.45	0.00	0.00	2,177.40	339.90	1.6
<b>Establishment characteristics</b>							
Goods-producing industries .....	1.4	–	0.00	965.61	2,461.83	–	1.4
Service-providing industries .....	0.7	–	0.00	241.40	733.10	258.07	0.7
Education and health services .....	1.1	–	0.00	0.00	0.00	341.68	1.1
Educational services .....	1.2	404.77	109.49	694.87	969.82	1,662.72	1.2
Elementary and secondary schools .....	2.6	273.12	0.00	0.00	658.53	1,220.73	2.6
Junior colleges, colleges, and universities .....	2.4	265.70	0.00	619.01	0.00	4,421.21	2.4
Health care and social assistance .....	1.7	900.97	0.00	451.22	0.00	0.00	1.7
Hospitals .....	2.2	182.48	0.00	462.13	2,322.63	0.00	2.2
Public administration .....	3.2	143.36	593.56	0.00	1,038.59	0.00	3.2

See footnotes at end of table.

**Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	With maximum benefit amount	Maximum monthly benefit amount <sup>2</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers .....	0.9	\$40.80	\$0.00	\$546.59	\$0.00	\$0.00	0.9
1 to 49 workers .....	1.1	0.00	0.00	532.02	0.00	1,864.43	1.1
50 to 99 workers .....	1.2	355.74	0.00	1,110.94	364.97	0.00	1.2
100 workers or more .....	0.9	369.00	0.00	201.71	338.70	2,143.97	0.9
100 to 499 workers .....	1.6	377.22	0.00	204.02	37.96	0.00	1.6
500 workers or more .....	1.1	124.99	0.00	0.00	1,416.45	1,122.87	1.1
<b>Geographic areas</b>							
Northeast .....	0.8	122.12	0.00	465.24	860.78	2,046.28	0.8
New England .....	1.7	—	0.00	745.45	—	1,277.20	1.7
Middle Atlantic .....	0.8	39.99	0.00	139.29	1,148.14	3,651.78	0.8
South .....	1.0	72.99	0.00	612.07	1,033.12	1,759.80	1.0
South Atlantic .....	1.5	323.64	0.00	341.39	3,186.93	4,566.94	1.5
East South Central .....	2.9	—	0.00	884.62	0.00	0.00	2.9
West South Central .....	1.4	841.20	0.00	2,098.55	1,844.82	4,080.44	1.4
Midwest .....	1.6	—	0.00	722.12	1,652.06	354.74	1.6
East North Central .....	2.1	—	0.00	654.38	849.97	0.00	2.1
West North Central .....	2.2	1,131.78	0.00	894.38	487.54	2,225.22	2.2
West .....	1.0	263.81	1,071.84	1,202.15	1,114.08	4,287.24	1.0
Mountain .....	1.8	308.07	1,328.50	1,222.01	1,850.93	2,064.73	1.8
Pacific .....	1.1	631.89	978.46	1,540.94	1,154.12	—	1.1

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>3</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 32. Standard errors for leave benefits: Access, civilian workers,<sup>1</sup> March 2018**

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
All workers .....	0.6	0.7	0.7	0.8	0.7	0.7	0.6	0.5	0.5
<b>Worker characteristics</b>									
Management, professional, and related .....	0.7	0.8	0.8	1.2	1.0	1.0	1.0	0.9	0.5
Management, business, and financial .....	0.5	0.7	0.7	2.0	1.3	1.2	1.6	1.5	0.5
Professional and related .....	0.8	1.0	0.9	1.2	1.3	1.2	1.2	1.0	0.7
Teachers .....	2.0	2.1	1.9	1.8	2.1	2.3	1.8	1.3	0.9
Primary, secondary, and special education school teachers .....	2.7	2.4	2.8	2.3	2.6	2.8	2.5	1.7	0.8
Registered nurses .....	1.2	2.0	1.2	1.9	3.7	2.9	3.9	2.8	1.3
Service .....	1.8	1.6	1.7	1.4	1.4	1.7	1.0	1.0	1.2
Protective service .....	3.8	3.9	3.3	3.6	3.8	3.9	2.9	1.3	1.7
Sales and office .....	0.9	1.0	0.9	1.1	1.0	1.2	0.9	0.7	0.6
Sales and related .....	1.7	1.5	1.8	1.3	1.3	1.6	1.2	1.1	0.9
Office and administrative support .....	0.7	1.1	0.7	1.4	1.2	1.7	1.0	0.9	0.7
Natural resources, construction, and maintenance .....	1.4	1.4	1.7	1.3	1.8	1.7	1.1	0.7	1.1
Construction, extraction, farming, fishing, and forestry .....	2.6	2.1	2.6	1.5	2.3	2.5	1.8	0.9	2.1
Installation, maintenance, and repair .....	1.3	1.9	1.6	2.1	1.8	1.8	1.4	1.1	1.4
Production, transportation, and material moving .....	1.2	2.2	1.5	1.8	1.4	1.6	1.4	0.6	1.0
Production .....	1.1	3.0	1.5	2.5	2.0	2.3	1.9	0.7	1.5
Transportation and material moving .....	1.6	2.5	2.0	2.3	2.2	2.1	1.9	0.9	1.3
Full time .....	0.5	0.6	0.5	0.9	0.8	0.7	0.7	0.5	0.4
Part time .....	1.8	1.8	1.7	1.0	1.1	1.4	0.8	0.7	1.1
Union .....	0.9	0.8	1.1	1.3	1.1	1.0	1.2	0.9	0.8
Nonunion .....	0.7	0.8	0.7	0.9	0.8	0.8	0.6	0.6	0.6
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	1.5	1.4	1.4	1.2	1.1	1.1	0.7	0.9	1.0
Lowest 10 percent .....	2.6	2.1	2.2	1.1	1.7	2.4	1.2	0.7	1.5
Second 25 percent .....	1.0	1.0	1.1	1.1	1.4	1.3	1.2	0.6	0.8
Third 25 percent .....	0.8	0.8	0.8	1.2	1.2	1.0	0.9	0.7	0.6
Highest 25 percent .....	0.5	0.6	0.7	1.2	0.9	0.9	1.0	0.9	0.4
Highest 10 percent .....	0.9	0.8	1.1	1.8	1.3	1.4	1.6	1.6	0.7
<b>Establishment characteristics</b>									
Goods-producing industries .....	0.9	1.8	1.2	1.7	1.4	1.4	1.2	0.8	0.9
Service-providing industries .....	0.7	0.8	0.8	0.9	0.8	0.8	0.6	0.5	0.6
Education and health services .....	1.0	1.5	1.5	1.9	1.7	1.6	1.4	1.4	0.9
Educational services .....	1.1	0.9	1.1	1.2	1.3	1.3	1.2	1.1	0.8
Elementary and secondary schools .....	1.6	1.2	1.4	1.2	1.8	2.0	1.6	1.3	0.9
Junior colleges, colleges, and universities .....	1.2	1.0	1.5	2.1	1.4	1.4	1.4	2.0	0.6
Health care and social assistance .....	1.4	2.3	1.8	3.1	2.5	2.1	2.0	2.1	1.4
Hospitals .....	0.8	0.9	0.8	2.5	1.7	1.4	2.7	2.9	1.1
Public administration .....	0.8	0.8	0.9	2.2	1.9	1.3	1.5	1.2	1.1

See footnotes at end of table.

**Table 32. Standard errors for leave benefits: Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
1 to 99 workers .....	1.0	1.2	1.1	1.1	1.0	1.1	0.7	0.6	0.9
1 to 49 workers .....	1.2	1.4	1.2	1.3	1.1	1.3	0.7	0.8	1.0
50 to 99 workers .....	1.7	1.9	1.9	2.0	1.9	2.1	1.5	1.4	1.7
100 workers or more .....	0.7	0.7	0.6	0.9	0.9	0.9	0.8	0.7	0.5
100 to 499 workers .....	1.0	1.0	0.9	1.2	1.2	1.1	1.1	0.9	0.6
500 workers or more .....	1.0	0.8	0.8	1.3	1.3	1.3	1.4	1.0	0.7
<b>Geographic areas</b>									
Northeast .....	1.0	1.6	1.5	1.3	1.4	1.8	1.3	1.0	1.1
New England .....	1.7	2.8	2.6	2.3	2.1	1.8	2.5	1.6	2.1
Middle Atlantic .....	1.2	1.8	1.7	1.5	1.6	2.1	1.5	1.1	1.2
South .....	0.9	1.4	1.2	1.6	1.3	1.3	1.0	0.7	0.9
South Atlantic .....	1.2	2.1	1.7	2.3	1.8	1.8	1.2	0.7	1.2
East South Central .....	1.6	3.6	2.2	4.1	4.6	4.1	4.8	1.6	2.8
West South Central .....	1.9	2.2	2.2	1.9	2.1	1.8	1.1	1.5	1.3
Midwest .....	1.9	1.5	1.5	1.6	1.3	1.4	1.3	0.8	1.0
East North Central .....	2.4	2.0	1.4	2.0	1.8	1.8	1.6	1.1	1.3
West North Central .....	3.3	2.1	3.8	2.6	1.3	2.1	1.9	0.9	1.7
West .....	1.1	1.2	1.2	1.3	1.5	1.5	1.0	1.4	1.0
Mountain .....	2.2	2.9	3.0	2.0	2.2	2.3	1.3	2.8	2.3
Pacific .....	1.3	0.9	1.0	1.7	1.9	1.8	1.3	1.5	0.9

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 33. Standard errors for paid holidays: Number of days provided, civilian workers,<sup>1</sup> March 2018**

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers .....	0.5	0.4	0.8	0.6	0.6	0.5	0.4	0.4	0.3	0.2	0.2	0.2	0.1	0.0
<b>Worker characteristics</b>														
Management, professional, and related .....	0.3	0.2	1.1	1.0	1.0	0.9	0.8	0.6	0.8	0.4	0.5	0.5	0.1	0.0
Management, business, and financial .....	0.4	0.2	1.7	0.9	1.3	1.0	1.2	0.9	1.0	0.6	0.4	0.5	0.1	0.0
Professional and related .....	0.4	0.2	1.3	1.4	1.2	1.2	0.8	0.7	0.9	0.5	0.6	0.6	0.1	0.0
Teachers .....	0.9	–	1.9	–	1.3	1.6	2.0	1.7	1.1	1.0	1.1	2.9	0.4	0.2
Primary, secondary, and special education school teachers .....	1.5	2.0	3.2	–	1.2	1.6	2.5	2.7	1.3	–	1.6	4.7	0.5	1.8
Registered nurses .....	–	0.4	5.0	4.3	–	3.3	1.2	1.4	0.9	0.9	0.3	–	0.1	0.0
Service .....	1.9	2.0	2.1	2.3	1.3	0.9	0.9	0.6	0.5	0.4	0.3	0.3	0.1	0.0
Protective service .....	–	–	–	2.6	1.1	–	2.0	2.1	2.7	1.0	1.4	0.5	0.3	0.4
Sales and office .....	0.8	0.4	1.2	0.7	0.9	0.5	0.6	0.7	0.4	0.2	0.2	0.2	0.1	0.1
Sales and related .....	2.1	0.9	1.5	1.0	1.1	0.7	0.7	1.1	0.4	0.3	–	–	0.1	0.0
Office and administrative support .....	0.5	0.3	1.5	1.0	1.2	0.6	0.8	0.8	0.5	0.2	0.2	0.3	0.1	0.0
Natural resources, construction, and maintenance	0.7	0.8	1.6	1.7	1.2	0.7	1.2	0.7	0.6	0.6	0.2	0.3	0.1	0.0
Construction, extraction, farming, fishing, and forestry .....	1.1	1.2	2.9	2.6	1.9	1.0	1.2	0.9	0.9	–	–	0.4	0.2	0.0
Installation, maintenance, and repair .....	0.9	0.8	1.8	1.9	1.3	0.9	1.6	0.9	0.6	0.3	0.2	0.4	0.1	0.0
Production, transportation, and material moving ...	0.6	0.4	1.6	1.0	1.4	0.8	1.1	0.9	0.5	0.3	0.2	0.6	0.1	0.0
Production .....	0.7	0.7	1.9	1.2	1.7	1.4	1.5	1.4	0.8	–	–	0.8	0.1	0.9
Transportation and material moving .....	1.1	0.5	2.4	1.5	2.2	0.9	1.3	1.0	0.4	0.4	0.2	0.8	0.1	1.0
Full time .....	0.5	0.3	0.9	0.7	0.6	0.5	0.5	0.5	0.4	0.3	0.2	0.2	0.1	0.0
Part time .....	2.0	1.0	1.8	1.5	1.1	0.7	0.6	0.4	0.4	0.4	0.2	0.3	0.1	0.0
Union .....	0.3	0.3	1.4	0.6	1.0	1.3	1.0	1.4	0.9	0.6	0.8	0.8	0.1	0.0
Nonunion .....	0.5	0.5	0.9	0.8	0.7	0.5	0.5	0.4	0.4	0.3	0.1	0.2	0.1	0.0
Average wage within the following categories: <sup>2</sup>														
Lowest 25 percent .....	1.7	1.4	1.3	2.0	1.0	0.6	0.5	0.4	0.3	0.2	0.1	0.1	0.1	0.0
Lowest 10 percent .....	3.3	1.1	2.8	2.7	1.6	0.8	1.0	0.1	0.3	–	–	0.1	0.2	0.0
Second 25 percent .....	0.6	0.6	1.3	0.9	0.9	0.7	0.8	0.8	0.5	0.3	0.2	0.3	0.1	0.0
Third 25 percent .....	0.4	0.3	1.2	0.8	1.0	0.8	0.7	0.6	0.5	0.3	0.4	0.4	0.1	0.5
Highest 25 percent .....	0.3	0.2	1.1	0.9	0.9	1.0	0.9	0.9	0.8	0.5	0.3	0.5	0.1	0.0
Highest 10 percent .....	0.5	0.5	1.6	1.3	1.4	1.4	1.1	1.2	1.1	0.8	0.3	0.7	0.1	0.0
<b>Establishment characteristics</b>														
Goods-producing industries .....	0.3	0.5	1.2	1.0	1.1	1.1	1.4	0.9	0.7	0.4	0.4	0.6	0.1	0.6
Service-providing industries .....	0.6	0.5	1.0	0.8	0.6	0.5	0.4	0.5	0.4	0.3	0.2	0.2	0.1	0.0
Education and health services .....	0.8	1.4	2.4	2.0	1.7	1.2	1.1	0.7	1.1	0.5	0.6	0.5	0.1	0.0
Educational services .....	0.4	0.7	0.7	0.8	0.5	1.3	1.0	1.0	0.8	1.0	0.7	1.5	0.2	0.0
Elementary and secondary schools .....	0.9	1.5	1.4	1.3	0.8	1.9	1.5	1.3	0.8	0.8	1.3	2.5	0.4	1.3
Junior colleges, colleges, and universities .....	0.3	0.3	0.3	0.6	0.7	1.2	1.1	1.7	1.7	2.0	1.0	1.6	0.1	0.0
Health care and social assistance .....	1.2	–	3.5	3.1	2.6	1.7	1.5	1.0	1.5	0.6	–	–	0.2	0.0
Hospitals .....	–	–	3.9	2.5	3.1	2.3	2.4	1.3	1.1	0.9	–	–	0.1	1.2
Public administration .....	–	–	–	–	0.6	1.1	1.1	1.7	2.0	1.0	1.3	0.7	0.1	0.0

See footnotes at end of table.

**Table 33. Standard errors for paid holidays: Number of days provided, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
1 to 99 workers .....	0.6	0.5	1.3	1.2	0.7	0.8	0.7	0.5	0.5	0.3	0.1	0.1	0.1	0.0
1 to 49 workers .....	0.8	0.5	1.7	1.6	0.9	0.9	0.9	0.6	0.5	0.4	0.1	0.2	0.1	0.0
50 to 99 workers .....	1.8	1.1	2.4	1.5	1.7	1.2	1.3	1.0	1.2	0.4	0.2	0.3	0.1	0.9
100 workers or more .....	0.7	0.5	0.9	0.9	0.8	0.7	0.6	0.7	0.5	0.3	0.4	0.4	0.1	0.3
100 to 499 workers .....	0.9	1.0	1.3	1.2	1.1	1.1	1.0	0.7	0.7	0.3	0.5	0.4	0.1	0.0
500 workers or more .....	0.5	0.1	1.1	1.0	1.0	1.0	1.1	1.1	0.7	0.5	0.4	0.7	0.1	0.1
<b>Geographic areas</b>														
Northeast .....	0.7	0.3	1.0	1.4	1.3	1.1	0.9	1.2	0.9	0.5	0.6	0.5	0.1	0.1
New England .....	1.9	—	1.9	1.8	3.4	1.7	3.1	2.7	1.4	1.4	—	0.7	0.2	1.0
Middle Atlantic .....	0.7	0.3	1.2	1.6	0.9	1.4	0.7	1.4	1.1	0.5	0.7	0.5	0.1	0.0
South .....	1.1	0.6	1.5	1.4	1.0	0.8	0.9	0.6	0.5	0.5	0.3	0.3	0.1	0.9
South Atlantic .....	1.6	0.8	2.2	2.2	0.9	1.3	1.2	0.5	0.7	0.8	0.4	0.3	0.1	1.2
East South Central .....	—	0.5	3.9	1.6	3.5	1.4	2.8	—	1.8	0.8	—	1.0	0.5	0.1
West South Central .....	1.1	1.2	2.2	2.2	2.1	1.2	1.5	0.9	0.8	—	0.5	—	0.1	1.1
Midwest .....	0.4	0.4	1.5	0.8	0.8	0.9	0.8	0.8	0.6	0.4	0.2	0.7	0.1	0.0
East North Central .....	0.5	0.5	1.8	1.0	0.7	1.2	0.9	0.9	0.7	0.5	0.2	0.9	0.2	0.0
West North Central .....	1.0	0.4	3.1	1.5	2.0	0.9	1.9	1.4	0.8	0.4	—	—	0.1	0.0
West .....	0.8	1.4	2.3	1.1	1.5	1.0	0.8	0.9	0.9	0.4	0.6	0.4	0.1	0.0
Mountain .....	2.0	0.6	4.9	1.8	3.5	2.0	1.7	0.8	1.3	0.2	0.2	1.0	0.2	1.0
Pacific .....	0.8	2.1	2.4	1.5	1.4	1.1	1.0	1.2	1.2	0.7	0.9	0.4	0.1	0.1

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

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/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 34. Standard errors for paid sick leave: Type of provision, civilian workers,<sup>1</sup> March 2018**

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>2</sup>	As needed <sup>3</sup>	As part of consolidated leave plan <sup>4</sup>
All workers .....	1.0	0.4	0.9
<b>Worker characteristics</b>			
Management, professional, and related .....	1.2	0.7	1.2
Management, business, and financial .....	1.7	1.3	1.7
Professional and related .....	1.6	0.7	1.6
Teachers .....	1.4	0.5	1.5
Primary, secondary, and special education school teachers .....	2.0	0.4	1.9
Service .....	2.4	0.9	2.3
Protective service .....	4.1	0.7	3.8
Sales and office .....	1.4	0.3	1.3
Sales and related .....	1.6	0.5	1.6
Office and administrative support .....	1.6	0.4	1.5
Natural resources, construction, and maintenance	3.0	1.6	2.0
Construction, extraction, farming, fishing, and forestry .....	4.4	2.8	3.6
Installation, maintenance, and repair .....	2.9	1.9	1.8
Production, transportation, and material moving ...	1.7	0.5	1.8
Transportation and material moving .....	1.9	0.8	2.1
Full time .....	1.0	0.5	0.9
Part time .....	2.0	0.3	2.0
Union .....	1.2	0.3	1.1
Nonunion .....	1.1	0.5	1.0
Average wage within the following categories: <sup>5</sup>			
Lowest 25 percent .....	2.3	0.5	2.1
Second 25 percent .....	1.5	0.7	1.3
Third 25 percent .....	1.2	0.5	1.2
Highest 25 percent .....	1.2	0.9	1.2
Highest 10 percent .....	1.9	1.5	1.8
<b>Establishment characteristics</b>			
Goods-producing industries .....	1.9	0.8	1.9
Service-providing industries .....	1.1	0.4	1.0
Education and health services .....	1.9	0.5	1.9
Educational services .....	0.9	0.3	0.9
Elementary and secondary schools .....	0.8	0.3	0.8
Junior colleges, colleges, and universities .....	1.4	0.4	1.3
Health care and social assistance .....	3.3	—	—
Hospitals .....	3.2	0.6	3.2
Public administration .....	1.3	0.7	1.2

See footnotes at end of table.

**Table 34. Standard errors for paid sick leave: Type of provision, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>2</sup>	As needed <sup>3</sup>	As part of consolidated leave plan <sup>4</sup>
1 to 99 workers .....	1.4	0.7	1.4
1 to 49 workers .....	1.8	0.8	1.8
50 to 99 workers .....	2.3	0.8	2.3
100 workers or more .....	1.3	0.4	1.2
100 to 499 workers .....	1.8	0.5	1.7
500 workers or more .....	1.4	0.7	1.3
<b>Geographic areas</b>			
Northeast .....	1.9	0.8	1.4
New England .....	2.8	0.8	2.5
Middle Atlantic .....	2.4	1.1	1.6
South .....	2.1	0.9	1.8
South Atlantic .....	3.6	1.2	2.7
East South Central .....	3.9	1.6	4.6
West South Central .....	1.9	1.6	2.5
Midwest .....	2.1	0.5	1.9
East North Central .....	2.2	0.6	1.9
West North Central .....	4.4	1.0	4.3
West .....	1.6	0.8	1.7
Mountain .....	5.0	0.2	4.9
Pacific .....	1.3	1.1	1.7

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

<sup>3</sup> Plan does not specify maximum number of days.

<sup>4</sup> A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

<sup>5</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2018**

Characteristics	Paid sick leave days by length of service <sup>3</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 1 year</b>							
All workers .....	0.9	0.8	0.7	0.3	0.1	0.1	( <sup>4</sup> )
Full time .....	0.9	0.9	0.8	0.3	0.1	0.1	0.3
Part time .....	2.2	2.2	1.0	0.4	0.2	0.1	0.7
Union .....	1.2	1.5	1.3	0.7	0.1	0.3	0.0
Nonunion .....	1.1	1.0	0.8	0.3	0.1	0.1	0.0
1 to 99 workers .....	1.3	1.3	1.2	0.3	0.2	0.1	0.9
1 to 49 workers .....	1.6	1.5	1.5	0.4	0.3	0.2	0.3
50 to 99 workers .....	2.4	2.8	2.0	–	–	0.2	0.0
100 workers or more .....	1.0	1.1	1.0	0.5	0.1	0.2	0.5
100 to 499 workers .....	1.6	1.5	1.4	0.6	0.1	0.2	( <sup>4</sup> )
500 workers or more .....	1.0	1.6	1.4	0.6	0.2	0.2	0.2
<b>After 5 years</b>							
All workers .....	0.9	0.8	0.7	0.3	0.1	0.1	0.4
Full time .....	0.9	0.9	0.8	0.3	0.2	0.1	0.5
Part time .....	2.0	2.1	1.0	0.4	0.2	0.1	0.8
Union .....	1.0	1.5	1.3	0.9	0.2	0.3	0.0
Nonunion .....	1.1	1.1	0.8	0.3	0.2	0.1	0.0
1 to 99 workers .....	1.2	1.4	1.2	0.4	0.3	0.2	1.0
1 to 49 workers .....	1.6	1.6	1.4	0.4	0.3	0.2	0.6
50 to 99 workers .....	2.3	2.9	2.0	–	–	0.2	0.0
100 workers or more .....	1.0	1.1	1.0	0.5	0.2	0.2	( <sup>4</sup> )
100 to 499 workers .....	1.6	1.6	1.3	0.6	0.2	0.2	( <sup>4</sup> )
500 workers or more .....	0.9	1.6	1.3	0.6	0.3	0.2	0.0

See footnotes at end of table.

**Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Paid sick leave days by length of service <sup>3</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 10 years</b>							
All workers .....	0.9	0.8	0.7	0.3	0.1	0.1	0.5
Full time .....	0.9	0.9	0.8	0.3	0.2	0.1	0.4
Part time .....	2.0	2.2	1.3	0.4	0.2	0.1	0.2
Union .....	1.0	1.5	1.3	0.9	0.2	0.3	0.0
Nonunion .....	1.1	1.0	0.8	0.3	0.2	0.2	0.0
1 to 99 workers .....	1.3	1.3	1.1	0.4	0.3	0.2	0.4
1 to 49 workers .....	1.6	1.6	1.5	0.4	0.3	0.2	1.0
50 to 99 workers .....	2.3	2.7	2.0	—	—	0.2	( <sup>4</sup> )
100 workers or more .....	1.0	1.1	1.0	0.5	0.2	0.2	0.1
100 to 499 workers .....	1.5	1.7	1.4	0.6	0.2	0.2	( <sup>4</sup> )
500 workers or more .....	0.9	1.6	1.4	0.7	0.3	0.3	0.0
<b>After 20 years</b>							
All workers .....	0.9	0.8	0.7	0.3	0.2	0.1	0.4
Full time .....	0.9	0.9	0.8	0.3	0.2	0.2	0.3
Part time .....	2.0	2.1	1.2	0.5	0.2	0.1	0.2
Union .....	1.0	1.5	1.3	0.9	0.2	0.3	0.0
Nonunion .....	1.1	1.0	0.8	0.3	0.2	0.2	0.0
1 to 99 workers .....	1.3	1.3	1.1	0.4	0.3	0.2	0.4
1 to 49 workers .....	1.6	1.6	1.4	0.5	0.3	0.2	1.0
50 to 99 workers .....	2.3	2.8	2.1	—	—	0.2	( <sup>4</sup> )
100 workers or more .....	1.0	1.1	1.0	0.5	0.2	0.2	0.1
100 to 499 workers .....	1.5	1.6	1.3	0.7	0.2	0.3	0.1
500 workers or more .....	0.9	1.6	1.4	0.7	0.3	0.3	0.0

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

<sup>4</sup> Less than 0.05.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 36. Standard errors for paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> March 2018**

Characteristics	Carryover provision <sup>2</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	1.1	0.6	1.1	1.1
<b>Worker characteristics</b>				
Management, professional, and related .....	1.2	1.0	1.2	1.2
Management, business, and financial .....	2.2	1.5	2.4	2.2
Professional and related .....	1.4	1.2	1.4	1.4
Teachers .....	1.2	1.8	1.9	1.2
Primary, secondary, and special education school teachers .....	1.6	2.2	2.4	1.6
Service .....	3.0	1.4	3.2	3.0
Protective service .....	4.8	3.1	3.5	4.8
Sales and office .....	1.7	0.8	1.3	1.7
Sales and related .....	2.3	1.1	2.2	2.3
Office and administrative support .....	2.0	1.1	1.6	2.0
Natural resources, construction, and maintenance .....	2.8	1.3	3.1	2.8
Construction, extraction, farming, fishing, and forestry .....	4.1	2.2	4.8	4.1
Installation, maintenance, and repair .....	3.2	1.6	2.7	3.2
Transportation and material moving .....	2.2	1.2	2.3	2.2
Full time .....	1.0	0.7	1.0	1.0
Union .....	1.6	1.3	1.6	1.6
Nonunion .....	1.3	0.6	1.2	1.3
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	2.4	1.0	2.2	2.4
Second 25 percent .....	1.5	0.9	1.6	1.5
Third 25 percent .....	1.3	0.8	1.2	1.3
Highest 25 percent .....	1.2	1.1	1.6	1.2
Highest 10 percent .....	2.0	1.4	2.4	2.0
<b>Establishment characteristics</b>				
Service-providing industries .....	1.2	0.7	1.2	1.2
Education and health services .....	1.7	1.9	1.8	1.7
Educational services .....	1.0	1.5	1.6	1.0
Elementary and secondary schools .....	1.7	2.3	2.1	1.7
Junior colleges, colleges, and universities .....	1.7	2.3	2.5	1.7
Health care and social assistance .....	3.5	2.2	3.1	3.5
Public administration .....	1.0	2.1	1.8	1.0

See footnotes at end of table.

**Table 36. Standard errors for paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Carryover provision <sup>2</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 99 workers .....	1.7	0.8	1.5	1.7
1 to 49 workers .....	2.0	0.9	1.7	2.0
50 to 99 workers .....	2.3	2.1	2.6	2.3
100 workers or more .....	1.2	0.7	1.3	1.2
100 to 499 workers .....	1.7	1.0	1.7	1.7
500 workers or more .....	1.4	1.2	1.6	1.4
<b>Geographic areas</b>				
Northeast .....	2.5	0.8	2.6	2.5
New England .....	3.8	1.4	3.7	3.8
Middle Atlantic .....	2.7	1.0	2.8	2.7
South .....	1.4	1.0	1.4	1.4
South Atlantic .....	1.8	1.3	1.5	1.8
East South Central .....	2.7	2.8	3.3	2.7
West South Central .....	2.9	1.8	3.1	2.9
East North Central .....	4.1	1.6	3.6	4.1
West .....	2.0	1.2	2.0	2.0
Mountain .....	5.5	3.2	5.4	5.5
Pacific .....	2.0	1.2	1.8	2.0

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.  
<sup>2</sup> Plans that allow employees to accumulate unused sick leave from year to year.  
<sup>3</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 38. Standard errors for paid vacations: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2018**

Characteristics	Paid vacation days by length of service <sup>3</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 1 year</b>								
All workers .....	0.4	0.6	0.8	0.5	0.5	0.3	0.1	0.0
Full time .....	0.5	0.7	0.8	0.5	0.6	0.2	0.1	0.0
Part time .....	2.1	2.2	2.1	0.7	–	–	0.4	( <sup>4</sup> )
Union .....	0.9	1.6	1.5	1.1	0.8	0.2	0.2	0.0
Nonunion .....	0.5	0.7	0.9	0.5	0.6	0.3	0.1	0.0
1 to 99 workers .....	0.8	1.2	1.1	0.6	–	–	0.2	0.0
1 to 49 workers .....	0.8	1.4	1.4	0.7	–	–	0.2	( <sup>4</sup> )
50 to 99 workers .....	1.4	1.8	1.8	1.4	1.2	0.3	0.3	( <sup>4</sup> )
100 workers or more .....	0.4	0.9	1.1	0.8	0.6	0.4	0.1	( <sup>4</sup> )
100 to 499 workers .....	0.6	1.2	1.4	1.0	0.8	0.6	0.2	0.0
500 workers or more .....	0.4	1.4	1.6	1.1	0.9	0.5	0.2	0.2
<b>After 5 years</b>								
All workers .....	0.2	0.5	0.7	0.9	0.5	0.4	0.1	0.0
Full time .....	0.2	0.5	0.8	1.0	0.6	0.4	0.1	0.0
Part time .....	1.3	1.8	1.7	2.2	0.9	1.5	0.4	0.0
Union .....	0.3	0.7	1.8	1.5	0.8	0.7	0.2	0.0
Nonunion .....	0.3	0.5	0.7	1.0	0.6	0.5	0.1	0.0
1 to 99 workers .....	0.5	0.9	1.1	1.2	0.8	0.6	0.2	1.0
1 to 49 workers .....	0.5	1.2	1.2	1.3	1.1	0.7	0.2	1.0
50 to 99 workers .....	1.2	1.0	1.8	2.5	1.6	0.9	0.3	0.3
100 workers or more .....	0.2	0.4	0.9	1.0	0.6	0.6	0.1	0.0
100 to 499 workers .....	0.3	0.6	1.1	1.4	0.9	0.9	0.2	0.0
500 workers or more .....	0.2	0.5	1.4	1.5	1.0	0.7	0.2	( <sup>4</sup> )

See footnotes at end of table.

**Table 38. Standard errors for paid vacations: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Paid vacation days by length of service <sup>3</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 10 years</b>								
All workers .....	0.2	0.4	0.5	0.7	0.8	0.6	0.1	0.7
Full time .....	0.2	0.4	0.6	0.9	0.8	0.7	0.1	0.3
Part time .....	1.3	1.7	2.0	1.8	1.1	2.3	0.4	1.6
Union .....	0.3	0.3	1.2	1.6	1.5	1.0	0.2	1.2
Nonunion .....	0.3	0.5	0.5	0.8	0.9	0.7	0.1	0.7
1 to 99 workers .....	0.5	0.9	0.9	1.1	0.9	0.8	0.2	0.0
1 to 49 workers .....	0.4	1.1	1.1	1.4	1.0	1.1	0.2	0.0
50 to 99 workers .....	1.2	1.0	1.5	2.5	2.0	1.2	0.3	0.0
100 workers or more .....	0.2	0.3	0.6	1.2	1.1	0.9	0.1	0.9
100 to 499 workers .....	0.3	0.5	0.8	1.3	1.4	1.1	0.2	0.5
500 workers or more .....	0.2	0.4	0.7	1.8	1.5	1.1	0.2	0.0
<b>After 20 years</b>								
All workers .....	0.2	0.5	0.4	0.6	0.7	0.8	0.1	0.0
Full time .....	0.2	0.4	0.6	0.6	0.7	0.8	0.1	0.0
Part time .....	1.2	1.6	1.2	1.8	1.2	2.2	0.4	0.5
Union .....	0.2	0.3	0.6	1.1	1.6	1.6	0.2	0.8
Nonunion .....	0.2	0.5	0.5	0.7	0.7	0.9	0.2	0.0
1 to 99 workers .....	0.5	0.9	0.8	1.1	1.1	1.0	0.2	1.3
1 to 49 workers .....	0.4	1.2	0.9	1.3	1.3	1.2	0.2	( <sup>4</sup> )
50 to 99 workers .....	1.2	1.0	1.5	1.6	2.0	1.8	0.3	0.0
100 workers or more .....	0.2	0.3	0.5	0.8	0.8	1.1	0.2	0.7
100 to 499 workers .....	0.3	0.5	0.7	1.2	1.0	1.4	0.2	0.0
500 workers or more .....	0.2	0.3	0.6	0.8	1.4	1.4	0.2	0.3

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

<sup>4</sup> Less than 0.05.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 39. Standard errors for consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> March 2018**

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers .....	0.9	0.2	0.2	0.2	0.3	0.9	0.1	0.1	0.1	0.1
<b>Worker characteristics</b>										
Management, professional, and related .....	1.4	0.3	0.3	0.3	0.3	1.4	0.1	0.2	0.2	0.2
Management, business, and financial .....	1.8	0.3	0.3	0.4	0.4	1.8	0.2	0.2	0.2	0.2
Professional and related .....	1.9	0.4	0.4	0.4	0.4	1.9	0.2	0.2	0.2	0.3
Teachers .....	5.9	0.9	1.1	1.2	1.3	5.9	0.9	1.1	1.3	1.7
Primary, secondary, and special education school teachers .....	9.1	0.8	1.0	1.0	1.2	9.1	1.2	1.5	1.8	2.4
Registered nurses .....	2.9	0.8	0.7	0.8	0.7	2.9	0.7	0.6	0.8	1.0
Service .....	2.5	0.6	0.5	0.5	0.6	2.5	0.2	0.2	0.3	0.4
Protective service .....	4.0	0.6	0.9	1.1	1.0	4.0	0.5	0.6	0.8	1.1
Sales and office .....	1.2	0.2	0.2	0.2	0.3	1.2	0.1	0.1	0.2	0.2
Sales and related .....	1.4	0.2	0.3	0.4	0.5	1.4	0.2	0.2	0.2	0.3
Office and administrative support .....	1.4	0.3	0.3	0.3	0.4	1.4	0.2	0.2	0.2	0.2
Natural resources, construction, and maintenance .....	1.5	0.4	0.5	0.6	0.6	1.5	0.1	0.2	0.4	0.5
Construction, extraction, farming, fishing, and forestry .....	2.7	0.6	0.7	0.9	1.1	2.7	0.3	0.4	0.5	0.7
Installation, maintenance, and repair .....	1.7	0.5	0.5	0.5	0.6	1.7	0.2	0.3	0.4	0.5
Production, transportation, and material moving ...	1.6	0.3	0.3	0.4	0.5	1.6	0.1	0.1	0.2	0.2
Production .....	1.8	0.3	0.4	0.4	0.5	1.8	0.1	0.2	0.2	0.3
Transportation and material moving .....	2.1	0.5	0.5	0.6	0.8	2.1	0.1	0.2	0.3	0.3
Full time .....	0.9	0.2	0.2	0.2	0.2	0.9	0.1	0.1	0.1	0.1
Part time .....	2.2	0.9	0.8	0.9	0.9	2.2	0.2	0.2	0.3	0.4
Union .....	1.5	0.7	0.7	0.8	0.8	1.5	0.1	0.1	0.2	0.2
Nonunion .....	1.0	0.3	0.3	0.3	0.3	1.0	0.1	0.1	0.1	0.2
Average wage within the following categories: <sup>3</sup>										
Lowest 25 percent .....	2.0	0.5	0.5	0.5	0.5	2.0	0.2	0.2	0.3	0.3
Lowest 10 percent .....	2.6	0.7	0.7	0.9	1.2	2.6	0.2	0.3	0.4	0.5
Second 25 percent .....	1.5	0.3	0.3	0.3	0.4	1.5	0.1	0.1	0.2	0.2
Third 25 percent .....	1.2	0.3	0.3	0.3	0.3	1.2	0.1	0.1	0.1	0.2
Highest 25 percent .....	1.4	0.3	0.3	0.3	0.4	1.4	0.1	0.1	0.1	0.2
Highest 10 percent .....	2.1	0.5	0.5	0.4	0.4	2.1	0.2	0.2	0.2	0.3
<b>Establishment characteristics</b>										
Goods-producing industries .....	1.3	0.3	0.3	0.3	0.3	1.3	0.1	0.2	0.2	0.2
Service-providing industries .....	1.0	0.3	0.3	0.3	0.3	1.0	0.1	0.1	0.1	0.2
Education and health services .....	1.9	0.5	0.6	0.5	0.6	1.9	0.2	0.3	0.4	0.4
Educational services .....	1.8	0.8	1.0	1.1	1.2	1.8	0.2	0.2	0.2	0.2
Elementary and secondary schools .....	2.0	0.6	0.7	0.8	0.8	2.0	0.3	0.3	0.3	0.3
Junior colleges, colleges, and universities .....	1.7	0.9	1.1	1.1	1.0	1.7	0.2	0.1	0.2	0.2
Health care and social assistance .....	2.3	0.6	0.6	0.6	0.6	2.3	0.4	0.5	0.6	0.6
Hospitals .....	2.3	0.7	0.9	1.0	0.9	2.3	0.3	0.4	0.6	0.7
Public administration .....	1.4	0.8	1.0	1.1	1.1	1.4	0.1	0.1	0.1	0.3

See footnotes at end of table.

**Table 39. Standard errors for consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
1 to 99 workers .....	1.3	0.4	0.3	0.4	0.4	1.3	0.1	0.2	0.2	0.2
1 to 49 workers .....	1.6	0.6	0.5	0.5	0.5	1.6	0.1	0.2	0.2	0.2
50 to 99 workers .....	2.6	0.5	0.5	0.5	0.5	2.6	0.2	0.2	0.3	0.4
100 workers or more .....	1.1	0.3	0.3	0.3	0.3	1.1	0.1	0.1	0.1	0.1
100 to 499 workers .....	1.5	0.4	0.3	0.3	0.4	1.5	0.2	0.1	0.2	0.2
500 workers or more .....	1.4	0.4	0.5	0.5	0.5	1.4	0.1	0.2	0.2	0.2
<b>Geographic areas</b>										
Northeast .....	1.7	0.5	0.5	0.5	0.5	1.7	0.1	0.1	0.2	0.2
New England .....	2.7	0.9	0.9	1.0	1.1	2.7	0.2	0.3	0.4	0.5
Middle Atlantic .....	2.0	0.6	0.5	0.6	0.6	2.0	0.1	0.2	0.2	0.2
South .....	1.4	0.3	0.3	0.3	0.4	1.4	0.2	0.2	0.3	0.3
South Atlantic .....	1.8	0.3	0.3	0.4	0.4	1.8	0.2	0.3	0.4	0.4
East South Central .....	3.8	1.4	1.0	1.0	1.3	3.8	0.5	0.6	0.9	0.9
West South Central .....	2.3	0.4	0.4	0.5	0.6	2.3	0.2	0.2	0.2	0.3
Midwest .....	2.0	0.7	0.7	0.6	0.6	2.0	0.1	0.1	0.2	0.2
East North Central .....	2.6	0.8	0.9	0.9	0.9	2.6	0.1	0.2	0.3	0.2
West North Central .....	3.3	0.9	0.9	0.7	0.6	3.3	0.1	0.1	0.2	0.5
West .....	1.9	0.5	0.5	0.5	0.5	1.9	0.2	0.2	0.2	0.3
Mountain .....	4.0	0.7	0.6	0.6	0.7	4.0	0.1	0.2	0.3	0.4
Pacific .....	2.0	0.7	0.8	0.8	0.8	2.0	0.2	0.2	0.3	0.4

<sup>1</sup> A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 40. Standard errors for quality of life benefits: Access, civilian workers,<sup>1</sup> March 2018**

Characteristics	Childcare <sup>2</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers .....	0.5	0.3	0.3	0.6	0.7
<b>Worker characteristics</b>					
Management, professional, and related .....	0.9	0.8	0.6	1.2	1.1
Management, business, and financial .....	1.4	1.6	1.0	2.2	1.7
Professional and related .....	1.0	0.9	0.8	1.2	1.2
Teachers .....	1.3	1.1	0.8	2.0	2.3
Primary, secondary, and special education school teachers .....	1.7	1.6	1.0	2.7	3.2
Registered nurses .....	2.4	1.3	1.7	3.1	2.3
Service .....	0.7	0.4	0.8	1.1	1.5
Protective service .....	1.1	0.6	1.0	2.6	3.2
Sales and office .....	0.7	0.4	0.4	1.0	1.1
Sales and related .....	1.0	0.7	0.5	1.3	1.3
Office and administrative support .....	0.7	0.5	0.5	1.2	1.3
Natural resources, construction, and maintenance	0.7	0.3	0.5	1.3	1.5
Construction, extraction, farming, fishing, and forestry .....	1.0	0.4	0.6	2.0	2.3
Installation, maintenance, and repair .....	0.9	0.4	0.7	1.9	2.1
Production, transportation, and material moving ...	0.6	0.5	0.4	1.6	2.0
Production .....	1.1	0.7	0.3	2.2	2.3
Transportation and material moving .....	0.7	0.6	0.7	2.3	2.9
Full time .....	0.6	0.4	0.3	0.7	0.7
Part time .....	0.5	0.3	0.5	0.9	1.3
Union .....	1.2	0.5	0.9	1.3	1.1
Nonunion .....	0.5	0.4	0.3	0.7	0.7
Average wage within the following categories: <sup>3</sup>					
Lowest 25 percent .....	0.5	0.3	0.5	0.9	1.1
Lowest 10 percent .....	0.6	0.7	1.2	1.5	1.8
Second 25 percent .....	0.5	0.4	0.4	1.0	1.4
Third 25 percent .....	0.7	0.6	0.6	1.1	1.0
Highest 25 percent .....	1.1	1.0	0.6	1.3	1.2
Highest 10 percent .....	1.6	1.5	1.2	1.9	2.0
<b>Establishment characteristics</b>					
Goods-producing industries .....	0.9	0.8	0.5	1.4	1.4
Service-providing industries .....	0.6	0.4	0.3	0.7	0.7
Education and health services .....	1.2	0.6	0.7	1.5	1.4
Educational services .....	1.1	0.9	0.7	1.4	1.2
Elementary and secondary schools .....	1.4	1.3	0.9	1.8	1.8
Junior colleges, colleges, and universities	2.3	1.2	1.6	1.8	1.6
Health care and social assistance .....	1.7	0.7	1.1	2.2	2.1
Hospitals .....	3.2	0.9	2.4	2.1	1.2
Public administration .....	1.4	1.4	1.3	2.1	1.1

See footnotes at end of table.

**Table 40. Standard errors for quality of life benefits: Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Childcare <sup>2</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers .....	0.4	0.4	0.3	0.8	1.0
1 to 49 workers .....	0.4	0.5	0.4	1.0	1.1
50 to 99 workers .....	1.2	0.8	0.8	1.7	1.9
100 workers or more .....	0.8	0.4	0.5	0.9	0.8
100 to 499 workers .....	0.7	0.6	0.6	1.2	1.1
500 workers or more .....	1.5	0.8	0.9	1.2	1.1
<b>Geographic areas</b>					
Northeast .....	1.3	0.8	0.5	1.4	1.5
New England .....	2.5	2.3	1.5	2.8	2.6
Middle Atlantic .....	1.6	0.7	0.4	1.4	1.6
South .....	0.9	0.5	0.4	1.4	1.2
South Atlantic .....	1.3	0.7	0.5	1.3	1.0
East South Central .....	2.6	1.3	0.7	4.8	5.6
West South Central .....	1.4	0.9	1.1	3.1	2.0
Midwest .....	0.7	0.7	0.7	1.1	1.1
East North Central .....	0.9	0.9	0.9	1.4	1.3
West North Central .....	0.9	1.0	1.0	1.9	2.2
West .....	1.1	0.5	0.8	0.9	1.5
Mountain .....	2.6	0.4	1.0	1.7	2.7
Pacific .....	1.0	0.7	1.0	1.1	1.9

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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.

<sup>3</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 41. Standard errors for financial benefits: Access, civilian workers,<sup>1</sup> March 2018**

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution <sup>4</sup>	Financial planning
		Flexible benefits	Dependent care flexible spending account <sup>2</sup>	Healthcare flexible spending account <sup>3</sup>		
All workers .....	0.8	0.4	0.6	0.7	0.6	0.5
<b>Worker characteristics</b>						
Management, professional, and related .....	1.2	0.9	1.0	1.1	0.9	1.0
Management, business, and financial .....	1.8	1.2	1.6	1.5	1.3	1.7
Professional and related .....	1.2	1.0	1.2	1.3	1.1	1.2
Teachers .....	1.6	1.8	1.9	1.9	1.8	1.5
Primary, secondary, and special education school teachers .....	2.1	2.4	2.4	2.3	2.4	1.7
Registered nurses .....	3.0	3.3	2.7	2.7	2.6	3.8
Service .....	1.1	0.8	1.3	1.3	1.0	1.1
Protective service .....	2.0	3.2	3.4	3.6	3.1	2.0
Sales and office .....	1.2	0.6	1.1	1.0	0.6	0.8
Sales and related .....	1.4	0.8	1.4	1.4	0.9	1.2
Office and administrative support .....	1.3	0.7	1.3	1.3	0.9	1.0
Natural resources, construction, and maintenance	1.1	0.9	1.3	1.4	1.1	0.8
Construction, extraction, farming, fishing, and forestry .....	1.4	1.2	1.7	1.9	1.4	1.3
Installation, maintenance, and repair .....	1.5	1.2	2.0	2.1	1.6	1.1
Production, transportation, and material moving ...	1.2	1.0	1.5	1.4	1.6	0.9
Production .....	1.8	1.5	1.7	1.7	2.0	1.2
Transportation and material moving .....	1.8	1.2	2.3	2.2	1.8	1.1
Full time .....	0.8	0.6	0.7	0.7	0.7	0.6
Part time .....	0.8	0.4	0.9	0.9	0.7	0.6
Union .....	1.2	1.1	1.4	1.3	1.3	1.0
Nonunion .....	0.9	0.5	0.7	0.7	0.5	0.6
Average wage within the following categories: <sup>6</sup>						
Lowest 25 percent .....	0.9	0.5	0.9	1.0	0.8	0.9
Lowest 10 percent .....	1.4	0.7	1.2	0.8	1.0	1.5
Second 25 percent .....	1.0	0.8	1.3	1.3	0.8	0.7
Third 25 percent .....	1.2	1.0	1.1	1.2	1.0	0.8
Highest 25 percent .....	1.3	0.9	1.1	1.1	1.0	1.2
Highest 10 percent .....	2.0	1.5	1.6	1.6	1.5	1.8
<b>Establishment characteristics</b>						
Goods-producing industries .....	1.4	0.9	1.2	1.2	1.1	1.2
Service-providing industries .....	0.9	0.5	0.7	0.7	0.6	0.6
Education and health services .....	1.1	1.0	1.6	1.9	1.4	1.1
Educational services .....	1.3	1.3	1.0	0.9	1.3	1.2
Elementary and secondary schools .....	1.8	1.7	1.5	1.4	1.5	1.3
Junior colleges, colleges, and universities	1.5	1.9	1.3	1.5	2.0	3.2
Health care and social assistance .....	1.7	1.5	2.5	3.0	2.2	1.7
Hospitals .....	2.2	3.3	2.4	2.2	2.5	3.6
Public administration .....	1.8	1.4	0.9	1.4	2.0	1.7

See footnotes at end of table.

**Table 41. Standard errors for financial benefits: Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Stock options			
	Total	Performance	Signing	Other
All workers .....	0.4	0.1	0.1	0.3
<b>Worker characteristics</b>				
Management, professional, and related .....	0.6	0.3	0.2	0.5
Management, business, and financial .....	1.3	0.7	0.4	1.0
Professional and related .....	0.6	0.4	0.3	0.5
Teachers .....	( <sup>5</sup> )	—	—	—
Primary, secondary, and special education school teachers .....	—	—	—	—
Registered nurses .....	0.4	—	—	0.3
Service .....	0.7	0.1	0.1	0.7
Protective service .....	—	—	—	—
Sales and office .....	0.6	0.2	0.1	0.6
Sales and related .....	0.8	0.3	0.3	0.7
Office and administrative support .....	0.7	0.2	0.1	0.8
Natural resources, construction, and maintenance	0.7	0.5	0.1	0.5
Construction, extraction, farming, fishing, and forestry .....	0.7	—	—	—
Installation, maintenance, and repair .....	1.1	0.9	0.3	0.6
Production, transportation, and material moving ...	0.9	0.2	0.2	0.8
Production .....	0.6	0.4	0.2	0.5
Transportation and material moving .....	1.5	—	0.3	1.4
Full time .....	0.4	0.2	0.1	0.4
Part time .....	0.5	0.1	0.1	0.5
Union .....	0.8	0.4	0.1	0.6
Nonunion .....	0.4	0.2	0.1	0.4
Average wage within the following categories: <sup>6</sup>				
Lowest 25 percent .....	0.4	0.1	0.1	0.4
Lowest 10 percent .....	0.5	( <sup>5</sup> )	0.1	0.5
Second 25 percent .....	0.5	0.1	0.1	0.5
Third 25 percent .....	0.7	0.3	0.1	0.6
Highest 25 percent .....	0.7	0.5	0.3	0.5
Highest 10 percent .....	1.2	0.8	0.4	0.9
<b>Establishment characteristics</b>				
Goods-producing industries .....	0.8	0.6	0.4	0.5
Service-providing industries .....	0.4	0.1	0.1	0.4
Education and health services .....	0.8	0.1	0.1	0.8
Educational services .....	0.3	( <sup>5</sup> )	0.2	—
Elementary and secondary schools .....	0.2	—	—	—
Junior colleges, colleges, and universities	0.5	0.1	0.5	—
Health care and social assistance .....	1.2	—	—	1.2
Hospitals .....	0.6	—	—	—
Public administration .....	0.4	—	0.3	—

See footnotes at end of table.

**Table 41. Standard errors for financial benefits: Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution <sup>4</sup>	Financial planning
		Flexible benefits	Dependent care flexible spending account <sup>2</sup>	Healthcare flexible spending account <sup>3</sup>		
1 to 99 workers .....	1.0	0.6	0.8	0.9	0.7	0.6
1 to 49 workers .....	1.1	0.5	0.9	1.0	0.6	0.6
50 to 99 workers .....	1.5	1.6	1.6	1.9	1.5	1.4
100 workers or more .....	1.0	0.7	1.0	0.9	0.7	0.9
100 to 499 workers .....	1.3	1.0	1.3	1.1	1.1	1.1
500 workers or more .....	1.4	1.1	1.4	1.4	1.3	1.4
<b>Geographic areas</b>						
Northeast .....	1.4	0.8	1.3	1.4	1.4	1.1
New England .....	2.1	1.5	2.2	2.3	1.9	2.0
Middle Atlantic .....	1.8	0.9	1.5	1.8	1.9	1.2
South .....	1.3	0.9	1.0	0.9	0.8	1.1
South Atlantic .....	1.1	1.1	1.0	1.1	1.0	1.7
East South Central .....	6.2	3.7	4.5	3.8	2.0	2.1
West South Central .....	1.9	1.5	1.6	1.3	1.4	1.5
Midwest .....	2.4	1.0	1.3	1.0	0.9	1.0
East North Central .....	3.5	1.1	1.6	1.4	1.2	1.3
West North Central .....	0.9	1.9	2.2	1.4	0.9	1.5
West .....	1.1	0.7	1.7	2.0	1.5	1.1
Mountain .....	1.9	1.0	3.1	4.4	1.2	1.7
Pacific .....	1.3	0.8	2.0	2.1	2.2	1.4

See footnotes at end of table.

**Table 41. Standard errors for financial benefits: Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Stock options			
	Total	Performance	Signing	Other
1 to 99 workers .....	0.6	0.2	0.1	0.6
1 to 49 workers .....	0.7	0.2	0.1	0.7
50 to 99 workers .....	0.8	0.5	0.1	0.7
100 workers or more .....	0.5	0.2	0.1	0.4
100 to 499 workers .....	0.5	0.2	0.1	0.5
500 workers or more .....	0.7	0.4	0.3	0.6
<b>Geographic areas</b>				
Northeast .....	1.1	0.3	0.2	0.8
New England .....	2.0	0.2	0.3	2.2
Middle Atlantic .....	1.3	0.4	0.2	0.8
South .....	0.5	0.2	0.2	0.5
South Atlantic .....	0.6	0.3	0.2	0.6
East South Central .....	1.9	0.5	0.3	2.2
West South Central .....	0.8	0.4	0.4	0.8
Midwest .....	0.7	0.2	0.1	0.6
East North Central .....	1.0	0.2	0.2	0.9
West North Central .....	0.8	0.4	0.2	0.7
West .....	0.8	0.4	0.3	0.7
Mountain .....	2.0	0.7	0.3	1.9
Pacific .....	0.6	0.4	0.4	0.5

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Formerly referred to as Dependent care reimbursement account.

<sup>3</sup> Formerly referred to as Healthcare reimbursement account.

<sup>4</sup> Savings plans established by the employer on behalf of the employee, but with no employer contribution.

These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.

<sup>5</sup> Less than 0.05.

<sup>6</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 42. Standard errors for health-related benefits: Access, civilian workers,<sup>1</sup> March 2018**

Characteristics	Long-term care insurance <sup>2</sup>	Retiree healthcare benefits <sup>3</sup>	
		Under age 65	Age 65 and over
All workers .....	0.6	0.4	0.4
<b>Worker characteristics</b>			
Management, professional, and related .....	1.0	1.0	0.9
Management, business, and financial .....	1.6	1.4	1.2
Professional and related .....	1.1	1.2	1.2
Teachers .....	1.7	2.2	2.0
Primary, secondary, and special education school teachers .....	2.0	2.7	2.5
Registered nurses .....	2.4	2.8	2.0
Service .....	1.0	0.6	0.6
Protective service .....	2.0	3.5	3.5
Sales and office .....	0.7	0.6	0.7
Sales and related .....	1.0	1.0	0.9
Office and administrative support .....	0.8	0.9	0.9
Natural resources, construction, and maintenance	0.9	0.9	0.8
Construction, extraction, farming, fishing, and forestry .....	1.0	1.2	1.2
Installation, maintenance, and repair .....	1.5	1.2	1.1
Production, transportation, and material moving ...	1.0	1.2	1.1
Production .....	1.6	1.5	1.4
Transportation and material moving .....	1.3	1.8	1.8
Full time .....	0.6	0.5	0.5
Part time .....	0.7	0.6	0.7
Union .....	1.1	1.7	1.5
Nonunion .....	0.6	0.4	0.4
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	0.7	0.4	0.4
Lowest 10 percent .....	0.7	0.6	0.7
Second 25 percent .....	0.6	0.6	0.5
Third 25 percent .....	0.8	0.8	0.9
Highest 25 percent .....	1.2	1.1	0.9
Highest 10 percent .....	1.7	1.4	1.4
<b>Establishment characteristics</b>			
Goods-producing industries .....	1.0	1.0	0.9
Service-providing industries .....	0.7	0.5	0.5
Education and health services .....	1.4	1.1	1.1
Educational services .....	1.1	1.4	1.2
Elementary and secondary schools .....	1.5	1.7	1.9
Junior colleges, colleges, and universities .....	2.4	1.8	1.6
Health care and social assistance .....	2.2	1.4	1.2
Hospitals .....	3.1	2.6	1.9
Public administration .....	1.6	1.5	1.6

See footnotes at end of table.

**Table 42. Standard errors for health-related benefits: Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	Long-term care insurance <sup>2</sup>	Retiree healthcare benefits <sup>3</sup>	
		Under age 65	Age 65 and over
1 to 99 workers .....	0.5	0.3	0.4
1 to 49 workers .....	0.5	0.4	0.4
50 to 99 workers .....	0.9	0.9	0.9
100 workers or more .....	1.0	0.8	0.7
100 to 499 workers .....	1.1	0.9	0.9
500 workers or more .....	1.3	1.2	1.1
<b>Geographic areas</b>			
Northeast .....	1.1	0.8	0.7
New England .....	1.2	1.7	1.7
Middle Atlantic .....	1.4	0.9	0.8
South .....	1.2	0.9	0.7
South Atlantic .....	1.6	1.3	0.9
East South Central .....	5.6	2.1	1.9
West South Central .....	1.1	1.4	1.1
Midwest .....	1.3	0.9	1.0
East North Central .....	1.7	1.0	1.2
West North Central .....	1.8	1.8	1.9
West .....	0.9	0.9	0.9
Mountain .....	1.2	1.4	1.7
Pacific .....	1.1	1.2	1.0

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 43. Standard errors for nonproduction bonuses: Access, civilian workers,<sup>1</sup> March 2018**

Characteristics	All nonproduction bonuses	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 <sup>2</sup>
All workers .....	0.7	0.2	0.3	0.5	0.3	0.3	0.2	0.4	0.4
<b>Worker characteristics</b>									
Management, professional, and related .....	1.2	0.4	0.6	1.0	0.5	0.6	0.2	0.6	0.7
Management, business, and financial .....	1.8	0.7	0.9	1.5	0.6	0.6	0.2	0.8	0.9
Professional and related .....	1.4	0.4	0.6	1.0	0.6	0.7	0.2	0.8	0.8
Teachers .....	1.3	–	0.5	0.4	0.2	1.1	0.4	( <sup>3</sup> )	0.9
Primary, secondary, and special education school teachers .....	1.8	–	0.5	0.5	–	1.6	0.6	–	1.0
Registered nurses .....	3.8	0.9	2.5	2.9	–	1.7	0.7	3.0	3.4
Service .....	1.5	0.2	0.3	0.8	1.1	0.5	0.9	1.0	0.7
Protective service .....	4.2	0.5	0.6	0.7	0.3	1.5	2.4	–	3.5
Sales and office .....	0.8	0.4	0.3	0.7	0.5	0.5	0.1	0.3	0.5
Sales and related .....	1.3	0.7	0.3	0.8	0.7	0.6	0.2	0.6	0.5
Office and administrative support .....	1.4	0.5	0.5	0.9	0.7	0.7	0.2	0.5	0.7
Natural resources, construction, and maintenance	1.6	0.5	0.4	1.1	1.3	0.4	0.7	0.5	1.1
Construction, extraction, farming, fishing, and forestry .....	3.0	0.7	0.4	1.7	1.9	0.3	–	0.5	1.9
Installation, maintenance, and repair .....	2.3	0.7	0.8	1.8	1.6	0.8	0.7	0.8	1.0
Production, transportation, and material moving ...	1.3	0.8	0.3	0.9	0.6	0.6	0.2	0.9	1.2
Production .....	2.3	1.3	0.5	1.4	0.8	0.7	0.2	1.2	1.7
Transportation and material moving .....	1.9	0.7	0.2	1.1	0.8	1.0	0.3	1.1	1.8
Full time .....	0.8	0.3	0.3	0.6	0.4	0.4	0.2	0.4	0.5
Part time .....	1.1	0.2	0.1	0.8	0.5	0.2	0.4	0.6	0.6
Union .....	1.5	0.7	1.0	0.5	0.3	1.0	0.4	1.1	1.3
Nonunion .....	0.8	0.2	0.2	0.6	0.4	0.3	0.3	0.4	0.4
Average wage within the following categories: <sup>4</sup>									
Lowest 25 percent .....	0.9	0.3	0.2	0.6	0.8	0.4	0.7	0.8	0.6
Lowest 10 percent .....	1.6	0.2	–	1.1	0.7	0.6	0.1	0.8	0.9
Second 25 percent .....	1.3	0.4	0.3	0.9	0.7	0.4	0.1	0.4	0.8
Third 25 percent .....	1.0	0.4	0.5	0.8	0.4	0.7	0.3	0.6	0.7
Highest 25 percent .....	1.2	0.6	0.7	1.1	0.5	0.6	0.2	0.7	0.7
Highest 10 percent .....	1.9	0.8	1.0	1.3	0.5	1.0	0.3	1.0	1.1
<b>Establishment characteristics</b>									
Goods-producing industries .....	1.3	1.1	0.4	1.0	0.8	0.5	0.2	0.4	1.3
Service-providing industries .....	0.8	0.2	0.3	0.5	0.4	0.4	0.3	0.5	0.4
Education and health services .....	2.0	0.2	0.8	1.0	0.9	0.8	0.8	1.3	1.1
Educational services .....	0.8	–	0.3	0.3	0.2	0.9	0.4	0.1	0.5
Elementary and secondary schools .....	1.3	–	0.3	0.3	–	1.4	0.6	–	0.6
Junior colleges, colleges, and universities .....	1.8	–	0.6	–	0.2	1.1	1.1	0.2	0.5
Health care and social assistance .....	3.2	0.3	1.3	1.6	1.4	1.2	1.2	2.1	1.7
Hospitals .....	2.5	0.7	0.5	1.0	–	1.9	0.5	1.7	2.3
Public administration .....	1.6	–	1.1	0.7	0.4	1.6	1.0	–	1.3

See footnotes at end of table.

**Table 43. Standard errors for nonproduction bonuses: Access, civilian workers,<sup>1</sup> March 2018—continued**

Characteristics	All nonproduction bonuses	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 <sup>2</sup>
1 to 99 workers .....	1.1	0.3	0.3	0.8	0.6	0.3	0.2	0.5	0.6
1 to 49 workers .....	1.3	0.3	0.3	0.9	0.7	0.4	0.2	0.5	0.5
50 to 99 workers .....	2.3	0.6	0.5	1.4	1.1	0.5	0.6	1.1	1.1
100 workers or more .....	1.0	0.4	0.5	0.4	0.5	0.5	0.4	0.7	0.5
100 to 499 workers .....	1.4	0.5	0.7	0.7	0.8	0.7	0.7	1.1	0.8
500 workers or more .....	1.2	0.7	0.4	0.6	0.3	0.6	0.3	0.5	0.9
<b>Geographic areas</b>									
Northeast .....	1.3	0.4	0.5	1.1	0.7	0.5	0.2	0.8	1.0
New England .....	2.7	1.0	1.2	2.3	0.5	0.8	0.3	0.8	1.1
Middle Atlantic .....	1.3	0.4	0.6	1.0	1.0	0.7	0.2	1.0	1.3
South .....	1.0	0.4	0.7	0.9	0.4	0.5	0.3	0.6	0.7
South Atlantic .....	1.5	0.4	1.1	0.8	0.5	0.9	0.4	1.1	1.1
East South Central .....	1.2	1.4	0.8	2.9	1.0	0.7	0.9	0.8	2.8
West South Central .....	2.2	0.7	1.0	2.1	1.1	0.6	0.2	0.5	0.7
Midwest .....	2.1	0.7	0.4	1.0	0.8	0.7	0.2	0.7	1.0
East North Central .....	2.8	1.0	0.5	1.3	1.0	0.9	0.2	0.7	1.5
West North Central .....	2.6	0.4	0.4	1.4	0.8	1.1	0.6	1.7	0.7
West .....	1.4	0.4	0.2	0.9	0.9	0.8	—	1.1	0.5
Mountain .....	1.3	0.6	0.4	1.7	1.9	0.4	0.3	1.2	1.2
Pacific .....	2.0	0.5	0.3	1.0	1.0	1.1	—	1.5	0.5

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Includes all other bonuses provided to employees and not published separately.

<sup>3</sup> Less than 0.05.

<sup>4</sup> 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 2018.

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/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 44. Standard errors for unmarried domestic partner benefits: Access<sup>1</sup>, civilian workers,<sup>2</sup> March 2018**

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers .....	0.5	0.5	0.7	0.7
<b>Worker characteristics</b>				
Management, professional, and related .....	1.0	1.1	1.0	1.0
Management, business, and financial .....	1.3	1.3	1.5	1.5
Professional and related .....	1.3	1.3	1.1	1.1
Teachers .....	2.7	2.7	2.0	1.9
Primary, secondary, and special education school teachers .....	3.2	3.2	2.3	2.1
Registered nurses .....	2.4	2.4	2.9	2.7
Service .....	0.6	0.7	1.6	1.6
Protective service .....	3.0	3.2	3.2	3.1
Sales and office .....	0.6	0.7	0.9	0.9
Sales and related .....	0.9	0.9	1.2	1.3
Office and administrative support .....	0.7	0.7	1.2	1.1
Natural resources, construction, and maintenance	1.1	1.0	2.1	2.2
Construction, extraction, farming, fishing, and forestry .....	1.3	1.0	2.3	2.4
Installation, maintenance, and repair .....	1.4	1.4	2.8	2.9
Production, transportation, and material moving ...	0.9	0.9	1.6	1.5
Production .....	1.5	1.3	2.2	2.3
Transportation and material moving .....	1.2	1.1	2.1	1.8
Full time .....	0.6	0.6	0.7	0.8
Part time .....	0.6	0.6	1.0	1.0
Union .....	1.6	1.6	1.1	1.2
Nonunion .....	0.4	0.5	0.8	0.8
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	0.3	0.4	1.1	1.2
Lowest 10 percent .....	0.3	0.5	1.3	1.2
Second 25 percent .....	0.5	0.6	1.1	1.1
Third 25 percent .....	0.8	0.9	1.1	1.1
Highest 25 percent .....	1.2	1.2	1.0	1.2
Highest 10 percent .....	1.6	1.5	1.6	1.8
<b>Establishment characteristics</b>				
Goods-producing industries .....	1.3	1.1	1.9	1.9
Service-providing industries .....	0.5	0.5	0.7	0.8
Education and health services .....	1.1	1.0	1.5	1.6
Educational services .....	2.1	1.9	1.8	1.6
Elementary and secondary schools .....	2.7	2.5	2.1	2.0
Junior colleges, colleges, and universities	1.6	1.5	2.2	2.4
Health care and social assistance .....	1.0	1.0	2.2	2.4
Hospitals .....	2.3	2.3	2.5	2.6
Public administration .....	1.2	1.4	1.8	1.8

See footnotes at end of table.

**Table 44. Standard errors for unmarried domestic partner benefits: Access<sup>1</sup>, civilian workers,<sup>2</sup> March 2018—continued**

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers .....	0.3	0.4	0.9	1.0
1 to 49 workers .....	0.4	0.5	1.1	1.1
50 to 99 workers .....	0.8	0.9	1.8	1.7
100 workers or more .....	0.7	0.8	1.0	0.8
100 to 499 workers .....	1.0	1.0	1.3	1.2
500 workers or more .....	1.0	1.0	1.3	1.2
<b>Geographic areas</b>				
Northeast .....	1.4	1.7	1.1	1.0
New England .....	1.8	1.8	1.9	2.0
Middle Atlantic .....	1.7	2.1	1.2	1.2
South .....	0.6	0.6	1.3	1.4
South Atlantic .....	0.7	0.6	1.7	1.8
East South Central .....	2.7	2.4	3.8	4.3
West South Central .....	1.0	1.0	2.1	2.4
Midwest .....	0.7	0.7	1.1	1.1
East North Central .....	0.6	0.8	1.2	1.3
West North Central .....	1.7	1.6	2.3	2.3
West .....	1.4	1.4	1.3	1.2
Mountain .....	2.4	2.2	2.7	1.8
Pacific .....	1.7	1.7	1.5	1.7

<sup>1</sup> 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 [www.bls.gov/opub/btn/volume-3/employer-sponsored-benefits-extended-to-domestic-partners.htm](http://www.bls.gov/opub/btn/volume-3/employer-sponsored-benefits-extended-to-domestic-partners.htm).

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,<sup>1</sup> March 2018**

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 .....	0.7	0.4	0.4	0.8	0.7	0.5	0.1	0.7
<b>Worker characteristics</b>								
Management, professional, and related .....	1.0	0.6	0.5	0.7	1.0	0.8	0.2	0.8
Management, business, and financial .....	1.2	0.9	0.3	0.6	1.6	1.5	0.1	0.7
Professional and related .....	1.3	0.6	0.6	0.9	1.3	0.8	0.3	1.0
Teachers .....	2.1	0.2	0.6	2.1	2.1	0.9	0.2	2.1
Primary, secondary, and special education school teachers .....	2.4	–	–	2.4	2.5	1.2	–	–
Registered nurses .....	2.2	1.0	1.5	1.2	2.8	–	–	1.6
Service .....	1.5	1.0	1.1	1.7	1.3	1.1	0.3	1.4
Protective service .....	4.2	–	–	2.4	3.2	–	–	3.0
Sales and office .....	1.0	0.6	0.7	1.0	1.1	0.7	0.4	1.0
Sales and related .....	1.5	1.1	1.1	1.6	1.5	1.0	0.3	1.6
Office and administrative support .....	1.3	0.7	0.8	1.3	1.4	1.0	0.5	1.4
Natural resources, construction, and maintenance	1.8	2.0	0.6	1.8	1.8	2.0	0.4	1.9
Construction, extraction, farming, fishing, and forestry .....	2.8	2.3	1.1	2.5	2.6	2.6	0.7	2.8
Installation, maintenance, and repair .....	2.0	2.2	0.6	2.5	1.9	2.2	0.2	2.5
Production, transportation, and material moving ...	1.8	1.1	0.9	1.4	2.1	1.3	0.2	1.7
Production .....	2.4	1.9	0.9	1.9	2.7	1.7	0.1	2.2
Transportation and material moving .....	2.4	1.2	1.1	1.9	2.6	1.4	0.3	2.1
Full time .....	0.7	0.5	0.4	0.5	0.8	0.6	0.2	0.5
Part time .....	1.1	0.7	1.4	2.0	0.7	1.0	0.3	1.4
Union .....	0.7	0.5	0.3	0.3	0.9	0.8	0.2	0.5
Nonunion .....	0.8	0.5	0.5	0.9	0.8	0.6	0.2	0.8
Average wage within the following categories: <sup>2</sup>								
Lowest 25 percent .....	1.1	0.8	1.2	1.8	1.1	1.1	0.3	1.2
Lowest 10 percent .....	1.7	1.4	1.7	2.9	1.9	1.2	0.3	1.8
Second 25 percent .....	1.3	0.9	0.5	1.1	1.6	1.0	0.2	1.2
Third 25 percent .....	1.0	0.7	0.7	0.7	1.1	0.8	0.4	0.8
Highest 25 percent .....	0.9	0.6	0.5	0.6	0.9	0.7	0.2	0.7
Highest 10 percent .....	1.4	1.0	0.5	0.7	1.4	1.1	0.2	0.8
<b>Establishment characteristics</b>								
Goods-producing industries .....	1.7	1.2	0.5	1.3	1.7	1.1	0.1	1.3
Service-providing industries .....	0.8	0.4	0.5	0.9	0.7	0.5	0.2	0.8
Education and health services .....	1.7	0.7	0.8	1.7	1.5	1.1	0.5	1.6
Educational services .....	1.3	0.5	0.4	0.9	1.3	0.8	0.3	1.0
Elementary and secondary schools .....	1.8	0.7	0.6	1.1	1.6	1.1	0.3	1.2
Junior colleges, colleges, and universities	1.2	0.5	0.6	1.0	1.1	0.7	0.4	0.9
Health care and social assistance .....	2.5	1.0	1.3	2.7	2.2	1.8	0.7	2.4
Hospitals .....	1.4	0.5	0.9	0.7	1.3	0.8	0.7	1.0
Public administration .....	0.9	0.2	0.3	0.9	1.2	1.2	0.2	0.8

See footnotes at end of table.

**Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,<sup>1</sup> March 2018—continued**

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 .....	0.6	0.7	0.1	0.7	0.7	0.5	0.4	0.8
<b>Worker characteristics</b>								
Management, professional, and related .....	0.9	1.0	0.2	0.8	1.1	0.8	0.4	0.7
Management, business, and financial .....	1.3	1.2	0.1	0.7	1.2	1.1	0.3	0.6
Professional and related .....	1.2	1.2	0.2	1.0	1.3	0.9	0.6	0.9
Teachers .....	2.1	1.0	0.4	2.2	1.5	1.5	0.5	2.1
Primary, secondary, and special education school teachers .....	2.6	1.1	—	—	1.5	2.0	—	—
Registered nurses .....	3.6	3.5	—	—	3.2	2.4	1.6	1.2
Service .....	0.8	1.4	0.2	1.4	1.5	1.2	1.0	1.7
Protective service .....	4.2	3.5	0.6	3.1	3.2	2.5	3.0	2.5
Sales and office .....	0.8	1.0	0.2	1.0	1.0	0.7	0.7	1.0
Sales and related .....	1.1	1.7	0.4	1.6	1.4	1.2	1.1	1.6
Office and administrative support .....	0.8	1.2	0.2	1.3	1.2	0.8	0.8	1.3
Natural resources, construction, and maintenance	1.4	2.5	0.2	2.0	1.6	1.7	0.5	1.8
Construction, extraction, farming, fishing, and forestry .....	2.3	3.1	0.3	2.9	2.4	2.2	1.0	2.5
Installation, maintenance, and repair .....	1.2	2.7	—	—	1.8	2.2	0.6	2.5
Production, transportation, and material moving ...	1.2	1.8	0.2	1.6	1.8	1.3	0.9	1.5
Production .....	1.6	2.1	—	—	2.5	2.0	0.9	1.9
Transportation and material moving .....	1.9	2.3	0.4	2.0	2.1	1.5	1.0	1.9
Full time .....	0.7	0.7	0.1	0.5	0.7	0.6	0.4	0.5
Part time .....	0.6	1.3	0.4	1.5	1.0	0.9	1.4	2.0
Union .....	1.3	1.5	0.2	0.4	1.3	1.3	0.3	0.4
Nonunion .....	0.5	0.8	0.1	0.8	0.8	0.5	0.5	0.9
Average wage within the following categories: <sup>2</sup>								
Lowest 25 percent .....	0.4	1.2	0.2	1.3	1.1	0.9	1.2	1.8
Lowest 10 percent .....	0.4	1.8	0.2	2.0	1.7	1.6	1.6	2.8
Second 25 percent .....	0.7	1.1	0.2	1.2	1.3	0.9	0.5	1.1
Third 25 percent .....	1.0	1.1	0.1	0.8	0.9	0.8	0.7	0.7
Highest 25 percent .....	1.1	1.1	0.1	0.6	1.0	0.8	0.5	0.5
Highest 10 percent .....	1.6	1.6	0.1	0.8	1.5	1.3	0.5	0.7
<b>Establishment characteristics</b>								
Goods-producing industries .....	1.5	1.7	0.1	1.4	1.7	1.4	0.4	1.3
Service-providing industries .....	0.6	0.8	0.1	0.8	0.7	0.5	0.5	0.9
Education and health services .....	1.4	1.2	0.2	1.5	1.4	1.0	0.8	1.7
Educational services .....	1.3	0.7	0.3	1.0	1.0	0.9	0.4	0.9
Elementary and secondary schools .....	1.8	1.1	0.5	1.2	1.2	1.1	0.4	1.2
Junior colleges, colleges, and universities	1.9	1.5	0.6	1.0	2.0	1.8	0.5	1.1
Health care and social assistance .....	1.8	1.9	0.3	2.4	2.3	1.4	1.2	2.7
Hospitals .....	2.7	2.5	0.7	0.9	2.4	1.8	1.0	0.7
Public administration .....	1.1	0.8	0.4	0.9	1.3	1.2	0.2	0.9

See footnotes at end of table.

**Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,<sup>1</sup> March 2018—continued**

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 .....	1.1	0.6	0.6	1.3	1.0	0.9	0.2	1.1
1 to 49 workers .....	1.2	0.8	0.8	1.5	1.2	1.1	0.3	1.3
50 to 99 workers .....	2.2	1.3	1.0	2.2	1.9	1.3	0.3	1.8
100 workers or more .....	0.8	0.5	0.5	0.6	0.8	0.6	0.2	0.6
100 to 499 workers .....	1.2	0.8	0.8	0.6	1.0	0.8	0.3	0.7
500 workers or more .....	1.0	0.5	0.4	0.9	1.1	0.8	0.3	0.9
<b>Geographic areas</b>								
Northeast .....	1.3	0.7	1.0	1.5	1.0	1.1	0.2	1.0
New England .....	2.2	1.4	2.6	1.9	1.8	1.0	0.3	1.8
Middle Atlantic .....	1.7	0.8	1.1	1.9	1.1	1.4	0.3	1.2
South .....	1.3	0.9	0.8	1.5	1.2	0.8	0.2	1.5
South Atlantic .....	1.8	1.2	0.8	2.2	1.7	0.8	0.2	1.7
East South Central .....	3.4	2.7	0.7	5.5	2.2	3.9	0.1	6.1
West South Central .....	2.3	1.2	2.0	1.7	2.5	1.2	0.5	2.3
Midwest .....	1.2	0.6	0.9	1.9	1.2	0.8	0.5	1.5
East North Central .....	1.3	0.7	1.3	2.4	1.4	1.1	0.7	1.9
West North Central .....	2.8	1.1	1.1	2.9	2.1	1.2	0.2	2.3
West .....	1.7	1.1	0.7	0.8	1.7	1.4	0.2	1.2
Mountain .....	2.5	1.6	1.7	1.8	2.3	1.6	0.3	3.0
Pacific .....	2.2	1.5	0.6	1.0	2.3	1.9	0.3	1.1

See footnotes at end of table.

**Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,<sup>1</sup> March 2018—continued**

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 .....	0.5	1.1	0.1	1.1	1.0	0.7	0.6	1.3
1 to 49 workers .....	0.5	1.3	0.1	1.3	1.1	0.8	0.8	1.5
50 to 99 workers .....	1.1	2.2	0.2	2.0	2.2	1.6	1.0	2.1
100 workers or more .....	0.7	0.8	0.2	0.6	0.8	0.7	0.5	0.5
100 to 499 workers .....	1.0	1.2	0.3	0.7	1.3	1.0	0.8	0.6
500 workers or more .....	1.3	1.2	0.2	0.9	1.1	0.8	0.4	0.9
<b>Geographic areas</b>								
Northeast .....	1.4	1.8	0.2	1.0	1.4	0.8	0.9	1.4
New England .....	2.3	2.3	0.5	1.6	2.1	1.9	2.5	1.9
Middle Atlantic .....	1.6	2.3	0.2	1.3	2.0	1.0	0.9	1.7
South .....	1.0	1.4	0.1	1.6	1.2	1.1	0.7	1.5
South Atlantic .....	1.3	1.7	0.2	1.8	1.7	1.5	0.8	2.2
East South Central .....	4.1	2.6	0.2	6.1	2.6	3.6	0.9	5.3
West South Central .....	0.7	3.1	0.2	2.6	2.2	1.2	1.9	1.8
Midwest .....	1.0	0.8	0.2	1.5	1.0	0.7	1.0	1.9
East North Central .....	1.1	1.1	0.3	1.8	1.2	0.9	1.4	2.4
West North Central .....	2.1	1.2	0.3	2.3	2.0	1.2	1.1	3.0
West .....	1.3	1.9	0.2	1.3	1.7	1.3	0.7	0.8
Mountain .....	2.4	3.9	0.4	3.1	2.7	1.6	1.7	1.7
Pacific .....	1.5	2.0	0.2	1.1	2.2	1.7	0.6	1.0

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

**Table 46. Standard errors for paid leave combinations: Access, civilian workers,<sup>1</sup> March 2018**

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 <sup>2</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>2</sup>	Personal leave, vacation, or holidays <sup>2</sup>
All workers .....	0.8	0.8	0.7	0.7	0.8	0.7	0.6
<b>Worker characteristics</b>							
Management, professional, and related .....	1.2	1.2	0.9	0.8	0.7	0.5	0.5
Management, business, and financial .....	2.0	2.0	0.8	0.7	0.6	0.5	0.5
Professional and related .....	1.3	1.3	1.1	0.9	0.9	0.7	0.7
Teachers .....	1.5	1.9	1.4	1.9	2.1	1.6	1.7
Primary, secondary, and special education school teachers .....	2.0	2.5	2.1	2.7	2.4	0.9	1.4
Registered nurses .....	2.0	2.0	1.7	1.4	1.9	1.0	0.9
Service .....	1.4	1.4	1.9	1.8	1.5	1.7	1.5
Protective service .....	3.5	3.6	3.9	3.7	3.9	3.2	3.3
Sales and office .....	1.1	1.1	1.0	0.9	1.0	0.8	0.8
Sales and related .....	1.3	1.3	1.7	1.8	1.6	1.6	1.7
Office and administrative support .....	1.4	1.4	1.0	0.9	1.0	0.7	0.5
Natural resources, construction, and maintenance	1.3	1.3	1.6	1.7	1.3	1.5	1.5
Construction, extraction, farming, fishing, and forestry .....	1.5	1.7	2.2	2.5	2.1	2.5	3.0
Installation, maintenance, and repair .....	2.1	2.0	1.9	1.7	1.7	1.5	1.1
Production, transportation, and material moving ...	1.8	1.7	2.2	1.4	2.2	1.5	1.2
Production .....	2.5	2.3	3.0	1.6	3.0	1.6	1.1
Transportation and material moving .....	2.2	2.3	2.5	2.0	2.4	1.9	1.7
Full time .....	0.9	0.9	0.8	0.6	0.6	0.4	0.4
Part time .....	1.0	0.9	1.6	1.6	1.9	2.0	1.8
Union .....	1.4	1.4	1.1	1.1	0.7	0.6	0.7
Nonunion .....	0.9	0.9	0.8	0.7	0.8	0.8	0.6
Average wage within the following categories: <sup>3</sup>							
Lowest 25 percent .....	1.2	1.1	1.3	1.5	1.4	1.5	1.3
Lowest 10 percent .....	1.2	1.1	1.9	2.4	2.2	2.5	2.2
Second 25 percent .....	1.1	1.0	1.2	1.2	1.1	1.0	0.8
Third 25 percent .....	1.2	1.3	0.9	0.8	0.7	0.6	0.6
Highest 25 percent .....	1.2	1.2	0.7	0.7	0.5	0.5	0.4
Highest 10 percent .....	1.7	1.8	1.2	1.1	0.7	0.6	0.7
<b>Establishment characteristics</b>							
Goods-producing industries .....	1.7	1.7	1.9	1.0	1.7	1.0	1.0
Service-providing industries .....	0.9	0.8	0.8	0.8	0.9	0.9	0.7
Education and health services .....	2.0	1.9	1.7	1.4	1.5	1.2	0.9
Educational services .....	1.2	1.3	1.0	0.9	0.9	0.9	1.1
Elementary and secondary schools .....	1.3	1.4	1.4	1.2	1.2	1.1	1.3
Junior colleges, colleges, and universities	1.9	2.0	1.4	1.4	0.9	0.9	1.1
Health care and social assistance .....	3.0	3.0	2.3	1.9	2.4	1.8	1.1
Hospitals .....	2.5	2.5	0.9	0.9	0.7	0.7	0.7
Public administration .....	2.3	2.3	0.9	0.9	0.8	0.9	0.7

See footnotes at end of table.

**Table 46. Standard errors for paid leave combinations: Access, civilian workers,<sup>1</sup> March 2018—continued**

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 <sup>2</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>2</sup>	Personal leave, vacation, or holidays <sup>2</sup>
1 to 99 workers .....	1.1	1.1	1.2	1.1	1.2	1.2	1.0
1 to 49 workers .....	1.3	1.3	1.4	1.3	1.4	1.3	1.0
50 to 99 workers .....	2.1	2.0	1.8	1.9	2.0	2.0	1.7
100 workers or more .....	0.9	0.9	0.7	0.7	0.7	0.7	0.5
100 to 499 workers .....	1.2	1.1	1.0	0.9	1.1	1.0	0.8
500 workers or more .....	1.3	1.3	0.9	1.0	0.7	0.6	0.7
<b>Geographic areas</b>							
Northeast .....	1.3	1.3	1.7	1.5	1.7	1.5	0.9
New England .....	2.5	2.4	2.7	2.4	2.8	2.5	1.6
Middle Atlantic .....	1.5	1.4	2.0	1.8	2.0	1.7	1.1
South .....	1.5	1.6	1.3	1.2	1.5	1.5	0.9
South Atlantic .....	2.3	2.3	1.8	1.6	2.3	2.3	1.2
East South Central .....	4.0	4.3	3.0	2.2	2.5	2.7	1.4
West South Central .....	1.8	1.8	2.2	2.1	2.4	2.1	1.9
Midwest .....	1.7	1.5	1.6	1.5	1.6	1.5	1.6
East North Central .....	2.1	2.0	2.0	1.5	1.9	1.4	1.8
West North Central .....	2.7	2.1	2.4	3.6	3.1	3.7	3.5
West .....	1.3	1.3	1.4	1.5	1.2	1.1	0.9
Mountain .....	1.8	1.9	3.2	2.8	2.6	2.7	2.2
Pacific .....	1.7	1.7	1.4	1.7	1.1	1.0	0.9

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> Includes workers with access to one or more of these leave benefits.

<sup>3</sup> 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 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.