

**Table 22. Short-term disability plans: Employee contribution requirement, private industry workers, March 2019**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers .....	15	85
<b>Worker characteristics</b>		
Management, professional, and related .....	12	88
Management, business, and financial .....	11	89
Professional and related .....	12	88
Service .....	29	71
Protective service .....	31	69
Sales and office .....	16	84
Sales and related .....	18	82
Office and administrative support .....	15	85
Natural resources, construction, and maintenance	12	88
Construction, extraction, farming, fishing, and forestry .....	12	88
Installation, maintenance, and repair .....	11	89
Production, transportation, and material moving ...	13	87
Production .....	11	89
Transportation and material moving .....	15	85
Full time .....	12	88
Part time .....	41	59
Union .....	11	89
Nonunion .....	16	84
Average wage within the following categories: <sup>1</sup>		
Lowest 25 percent .....	29	71
Lowest 10 percent .....	38	62
Second 25 percent .....	17	83
Third 25 percent .....	13	87
Highest 25 percent .....	11	89
Highest 10 percent .....	11	89
<b>Establishment characteristics</b>		
Goods-producing industries .....	10	90
Construction .....	16	84
Manufacturing .....	10	90
Service-providing industries .....	17	83
Trade, transportation, and utilities .....	19	81
Wholesale trade .....	20	80
Retail trade .....	22	78
Utilities .....	8	92
Information .....	5	95
Financial activities .....	8	92
Finance and insurance .....	6	94
Credit intermediation and related activities	5	95
Insurance carriers and related activities ...	5	95
Professional and business services .....	15	85
Administrative and waste services .....	37	63
Education and health services .....	19	81
Educational services .....	15	85
Junior colleges, colleges, and universities	7	93
Health care and social assistance .....	20	80

See footnotes at end of table.

**Table 22. Short-term disability plans: Employee contribution requirement, private industry workers, March 2019—continued**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
Leisure and hospitality .....	24	76
Accommodation and food services .....	25	75
1 to 99 workers .....	20	80
1 to 49 workers .....	18	82
50 to 99 workers .....	24	76
100 workers or more .....	12	88
100 to 499 workers .....	12	88
500 workers or more .....	12	88
<b>Geographic areas</b>		
Northeast .....	37	63
Middle Atlantic .....	44	56
South .....	5	95
South Atlantic .....	5	95
East South Central .....	4	96
West South Central .....	4	96
Midwest .....	5	95
East North Central .....	4	96
West .....	9	91
Mountain .....	5	95
Pacific .....	11	89

<sup>1</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 2019.

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