



# **Toledo, OH Wages and Benefits Construction Industry Test Survey, May 1999**

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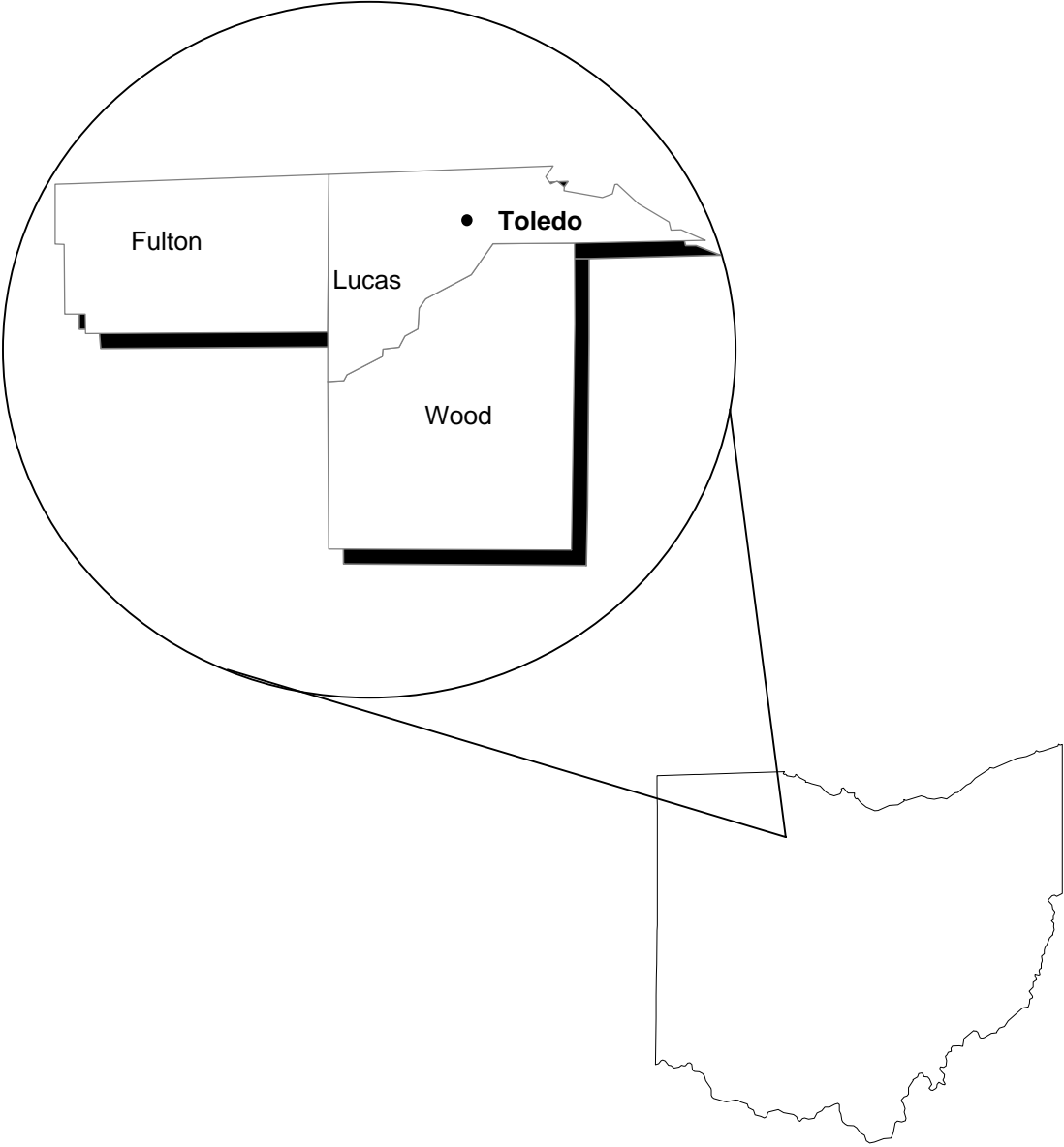
U.S. Department of Labor  
Alexis M. Herman, Secretary

Bureau of Labor Statistics  
Katharine G. Abraham, Commissioner

October 1999

Bulletin 2510-4

# Toledo, OH Metropolitan Statistical Area



# Preface

This bulletin provides results of a May 1999 test survey of construction wages and benefits in the Toledo, OH, Metropolitan Statistical Area (MSA). This test was conducted by the Bureau of Labor Statistics (BLS) at the request of the Employment Standards Administration, U. S. Department of Labor.

The survey could not have been conducted without the cooperation of the many private firms that provided wage and benefit data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and analyzed the survey results.

For additional information regarding this survey, please contact the BLS Chicago Regional Office at (312) 353-1880. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or you may contact us by e-mail ([ocltinfo@bls.gov](mailto:ocltinfo@bls.gov)). The data contained in this bulletin are also available at the BLS Internet site (<https://www.bls.gov/ocs/#data> ).

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# Introduction

This test survey of wages and benefits in the construction industry was conducted in the Toledo, OH, Metropolitan Statistical Area (MSA). The MSA includes Fulton, Lucas, and Wood Counties, OH.

The Bureau of Labor Statistics (BLS) and the Employment Standards Administration (ESA), agencies of the U. S. Department of Labor, are testing the feasibility of publishing wage and salary data and benefit cost and incidence data for blue-collar construction occupations in the construction industries. This test will assist ESA in determining prevailing wages and benefits for construction workers employed on federally funded projects within specific areas.

The Davis Bacon Act and related acts require contractors and subcontractors performing work on federally financed or assisted construction projects to pay employees the prevailing wage rates and benefits for the area. The Act applies to all construction contracts over \$2,000 with the United States or the District of Columbia. The Act also stipulates that a continuing program for obtaining and compiling wage rate and benefit information be established.

## Wage and benefit tabulations

This bulletin consists primarily of wage and benefit tables whose data are analyzed in the initial textual section. Tabulations provide information on specific non-supervisory blue-collar occupations within four major occupational groups: precision production, craft, and repair occupations; machine operators, assemblers, and inspec-

tors; transportation and material moving occupations; and handlers, equipment cleaners, helpers, and laborers.

Hourly earnings are presented for all workers, union and nonunion workers, and workers within specific construction industries. The benefit tables provide detailed information on access, participation, and employer costs per participant for a number of benefits. Benefits covered by this survey include holidays, vacations, sick leave, life insurance, health insurance, short-term and long-term disability, and retirement. Also contained in this bulletin is information on the number of establishments and the number of blue-collar workers engaging in construction activities within the survey area. A technical note describing survey procedures is also included.

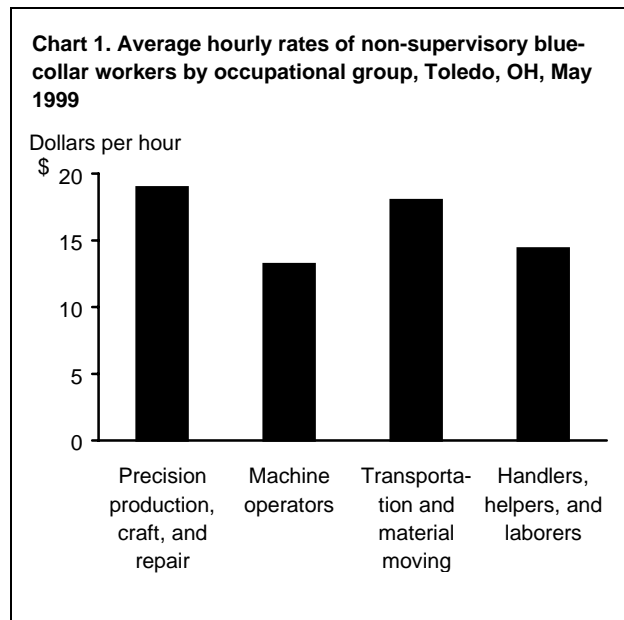
## Survey coverage

This survey covers construction establishments in the private sector that employ one or more workers. Data were collected from a sample of establishments selected from all establishments within the survey area. Occupations within each sample establishment were then selected from a list of the non-supervisory blue-collar workers using probability proportional to size techniques. During processing, wage and benefit data were weighted to represent all private construction establishments in the survey area. Construction test surveys were published in 1998 for Jacksonville, FL, and Tucson, AZ. Results for test surveys in Salt Lake City-Ogden, UT, and Toledo, OH were published in 1999.

# Wages and Benefits in Construction Industries, Toledo, OH, Metropolitan Statistical Area

Straight-time wages for non-supervisory blue-collar workers in construction industries in the Toledo, OH, Metropolitan Statistical Area averaged \$17.92 per hour during May 1999. The major occupational group titled precision production, craft, and repair occupations had an average rate of \$18.97 per hour. Machine operators, assemblers, and inspectors were at \$13.22 while transportation and material moving occupations averaged \$18.01 per hour. The average hourly rate for handlers, equipment cleaners, helpers, and laborers was \$14.38. (See chart 1.)

Within precision production, craft, and repair occupations, wages for workers in construction trades occupations averaged \$19.17 per hour, while wages for other precision production, craft, and repair occupations averaged \$17.37 per hour.

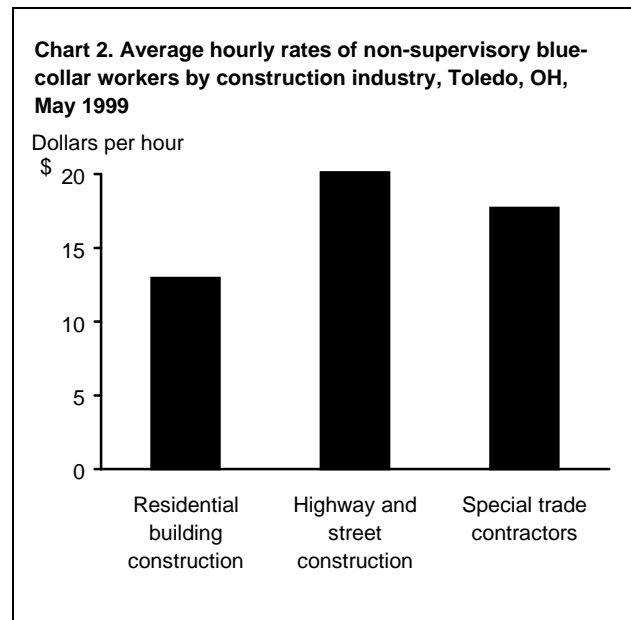


Within occupational groups, straight-time wages for individual occupations varied. For example, carpenters averaged \$18.71, electricians \$23.75, and plumbers, pipefitters, and steamfitters \$22.64. Average hourly wages for other populous jobs include painters (construction and maintenance) at \$14.98, concrete and terrazzo finishers at \$18.65, helpers (construction trades) at \$10.51, and construction laborers at \$15.51. Table 1 presents earnings data for 26

detailed non-supervisory blue-collar occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Surveyed occupations were classified as union or non-union occupations. Approximately 65 percent of workers were union. Table 2 presents occupational wage data by union/nonunion status. Union wages for all non-supervisory blue-collar occupations averaged \$20.71 per hour, while nonunion wages averaged \$12.62 per hour.

Table 3 presents wage data by type of construction activity, such as nonresidential building construction or highway and street construction. Special trade contractors employed the majority of workers, including contractors specializing in carpentry work, drywall installation, electrical work, and plumbing, heating, and air-conditioning work. Chart 2 illustrates the average hourly rates for residential building construction, highway and street construction, and special trade contractors.

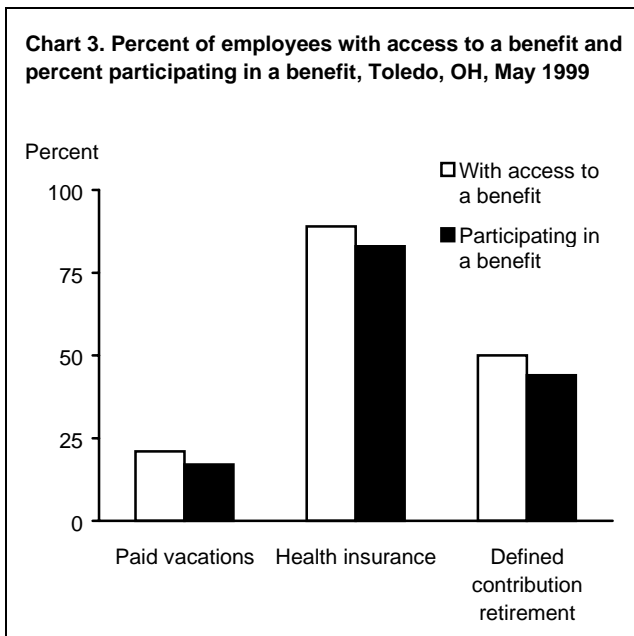


Data on the access, participation, and employer costs for various benefits are reported in tables 4 through 12. The survey studied paid leave (e.g., paid holidays, vacations, and sick leave), insurances (e.g., life, health, short-

term disability, and long-term disability), and retirement benefits (both defined benefit and defined contribution plans). Benefit information is presented by major occupational group and by individual occupation.

For each specific benefit, the tables show the percent of employees having access to the benefit and the percent actually participating in the benefit. Those defined as having access currently have a benefit plan or will eventually be eligible for a benefit plan. Employees may not be participating in a benefit because of a service requirement; for example, a new employee may have to wait 1 year to receive a paid vacation. Also, an employee may decline to participate in a plan such as health insurance because of a contribution requirement.

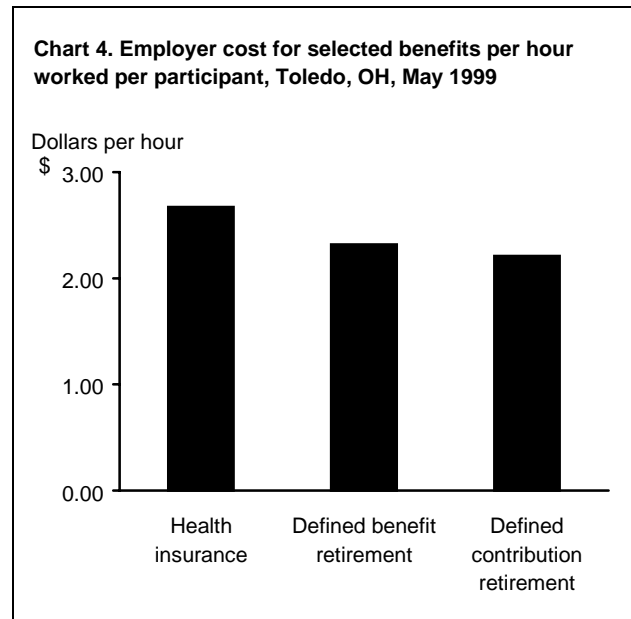
Chart 3 shows the proportion of employees with access to a specific benefit and the proportion participating in the benefit.



The employer cost for each benefit, per hour worked, per participant, is also provided in tables 4 through 12. The cost per hour worked was determined by converting benefit data to an annual cost and then dividing by the annual hours worked. Chart 4 illustrates the employer costs per hour worked per participant for health insurance, defined benefit retirement, and defined contribution retire-

ment. Participation in these benefits varied. The percent of employees participating in a health insurance plan (83 percent) was higher than the percent participating in either a defined benefit retirement plan (63 percent) or a defined contribution retirement plan (44 percent).

Defined benefit retirement plans provide employees with a specified retirement benefit; defined contribution retirement plans provide retirement benefits that are a function of contributions and investments. See appendix A for more detailed definitions on these and other surveyed benefits.



The number of non-supervisory blue-collar workers in construction industries is presented in table 13. Of the total of 9,733 workers, over sixty percent were in specific construction trades occupations. These included 1,121 carpenters and 867 electricians. Survey results show 382 helpers (construction trades) and 1,557 construction laborers.

In this survey of the Toledo, OH, construction industry, a sample of 450 establishments employing 7,821 workers was sampled. This sample represented a total of 1,383 construction establishments and 15,487 workers within the industrial scope of the survey. The worker total includes all white-collar, blue-collar, and service workers.

**Table 1. Hourly earnings<sup>1</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>2</sup> Toledo, OH, May 1999**

Occupation <sup>3</sup>	Mean	Percentiles				
		10	25	50	75	90
<b>All non-supervisory blue-collar occupations</b> .....	\$17.92	\$9.75	\$13.00	\$18.90	\$22.64	\$24.51
<b>Precision production, craft, and repair occupations</b> ...	18.97	10.50	14.00	20.50	23.85	25.64
<b>Construction trades occupations</b> .....	19.17	10.50	14.50	20.51	23.85	25.64
Brickmasons and stonemasons .....	21.71	20.50	20.50	22.50	22.50	24.00
Brickmason and stonemason apprentices .....	17.52	—	—	—	—	—
Carpenters .....	18.71	11.00	15.00	19.38	22.76	24.51
Carpenter apprentices .....	14.77	9.00	12.00	14.79	18.21	18.21
Electricians .....	23.75	17.00	22.64	25.64	25.64	26.92
Electrician apprentices .....	12.23	6.00	7.25	11.40	15.38	20.51
Painters, construction and maintenance .....	14.98	8.00	11.00	15.00	19.69	19.69
Plasterers .....	18.97	—	—	—	—	—
Plumbers, pipefitters, and steamfitters .....	22.64	15.00	23.85	23.85	23.85	25.40
Plumber, pipefitter, and steamfitter apprentices .....	16.11	9.54	11.00	20.17	20.27	20.27
Concrete and terrazzo finishers .....	18.65	13.00	15.50	21.13	21.13	22.38
Insulation workers .....	16.14	7.00	9.75	15.00	23.95	23.95
Roofers .....	15.43	9.00	11.00	15.00	20.40	22.15
Sheetmetal duct installers .....	18.17	10.00	13.50	22.53	22.53	24.03
Structural metal workers .....	20.19	13.50	15.89	21.18	25.00	25.00
Construction trades, N.E.C. ....	13.37	9.50	10.00	13.50	15.46	17.78
<b>Other precision production, craft, and repair occupations</b> .....	17.37	10.27	13.00	17.50	22.53	23.92
Heavy equipment mechanic .....	17.36	—	—	—	—	—
Heating, air conditioning, and refrigeration mechanics .....	16.19	9.75	13.00	15.32	19.62	24.00
Sheet metal workers .....	20.31	12.00	17.22	22.53	22.53	22.53
Sheet metal worker apprentices .....	12.18	—	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	13.22	—	—	—	—	—
<b>Transportation and material moving occupations</b> .....	18.01	10.50	13.61	19.35	22.55	22.64
Truck drivers .....	12.74	9.00	10.00	12.00	15.05	18.16
Operating engineers .....	19.87	13.61	15.46	22.52	22.64	22.64
Excavating and loading machine operators .....	20.33	13.00	18.78	22.39	22.64	22.84
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	14.38	8.00	10.00	16.00	18.70	19.60
Helpers, construction trades .....	10.51	7.50	8.28	10.00	12.50	13.00
Construction laborers .....	15.51	8.00	11.00	17.70	19.06	19.60
Stock handlers and baggers .....	10.98	—	—	—	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, on-call pay, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>3</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. N.E.C. means "not elsewhere classified."



**Table 2. Hourly earnings<sup>1</sup> for non-supervisory blue-collar occupations, union and nonunion workers,<sup>2</sup> construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Union						Nonunion					
	Mean	Percentiles					Mean	Percentiles				
		10	25	50	75	90		10	25	50	75	90
<b>All non-supervisory blue-collar occupations</b> .....	\$20.71	\$14.32	\$18.50	\$21.97	\$23.85	\$25.64	\$12.62	\$8.00	\$10.00	\$12.00	\$15.00	\$18.00
<b>Precision production, craft, and repair occupations</b> .....	21.34	14.61	19.69	22.53	24.00	25.64	13.47	9.00	11.00	13.00	16.00	18.00
<b>Construction trades occupations</b> .....	21.65	15.89	20.23	22.76	24.51	25.64	13.14	9.00	10.75	13.00	15.25	17.89
Brickmasons and stonemasons .....	22.37	20.50	22.50	22.50	22.50	24.00	-	-	-	-	-	-
Brickmason and stonemason apprentices .....	17.52	-	-	-	-	-	-	-	-	-	-	-
Carpenters .....	22.36	19.38	22.76	22.76	22.76	24.51	13.83	9.50	11.00	14.00	16.35	18.00
Carpenter apprentices .....	16.41	11.60	14.79	17.07	18.21	19.35	-	-	-	-	-	-
Electricians .....	25.18	22.54	25.64	25.64	26.64	26.92	14.81	9.50	12.50	15.00	18.27	19.43
Electrician apprentices .....	12.57	6.00	7.25	11.40	17.95	20.51	-	-	-	-	-	-
Painters, construction and maintenance .....	18.73	17.49	19.69	19.69	19.69	20.19	11.28	7.50	9.25	11.50	13.50	14.00
Plumbers, pipefitters, and steamfitters .....	24.32	23.85	23.85	23.85	23.85	26.24	14.40	11.50	12.50	14.00	16.50	17.89
Plumber, pipefitter, and steamfitter apprentices .....	17.04	9.54	13.12	20.23	20.27	20.27	-	-	-	-	-	-
Concrete and terrazzo finishers .....	21.07	18.00	21.13	21.13	22.38	22.38	14.49	9.25	13.00	14.50	16.25	19.00
Roofers .....	19.05	-	-	-	-	-	13.74	8.75	10.50	14.50	16.25	16.25
Sheetmetal duct installers .....	19.98	-	-	-	-	-	12.93	-	-	-	-	-
Structural metal workers .....	21.04	15.89	21.18	21.18	25.00	25.00	-	-	-	-	-	-
Construction trades, N.E.C. ....	-	-	-	-	-	-	12.41	9.00	10.00	13.00	14.00	15.46
<b>Other precision production, craft, and repair occupations</b> .....	18.53	11.27	13.52	20.61	22.53	22.89	15.53	9.50	12.50	15.00	18.00	23.92
Heating, air conditioning, and refrigeration mechanics .....	18.00	-	-	-	-	-	15.80	9.50	12.50	15.00	18.50	23.92
Sheet metal workers .....	22.43	-	-	-	-	-	-	-	-	-	-	-
Sheet metal worker apprentices .....	12.35	-	-	-	-	-	-	-	-	-	-	-
<b>Machine operators, assemblers, and inspectors</b> .....	-	-	-	-	-	-	13.22	-	-	-	-	-
<b>Transportation and material moving occupations</b> .....	20.48	13.61	18.78	22.39	22.64	22.64	13.58	9.00	10.50	13.00	15.05	19.30
Truck drivers .....	-	-	-	-	-	-	12.13	9.00	9.50	11.50	15.00	15.05
Operating engineers .....	20.05	13.61	15.88	22.52	22.64	22.64	-	-	-	-	-	-
Excavating and loading machine operators .....	22.17	-	-	-	-	-	16.21	-	-	-	-	-
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	17.98	14.76	17.70	18.20	19.06	19.60	10.26	7.00	8.00	10.00	12.00	14.00
Helpers, construction trades .....	13.52	-	-	-	-	-	9.75	7.00	8.00	10.00	11.00	12.50
Construction laborers .....	18.41	17.70	17.70	18.70	19.07	19.60	10.49	7.00	8.00	10.00	12.50	15.00
Stock handlers and baggers .....	-	-	-	-	-	-	10.98	-	-	-	-	-

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, on-call pay, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table 3. Hourly earnings<sup>1</sup> for non-supervisory blue-collar occupations, all workers, by construction industries,<sup>2</sup> Toledo, OH, May 1999**

Occupation <sup>3</sup>	All construction		Residential building construction		Nonresidential building construction		Highway and street construction		Heavy construction, except highway		Special trade contractors	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>All non-supervisory blue-collar occupations</b> .....	\$17.92	\$18.90	\$12.96	\$13.00	\$19.70	\$20.39	\$20.11	\$19.60	\$19.07	\$19.60	\$17.69	\$18.00
<b>Precision production, craft, and repair occupations</b> .....	18.97	20.50	13.89	13.50	21.08	22.50	-	-	22.82	-	18.88	20.40
<b>Construction trades occupations</b> .....	19.17	20.51	13.89	13.50	21.08	22.50	-	-	23.15	-	19.13	20.51
Brickmasons and stonemasons .....	21.71	22.50	-	-	-	-	-	-	-	-	21.20	22.50
Brickmason and stonemason apprentices .....	17.52	-	-	-	-	-	-	-	-	-	-	-
Carpenters .....	18.71	19.38	14.48	15.00	21.73	22.76	-	-	-	-	17.63	19.00
Carpenter apprentices .....	14.77	14.79	-	-	-	-	-	-	-	-	15.65	17.07
Electricians .....	23.75	25.64	-	-	-	-	-	-	-	-	23.93	25.64
Electrician apprentices .....	12.23	11.40	-	-	-	-	-	-	-	-	12.26	11.40
Painters, construction and maintenance .....	14.98	15.00	-	-	-	-	-	-	-	-	14.86	14.00
Plasterers .....	18.97	-	-	-	-	-	-	-	-	-	-	-
Plumbers, pipefitters, and steamfitters .....	22.64	23.85	-	-	-	-	-	-	-	-	22.72	23.85
Plumber, pipefitter, and steamfitter apprentices .....	16.11	20.17	-	-	-	-	-	-	-	-	16.11	20.17
Concrete and terrazzo finishers .....	18.65	21.13	-	-	21.32	-	-	-	-	-	16.84	17.00
Insulation workers .....	16.14	15.00	-	-	-	-	-	-	-	-	16.58	15.00
Roofers .....	15.43	15.00	-	-	-	-	-	-	-	-	15.43	15.00
Sheetmetal duct installers .....	18.17	22.53	-	-	-	-	-	-	-	-	18.17	22.53
Structural metal workers .....	20.19	21.18	-	-	-	-	-	-	-	-	19.36	-
Construction trades, N.E.C. ....	13.37	13.50	-	-	-	-	-	-	-	-	12.51	11.50
<b>Other precision production, craft, and repair occupations</b> .....	17.37	17.50	-	-	-	-	-	-	-	-	17.36	17.50
Heavy equipment mechanic .....	17.36	-	-	-	-	-	-	-	-	-	-	-
Heating, air conditioning, and refrigeration mechanics .....	16.19	15.32	-	-	-	-	-	-	-	-	16.19	15.32
Sheet metal workers .....	20.31	22.53	-	-	-	-	-	-	-	-	20.31	22.53
Sheet metal worker apprentices .....	12.18	-	-	-	-	-	-	-	-	-	12.18	-
<b>Machine operators, assemblers, and inspectors</b> .....	13.22	-	-	-	-	-	-	-	-	-	-	-
<b>Transportation and material moving occupations</b> .....	18.01	19.35	-	-	-	-	20.86	22.09	18.72	22.09	14.10	12.50
Truck drivers .....	12.74	12.00	-	-	-	-	-	-	14.00	-	10.91	10.27
Operating engineers .....	19.87	22.52	-	-	-	-	-	-	19.85	-	-	-
Excavating and loading machine operators .....	20.33	22.39	-	-	-	-	-	-	19.51	-	19.07	-
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	14.38	16.00	9.52	-	16.65	17.70	19.02	-	17.23	19.07	12.61	11.25
Helpers, construction trades .....	10.51	10.00	-	-	10.78	-	-	-	-	-	10.16	10.00
Construction laborers .....	15.51	17.70	-	-	17.05	17.70	19.02	-	18.01	19.60	13.72	14.32
Stock handlers and baggers .....	10.98	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, on-call pay, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. At the 50th percentile, the median, half of the workers receive the same as or more and half receive the same as or less than the rate shown.

<sup>2</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>3</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table 4. Paid holidays:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	27	73	—	26	97	\$0.34
<b>Precision production, craft, and repair occupations</b> ...	22	78	—	22	97	0.36
<b>Construction trades occupations</b> .....	20	80	—	19	97	0.36
Brickmasons and stonemasons .....	37	63	—	37	—	—
Brickmason and stonemason apprentices .....	3	97	—	3	—	—
Carpenters .....	28	72	—	28	100	0.42
Carpenter apprentices .....	12	88	—	12	—	—
Electricians .....	17	83	—	17	100	0.36
Electrician apprentices .....	9	91	—	9	—	—
Painters, construction and maintenance .....	18	82	—	13	—	—
Plasterers .....	11	89	—	11	—	—
Plumbers, pipefitters, and steamfitters .....	6	94	—	6	—	—
Plumber, pipefitter, and steamfitter apprentices .....	11	89	—	9	—	—
Concrete and terrazzo finishers .....	7	93	—	7	100	0.40
Insulation workers .....	19	81	—	19	—	—
Roofers .....	17	83	—	16	—	—
Sheetmetal duct installers .....	55	45	—	55	100	0.38
Structural metal workers .....	11	89	—	11	—	—
Construction trades, N.E.C. ....	79	21	—	79	100	0.34
<b>Other precision production, craft, and repair occupations</b> .....	40	60	—	39	96	0.35
Heavy equipment mechanic .....	68	32	—	68	—	—
Heating, air conditioning, and refrigeration mechanics .....	46	54	—	43	94	0.34
Sheet metal workers .....	8	92	—	4	—	—
Sheet metal worker apprentices .....	58	42	—	58	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	78	22	—	78	100	0.30
<b>Transportation and material moving occupations</b> .....	37	63	—	35	94	0.36
Truck drivers .....	52	48	—	52	100	0.27
Operating engineers .....	37	63	—	32	—	—
Excavating and loading machine operators .....	20	80	—	20	100	0.39
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	37	63	—	36	97	0.29
Helpers, construction trades .....	48	52	—	42	88	0.23
Construction laborers .....	33	67	—	33	100	0.32
Stock handlers and baggers .....	100	—	—	100	100	0.28

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

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**Table 5. Paid vacations:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	21	79	—	17	84	\$0.45
<b>Precision production, craft, and repair occupations</b> ...	20	80	—	18	89	0.48
<b>Construction trades occupations</b> .....	17	83	—	15	90	0.43
Brickmasons and stonemasons .....	2	98	—	2	—	—
Brickmason and stonemason apprentices .....	—	100	—	—	—	—
Carpenters .....	29	71	—	24	83	0.43
Carpenter apprentices .....	—	100	—	—	—	—
Electricians .....	12	88	—	11	92	0.55
Electrician apprentices .....	13	87	—	13	—	—
Painters, construction and maintenance .....	3	97	—	3	—	—
Plasterers .....	—	100	—	—	—	—
Plumbers, pipefitters, and steamfitters .....	20	80	—	18	93	0.46
Plumber, pipefitter, and steamfitter apprentices .....	14	86	—	10	—	—
Concrete and terrazzo finishers .....	21	79	—	21	—	—
Insulation workers .....	19	81	—	19	—	—
Roofers .....	8	92	—	7	—	—
Sheetmetal duct installers .....	26	74	—	24	94	0.39
Structural metal workers .....	11	89	—	11	—	—
Construction trades, N.E.C. ....	60	40	—	54	90	0.37
<b>Other precision production, craft, and repair occupations</b> .....	44	56	—	39	87	0.65
Heavy equipment mechanic .....	55	45	—	55	—	—
Heating, air conditioning, and refrigeration mechanics .....	71	29	—	66	93	0.47
Sheet metal workers .....	14	86	—	10	—	—
Sheet metal worker apprentices .....	12	88	—	9	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	100	—	—	72	72	0.63
<b>Transportation and material moving occupations</b> .....	19	81	—	16	86	0.47
Truck drivers .....	54	46	—	46	86	0.44
Operating engineers .....	2	98	—	1	—	—
Excavating and loading machine operators .....	8	92	—	8	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	23	77	—	16	70	0.33
Helpers, construction trades .....	42	58	—	20	48	0.21
Construction laborers .....	17	83	—	13	79	0.33
Stock handlers and baggers .....	47	53	—	41	—	—

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

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**Table 6. Paid sick leave:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	4	96	-	3	79	\$0.18
<b>Precision production, craft, and repair occupations</b> ...	3	97	-	2	92	0.22
<b>Construction trades occupations</b> .....	2	98	-	2	95	0.22
Brickmasons and stonemasons .....	-	100	-	-	-	-
Brickmason and stonemason apprentices .....	-	100	-	-	-	-
Carpenters .....	2	98	-	2	-	-
Carpenter apprentices .....	9	91	-	9	-	-
Electricians .....	2	98	-	2	-	-
Electrician apprentices .....	8	92	-	8	-	-
Painters, construction and maintenance .....	-	100	-	-	-	-
Plasterers .....	-	100	-	-	-	-
Plumbers, pipefitters, and steamfitters .....	2	98	-	2	-	-
Plumber, pipefitter, and steamfitter apprentices .....	2	98	-	-	-	-
Concrete and terrazzo finishers .....	1	99	-	1	-	-
Insulation workers .....	-	100	-	-	-	-
Roofers .....	-	100	-	-	-	-
Sheetmetal duct installers .....	6	94	-	6	-	-
Structural metal workers .....	-	100	-	-	-	-
Construction trades, N.E.C. ....	8	92	-	7	-	-
<b>Other precision production, craft, and repair occupations</b> .....	6	94	-	5	80	0.22
Heavy equipment mechanic .....	3	97	-	3	-	-
Heating, air conditioning, and refrigeration mechanics .....	14	86	-	11	-	-
Sheet metal workers .....	-	100	-	-	-	-
Sheet metal worker apprentices .....	-	100	-	-	-	-
<b>Machine operators, assemblers, and inspectors</b> .....	67	33	-	62	93	0.14
<b>Transportation and material moving occupations</b> .....	7	93	-	6	-	-
Truck drivers .....	23	77	-	17	-	-
Operating engineers .....	-	100	-	-	-	-
Excavating and loading machine operators .....	-	100	-	-	-	-
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	6	94	-	4	58	0.12
Helpers, construction trades .....	9	91	-	3	-	-
Construction laborers .....	5	95	-	4	-	-
Stock handlers and baggers .....	19	81	-	19	-	-

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals. N.E.C. means "not elsewhere classified."

**Table 7. Life insurance:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	76	24	—	73	96	\$0.12
<b>Precision production, craft, and repair occupations</b> ...	77	23	—	74	96	0.14
<b>Construction trades occupations</b> .....	76	24	—	73	96	0.14
Brickmasons and stonemasons .....	93	7	—	93	100	0.13
Brickmason and stonemason apprentices .....	100	—	—	100	100	0.13
Carpenters .....	66	34	—	64	96	0.07
Carpenter apprentices .....	51	49	—	51	100	0.10
Electricians .....	100	—	—	98	98	0.16
Electrician apprentices .....	95	5	—	95	100	0.17
Painters, construction and maintenance .....	53	47	—	53	100	0.13
Plasterers .....	89	11	—	89	—	—
Plumbers, pipefitters, and steamfitters .....	97	3	—	96	99	0.20
Plumber, pipefitter, and steamfitter apprentices .....	92	8	—	91	98	0.21
Concrete and terrazzo finishers .....	87	13	—	76	87	0.11
Insulation workers .....	77	23	—	69	89	0.12
Roofers .....	52	48	—	46	89	0.12
Sheetmetal duct installers .....	100	—	—	97	97	0.13
Structural metal workers .....	11	89	—	4	—	—
Construction trades, N.E.C. ....	70	30	—	61	88	0.09
<b>Other precision production, craft, and repair occupations</b> .....	82	18	—	79	96	0.12
Heavy equipment mechanic .....	91	9	—	91	100	0.08
Heating, air conditioning, and refrigeration mechanics .....	59	41	—	51	86	0.12
Sheet metal workers .....	86	14	—	86	100	0.14
Sheet metal worker apprentices .....	100	—	—	98	98	0.14
<b>Machine operators, assemblers, and inspectors</b> .....	64	36	—	59	—	—
<b>Transportation and material moving occupations</b> .....	86	14	—	84	98	0.07
Truck drivers .....	56	44	—	54	97	0.05
Operating engineers .....	98	2	—	98	99	0.07
Excavating and loading machine operators .....	99	1	—	93	94	0.07
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	68	32	—	64	94	0.08
Helpers, construction trades .....	40	60	—	31	78	0.10
Construction laborers .....	77	23	—	75	97	0.08
Stock handlers and baggers .....	22	78	—	—	—	—

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

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**Table 8. Health insurance:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	89	11	—	83	93	\$2.67
<b>Precision production, craft, and repair occupations</b> ...	90	10	—	85	94	2.81
<b>Construction trades occupations</b> .....	89	11	—	84	94	2.89
Brickmasons and stonemasons .....	93	7	—	93	100	2.86
Brickmason and stonemason apprentices .....	100	—	—	100	100	2.82
Carpenters .....	80	20	—	75	94	1.84
Carpenter apprentices .....	53	47	—	51	96	2.07
Electricians .....	100	—	—	97	97	3.39
Electrician apprentices .....	97	3	—	97	100	3.37
Painters, construction and maintenance .....	68	32	—	61	90	2.45
Plasterers .....	89	11	—	89	—	—
Plumbers, pipefitters, and steamfitters .....	100	—	—	98	98	3.71
Plumber, pipefitter, and steamfitter apprentices .....	100	—	—	97	97	3.75
Concrete and terrazzo finishers .....	98	2	—	82	83	2.46
Insulation workers .....	77	23	—	62	80	2.55
Roofers .....	84	16	—	60	72	2.20
Sheetmetal duct installers .....	100	—	—	97	97	2.38
Structural metal workers .....	100	—	—	93	93	3.84
Construction trades, N.E.C. ....	93	7	—	73	79	1.55
<b>Other precision production, craft, and repair occupations</b> .....	99	( <sup>5</sup> )	—	95	96	2.25
Heavy equipment mechanic .....	100	—	—	90	90	2.84
Heating, air conditioning, and refrigeration mechanics .....	99	1	—	90	91	1.84
Sheet metal workers .....	100	—	—	100	100	2.48
Sheet metal worker apprentices .....	100	—	—	98	98	2.74
<b>Machine operators, assemblers, and inspectors</b> .....	100	—	—	76	76	1.84
<b>Transportation and material moving occupations</b> .....	96	4	—	92	95	3.08
Truck drivers .....	87	13	—	75	86	2.31
Operating engineers .....	100	—	—	99	99	3.44
Excavating and loading machine operators .....	99	1	—	96	97	2.98
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	78	22	—	71	90	1.82
Helpers, construction trades .....	56	44	—	45	81	1.53
Construction laborers .....	83	17	—	77	92	1.86
Stock handlers and baggers .....	91	9	—	32	—	—

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

<sup>5</sup> Less than 0.5 percent.

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**Table 9. Short-term disability benefits:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	68	32	( <sup>5</sup> )	67	99	\$0.05
<b>Precision production, craft, and repair occupations</b> ...	71	29	—	71	99	0.05
<b>Construction trades occupations</b> .....	73	27	—	72	99	0.05
Brickmasons and stonemasons .....	93	7	—	93	100	0.05
Brickmason and stonemason apprentices .....	100	—	—	100	100	0.05
Carpenters .....	56	44	—	56	100	0.04
Carpenter apprentices .....	51	49	—	51	100	0.03
Electricians .....	88	12	—	88	100	0.05
Electrician apprentices .....	90	10	—	90	100	0.05
Painters, construction and maintenance .....	47	53	—	47	100	0.04
Plasterers .....	89	11	—	89	—	—
Plumbers, pipefitters, and steamfitters .....	86	14	—	86	100	0.06
Plumber, pipefitter, and steamfitter apprentices .....	89	11	—	89	100	0.06
Concrete and terrazzo finishers .....	63	37	—	63	100	0.05
Insulation workers .....	69	31	—	69	100	0.03
Roofers .....	44	56	—	40	90	0.04
Sheetmetal duct installers .....	90	10	—	87	97	0.04
Structural metal workers .....	100	—	—	93	93	0.06
Construction trades, N.E.C. ....	35	65	—	34	—	—
<b>Other precision production, craft, and repair occupations</b> .....	59	41	—	59	99	0.04
Heavy equipment mechanic .....	49	51	—	49	—	—
Heating, air conditioning, and refrigeration mechanics .....	18	82	—	18	100	0.05
Sheet metal workers .....	76	24	—	76	100	0.04
Sheet metal worker apprentices .....	100	—	—	98	98	0.04
<b>Machine operators, assemblers, and inspectors</b> .....	38	62	—	38	—	—
<b>Transportation and material moving occupations</b> .....	74	24	1	73	99	0.08
Truck drivers .....	35	62	3	33	94	0.08
Operating engineers .....	96	4	—	96	100	0.09
Excavating and loading machine operators .....	83	15	2	82	98	0.08
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	54	46	( <sup>5</sup> )	54	99	0.05
Helpers, construction trades .....	24	76	—	24	100	0.06
Construction laborers .....	63	37	( <sup>5</sup> )	63	99	0.05
Stock handlers and baggers .....	—	100	—	—	—	—

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

<sup>5</sup> Less than 0.5 percent.

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**Table 10. Long-term disability benefits:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	1	99	—	1	80	\$0.06
<b>Precision production, craft, and repair occupations</b> ...	2	98	—	2	80	0.06
<b>Construction trades occupations</b> .....	2	98	—	2	80	0.06
Brickmasons and stonemasons .....	—	100	—	—	—	—
Brickmason and stonemason apprentices .....	—	100	—	—	—	—
Carpenters .....	—	100	—	—	—	—
Carpenter apprentices .....	—	100	—	—	—	—
Electricians .....	6	94	—	6	—	—
Electrician apprentices .....	—	100	—	—	—	—
Painters, construction and maintenance .....	—	100	—	—	—	—
Plasterers .....	—	100	—	—	—	—
Plumbers, pipefitters, and steamfitters .....	1	99	—	1	—	—
Plumber, pipefitter, and steamfitter apprentices .....	5	95	—	5	—	—
Concrete and terrazzo finishers .....	—	100	—	—	—	—
Insulation workers .....	—	100	—	—	—	—
Roofers .....	—	100	—	—	—	—
Sheetmetal duct installers .....	—	100	—	—	—	—
Structural metal workers .....	11	89	—	4	—	—
Construction trades, N.E.C. ....	13	87	—	12	—	—
<b>Other precision production, craft, and repair occupations</b> .....	—	100	—	—	—	—
Heavy equipment mechanic .....	—	100	—	—	—	—
Heating, air conditioning, and refrigeration mechanics .....	—	100	—	—	—	—
Sheet metal workers .....	—	100	—	—	—	—
Sheet metal worker apprentices .....	—	100	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	100	—	—	—	—
<b>Transportation and material moving occupations</b> .....	—	100	—	—	—	—
Truck drivers .....	—	100	—	—	—	—
Operating engineers .....	—	100	—	—	—	—
Excavating and loading machine operators .....	—	100	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	—	100	—	—	—	—
Helpers, construction trades .....	—	100	—	—	—	—
Construction laborers .....	—	100	—	—	—	—
Stock handlers and baggers .....	—	100	—	—	—	—

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals. N.E.C. means "not elsewhere classified."

**Table 11. Defined benefit retirement:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	63	37	—	63	99	\$2.32
<b>Precision production, craft, and repair occupations</b> ...	65	35	—	65	99	2.44
<b>Construction trades occupations</b> .....	66	34	—	66	99	2.34
Brickmasons and stonemasons .....	93	7	—	93	100	3.32
Brickmason and stonemason apprentices .....	100	—	—	100	100	3.35
Carpenters .....	54	46	—	54	100	2.30
Carpenter apprentices .....	46	54	—	46	100	2.21
Electricians .....	80	20	—	80	100	0.91
Electrician apprentices .....	40	60	—	40	100	0.45
Painters, construction and maintenance .....	47	53	—	47	100	3.41
Plasterers .....	89	11	—	89	—	—
Plumbers, pipefitters, and steamfitters .....	85	15	—	85	100	2.19
Plumber, pipefitter, and steamfitter apprentices .....	85	15	—	85	100	2.23
Concrete and terrazzo finishers .....	48	52	—	48	99	1.44
Insulation workers .....	48	52	—	48	—	—
Roofers .....	40	60	—	33	83	1.00
Sheetmetal duct installers .....	60	40	—	59	98	—
Structural metal workers .....	89	11	—	89	100	3.57
Construction trades, N.E.C. ....	40	60	—	40	100	1.73
<b>Other precision production, craft, and repair occupations</b> .....	57	43	—	57	100	3.39
Heavy equipment mechanic .....	49	51	—	49	—	—
Heating, air conditioning, and refrigeration mechanics .....	16	84	—	16	100	2.08
Sheet metal workers .....	76	24	—	76	100	4.52
Sheet metal worker apprentices .....	55	45	—	55	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	100	—	—	—	—
<b>Transportation and material moving occupations</b> .....	70	30	—	69	98	2.60
Truck drivers .....	28	72	—	23	82	2.37
Operating engineers .....	96	4	—	96	100	2.64
Excavating and loading machine operators .....	74	26	—	74	100	2.58
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	54	46	—	54	99	1.63
Helpers, construction trades .....	19	81	—	19	100	1.03
Construction laborers .....	63	37	—	63	99	1.69
Stock handlers and baggers .....	53	47	—	40	—	—

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals. N.E.C. means "not elsewhere classified."

**Table 12. Defined contribution retirement:<sup>1</sup> Access, participation, and employer costs<sup>2</sup> for non-supervisory blue-collar occupations, all workers, construction industries,<sup>3</sup> Toledo, OH, May 1999**

Occupation <sup>4</sup>	Percent of employees:			Percent of employees participating in the benefit	Percent of employees with access participating in the benefit	Employer cost for the benefit per hour worked per participant
	With access to the benefit	Without access to the benefit	Access not determinable			
<b>All non-supervisory blue-collar occupations</b> .....	50	50	—	44	88	\$2.21
<b>Precision production, craft, and repair occupations</b> ...	65	35	—	60	92	2.33
<b>Construction trades occupations</b> .....	65	35	—	60	92	2.47
Brickmasons and stonemasons .....	—	100	—	—	—	—
Brickmason and stonemason apprentices .....	—	100	—	—	—	—
Carpenters .....	64	36	—	61	95	2.16
Carpenter apprentices .....	51	49	—	51	100	2.08
Electricians .....	95	5	—	92	97	2.28
Electrician apprentices .....	66	34	—	58	88	1.61
Painters, construction and maintenance .....	18	82	—	5	—	—
Plasterers .....	—	100	—	—	—	—
Plumbers, pipefitters, and steamfitters .....	92	8	—	91	99	3.58
Plumber, pipefitter, and steamfitter apprentices .....	81	19	—	73	91	3.92
Concrete and terrazzo finishers .....	74	26	—	72	97	2.99
Insulation workers .....	21	79	—	1	—	—
Roofers .....	80	20	—	53	66	2.22
Sheetmetal duct installers .....	86	14	—	84	98	0.30
Structural metal workers .....	89	11	—	89	100	2.25
Construction trades, N.E.C. ....	49	51	—	39	80	0.88
<b>Other precision production, craft, and repair occupations</b> .....	65	35	—	60	92	1.19
Heavy equipment mechanic .....	33	67	—	29	—	—
Heating, air conditioning, and refrigeration mechanics .....	83	17	—	71	85	0.73
Sheet metal workers .....	77	23	—	77	100	0.29
Sheet metal worker apprentices .....	67	33	—	62	93	0.35
<b>Machine operators, assemblers, and inspectors</b> .....	40	60	—	19	—	—
<b>Transportation and material moving occupations</b> .....	21	79	—	12	56	0.73
Truck drivers .....	54	46	—	24	44	0.61
Operating engineers .....	2	98	—	2	—	—
Excavating and loading machine operators .....	18	82	—	16	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	17	83	—	10	56	0.70
Helpers, construction trades .....	34	66	—	17	50	0.60
Construction laborers .....	11	89	—	6	56	0.75
Stock handlers and baggers .....	94	6	—	59	—	—

<sup>1</sup> See technical note for definition of benefits.

<sup>2</sup> The percent of employees with access to the benefit are those employees in an occupation who currently have, or eventually will be eligible for, the benefit. This includes employees who have not yet met an eligibility requirement or who do not make required contributions. Participation in a benefit is computed in two different ways: as a percent of all employees and as a percent of those employees with access to the benefit. Both of these calculations are presented in the table. The employer cost for the benefit is calculated by determining the annual cost per participant and dividing by annual hours worked. Cost per participant estimates in this publication differ from those produced in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. See the technical note for further information on access, participation, and employer cost.

<sup>3</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>4</sup> A classification system including about 185 individual occupations is used to cover all non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals. N.E.C. means "not elsewhere classified."

**Table 13. Number of non-supervisory blue-collar workers,<sup>1</sup> by occupational group and construction industries,<sup>2</sup> Toledo, OH, May 1999**

Occupation <sup>3</sup>	All construction	Residential building construction	Nonresidential building construction	Highway and street construction	Heavy construction, except highway	Special trade contractors
<b>All non-supervisory blue-collar occupations</b> .....	9,733	654	1,424	322	1,149	6,183
<b>Precision production, craft, and repair occupations</b> ...	6,562	527	901	—	236	4,870
<b>Construction trades occupations</b> .....	5,865	527	899	—	—	4,209
Brickmasons and stonemasons .....	367	—	—	—	—	179
Brickmason and stonemason apprentices .....	52	—	—	—	—	—
Carpenters .....	1,121	340	457	—	—	264
Carpenter apprentices .....	233	—	—	—	—	97
Electricians .....	867	—	—	—	—	808
Electrician apprentices .....	231	—	—	—	—	219
Painters, construction and maintenance .....	518	—	—	—	—	466
Plasterers .....	45	—	—	—	—	—
Plumbers, pipefitters, and steamfitters .....	778	—	—	—	—	767
Plumber, pipefitter, and steamfitter apprentices .....	193	—	—	—	—	193
Concrete and terrazzo finishers .....	285	—	105	—	—	175
Insulation workers .....	97	—	—	—	—	89
Roofers .....	254	—	—	—	—	254
Sheetmetal duct installers .....	166	—	—	—	—	166
Structural metal workers .....	394	—	—	—	—	242
Construction trades, N.E.C. ....	139	—	—	—	—	96
<b>Other precision production, craft, and repair occupations</b> .....	697	—	—	—	—	662
Heavy equipment mechanic .....	45	—	—	—	—	—
Heating, air conditioning, and refrigeration mechanics .....	229	—	—	—	—	229
Sheet metal workers .....	156	—	—	—	—	156
Sheet metal worker apprentices .....	78	—	—	—	—	78
<b>Machine operators, assemblers, and inspectors</b> .....	45	—	—	—	—	—
<b>Transportation and material moving occupations</b> .....	1,116	—	—	204	572	283
Truck drivers .....	329	—	—	—	114	169
Operating engineers .....	463	—	—	—	371	—
Excavating and loading machine operators .....	244	—	—	—	74	69
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	2,010	126	466	91	324	1,002
Helpers, construction trades .....	382	—	26	—	—	261
Construction laborers .....	1,557	—	439	—	279	675
Stock handlers and baggers .....	27	—	—	—	—	—

<sup>1</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-hour week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> The 1987 *Standard Industrial Classification Manual* was used in classifying establishments. See technical note for more information.

<sup>3</sup> A classification system including about 185 individual occupations is used to cover all

non-supervisory blue-collar workers in construction industries. Individual occupations are classified into one of four major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation groups may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals. N.E.C. means "not elsewhere classified."

# Appendix A. Technical Note

This appendix provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Survey planning; data collection; and processing and analyzing the data.

## Survey planning

The overall design of the survey, which was based on the type of data to be produced, had to be developed before data collection could begin.

### Survey scope

This survey of the Toledo, OH, Metropolitan Statistical Area covered establishments with one or more workers in the construction industry. The 1987 *Standard Industrial Classification Manual* was used in classifying establishments by industry.

For publication purposes, the construction industry was classified into the following categories:

- General Building Contractors - Residential Buildings and Operative Builders (SIC's 152-153)
- General Building Contractors - Nonresidential Buildings (SIC 154)
- Highway and Street Construction, except Elevated Highways (SIC 161)
- Heavy Construction, except Highway and Street Construction (SIC 162)
- Construction - Special Trade Contractors (SIC 17)

The Toledo, OH, Metropolitan Statistical Area includes Fulton, Lucas, and Wood Counties.

### Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Toledo, OH, Metropolitan Statistical Area. Due to the volatility of the construction industry within the private sector, sampling frames were developed from March 1998, the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

### Sample design

The sample for this survey was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that the sample units within each sampling stratum represent all units in the stratum, both sampled and nonsampled. See appendix table 1 for a count of establishments by industry. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

## Data collection

BLS field economists collected the data. They contacted each establishment surveyed, primarily by personal visit.

### Occupational selection and classification

Identification of the occupations for which data were to be collected was a multi-step process:

1. Refinement of establishment jobs to include only non-supervisory blue-collar occupations
2. Probability-proportional-to-size selection of establishment jobs
3. Classification of jobs into non-supervisory blue-collar occupations based on the Census of Population system
4. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive

Wage and benefit data were collected for all workers with the same occupational classification and job characteristics of the individual worker selected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of non-supervisory blue-collar em-

ployees was obtained, excluding all supervisors, white-collar, and service occupations. This list was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job in step two was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs collected in each establishment was based on the establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	4
50-249	6
250+	8

The third step of the process entailed classifying the selected jobs into occupations based on their duties. The occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 185 occupational classifications. In cases where a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOG's:

- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

In the final step, certain job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union or a nonunion job. See the "Definition of terms" section for more details.

### Collection period

The survey was collected from April 1999 through July 1999. The average payroll reference month was May 1999. For union workers, the wage and benefit costs reflect a May 1999 payroll. The wage and benefit information for nonunion workers in the survey reflects the establishment's practices on the day of collection.

### Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips)
- On-call pay

### Benefits

The collection of benefits included the following: paid leave (holidays, vacations, and sick leave); insurances (short-term disability, life, health, and long-term disability); and retirement benefits (defined benefit and defined contribution). These benefits are defined as follows:

*Paid holidays.* Holidays are days of special religious, cultural, social or patriotic significance on which work ordinarily ceases. Workers, either by agreement or company policy, receive time off at full or partial pay. If employees work on a holiday, they may receive holiday pay for the hours worked (possibly at a premium rate) or receive another day off in the future. Also included are floating holidays, which may vary from year-to-year at the discretion of the employer.

*Paid vacations.* Vacations are defined as leave from work normally taken in days or weeks, the purpose of which is extended rest or break. The amount of vacation time-off received each year may be a fixed amount or may vary based on a length of service schedule. Vacation time is usually taken at full or partial pay, but it may also be a percentage of earnings.

*Paid sick leave.* Sick leave is a benefit that continues all or part of income if the employee cannot work because of a

non-work related illness or injury. Employees commonly receive their regular pay for a specified number of days off per year. Sick leave is provided on a **per year basis**, usually expressed in days. It is always employer paid and is never insured, although the benefit received by employees may be less than 100 percent of pay. This is in contrast to short-term disability (STD), which provides benefits on a **per disability basis**.

*Life insurance.* Life insurance provides cash to beneficiaries, in the event of employee death or dismemberment. The purpose of the benefit is to help beneficiaries pay for burial expenses and replace lost income resulting from death or dismemberment. The benefit is commonly distributed as a lump sum cash payment but it can also be distributed as an annuity.

*Health insurance.* Health care provides preventative and protective health care services to employees and their families. Included are medical and major medical plans, as well as dental, vision, and prescription drug plans. Plans may be financed through a private carrier, union fund, or self funded.

*Short-term disability benefits.* Short-term disability (STD), often called sickness and accident insurance, provides full, partial, or a combination of full and partial pay to employees who are unable to work because of a non-work related accident or illness. The duration of short-term disability benefits is a fixed number of weeks, usually 26, and benefits are provided on a **per-disability basis**. This is in contrast to sick leave, which provides benefits on a **per year basis**.

*Long-term disability benefits.* Long-term disability (LTD) provides salary continuation to employees who, due to illness or injury, are unable to work for an extended period of time. LTD benefit payments begin after a predetermined period of disability (generally 3 or 6 months). Payments are made until the end of the disability, the employee's retirement age, or for a specified number of months, depending on the employee's age at the time of disability. In most instances, the LTD payments equal a percent of pre-disability earnings. The illness/injury does not have to be job related.

*Defined benefit retirement.* A defined benefit retirement plan is a type of retirement plan that provides employees with a specified retirement benefit, generally monthly annuity payments. The benefit formula is predetermined and is typically based on salary and length of service. The employer contributions are usually not fixed; however, multi-employer plans have fixed employer contributions. Employers are obligated to provide enough funds to pay anticipated future benefits, including additional contributions to make up for any investment losses by the pension fund. Common provisions of defined benefit plans are coordina-

tion with Social Security payments, survivor annuities, disability retirement, and early retirement.

*Defined contribution retirement.* A defined contribution retirement plan is a type of retirement plan with an explicit method of determining employer contributions. Individual accounts are established for each employee, with periodic employer and/or employee contributions and investment earnings. Monetary benefits at retirement are a function of employer contributions, employee contributions, and the return on the investment of employer and employee contributions. Employer contributions may come from current operating funds or from company profits, but not from company stock. Contributions are invested in such vehicles as stocks, bonds, securities, and money market funds.

### Determining the cost of individual benefits

The cost estimates in this publication differ from those published in the Bureau's Employer Cost for Employee Compensation (ECEC) survey. Benefit cost levels in the ECEC reflect employer costs per occupational employee. The cents-per-hour worked benefit costs in this publication are determined as an occupational cost per participating employee. The definition of a "participating employee" varies by benefit area as follows:

For paid leave benefits – holidays, vacations, and sick leave – workers are considered participating employees when the following two conditions are met:

- The employee is covered by the benefit plan
- The employee is eligible to begin using the benefit plan

For insurance and retirement benefits – life, health, short-term disability, long-term disability, defined benefit, and defined contribution plans – workers are considered participating employees when the following three conditions are met:

- The employee is provided access to the benefit plan
- The employee is enrolled in the benefit plan
- The employer is currently making a benefit payment on behalf of the employee

The following examples illustrate the calculation of annual cost per participant for two benefits – holidays (a paid leave benefit) and health insurance (an insurance benefit).

*Holiday example.* Each employee in the selected occupation receives 10 paid holidays, paid at 8 hours of straight-time pay per holiday. All employees in the occupation receive the paid holidays, having met all eligibility requirements. The hourly wage is \$10. The annualized cost per participant is the number of paid holidays provided (10) times the rate at which each holiday is paid (8 hours at \$10 per hour). Since all employees are eligible to begin using

the benefit, the holiday benefit cost for the occupation is  $[10 \times (8 \times \$10)] = \$800$  per year per participant. This cost is then used to derive the cost per hour worked estimates in this publication.

*Health insurance example.* All employees in the occupation have access to a health insurance plan; however, 50 percent of the employees in the occupation elect not to participate in the plan because it requires an employee contribution. The employer's share of the premium for the occupation is \$120 per participant per month. The annualized cost per participant is the monthly premium (\$120) times 12 months. The health insurance benefit cost for the occupation is  $\$120 \times 12 = \$1,440$  per year per participant. This cost is then used to derive the cost per hour worked estimates in this publication.

### **Benefit access and participation**

Tabulations in this bulletin present the percent of employees who have access to a benefit, the percent of employees who participate in a benefit, and the percent of employees with access to a benefit who participate. Benefit access is determined for each occupation. If the benefit is made available to that occupation, even if there is an eligibility requirement or mandatory employee contribution, all employees in the occupation are considered to have access to the benefit. The benefit tables in this bulletin indicate the percent of employees with access, without access, and those for which access could not be determined.

Participation is defined below. This information is presented in two ways: as a percent of all employees and as a percent of those employees who have access to the benefit.

For example, suppose 80 percent of all blue-collar construction workers had access to health insurance benefits. If, due to eligibility requirements and required contributions, only 60 percent of employees are actually enrolled in a health insurance plan, those 60 percent would be considered participants. The tabulations will indicate that 80 percent of employees have access to health insurance and 60 percent of employees participate in health insurance. In addition, 75 percent of employees with access to health insurance actually participate. This is calculated by dividing the percent of employees participating (60) by the percent of employees with access (80).  $60 / 80 = 75$  percent.

### **Definition of terms**

*Access.* Employees in an occupation who currently have, or will eventually be eligible for a benefit plan. For example, an employee may decline to participate in health insurance but still have access to the benefit. Similarly, an employer may establish a length of service requirement that the employee must satisfy to qualify for a benefit. An employee who may not be able to participate in a vacation plan currently, but will in the future, is considered to have access to the benefit.

*Apprentice.* Workers who learn a recognized skill, craft, or trade requiring one or more years of on-the-job training through job experience supplemented by related instruction. Apprentices must be in a formal program with an agreement or contract with the employer.

*Cost-per-hour worked.* Benefit costs are presented as a cost-per-hour worked. To accomplish this, all benefit data are converted to an annual cost per participant and divided by the annual hours worked. For example, a health insurance premium paid on a quarterly basis must be multiplied by 4 to arrive at an annual cost per participant. To calculate annual hours worked, leave hours are subtracted from straight-time and overtime hours. The result is the cost of health insurance per hour worked.

*Full-time worker.* Any employee that the employer considers to be full time.

*Helpers.* Semi-skilled workers who assist other workers of usually higher levels of competence or skill. Helpers perform a variety of duties such as furnishing another worker with materials, tools, and supplies; cleaning work areas, machines, and equipment; feeding or offbearing machines; holding materials and tools; and performing routine duties. Helpers specialize in a particular craft or trade. A helper may learn a trade but does so informally and without contract or agreement with the employer.

*Journey-level workers.* Skilled workers who have completed a specified training program or have qualifying experience in a craft or trade occupation.

*Laborers.* Unskilled workers who perform tasks at the work area. Laborers do not assist other workers and do not have an area of trade specialization.

*Nonunion worker.* An employee in an occupation not meeting the conditions for union coverage (see below).

*Participation.* The percentage of employees in an occupation who are actually enrolled in a benefit plan. For insurance and retirement benefits, participation is defined as the percent of employees that have met the eligibility requirements, are enrolled in the benefit, and on whose behalf the employer is making a contribution. For leave benefits, participation is defined as the percent of workers that are offered the benefit and have met the eligibility requirements to begin using the benefit.

*Part-time worker.* Any employee that the employer considers to be part-time.

*Straight-time.* Time worked at the standard rate of pay for the job.



*Union worker.* Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation.
- Wage and salary rates are determined through collective bargaining or negotiations.
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed mutually binding collective bargaining agreement.

## Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

### Weighting and nonresponse adjustment

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 15.8 percent (representing 2,604 employees covered by the survey) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group, and adjustments to the weights of the responding occupations were made to account for missing occupational data.

Establishments that were determined to be out of business or outside the scope of the survey (23.3 percent of the total sample representing 1,452 workers) had their weights changed to zero.

### Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by the number of workers and the sample weight adjusted for nonresponding establishments and occupations.

The benefit tables reflect the sample weight adjustments listed above, but no additional nonresponse adjustments

were made for those establishments providing wage information and unable or unwilling to provide information on whether their establishment offered one or more of the employee benefits studied. The percent of workers where all benefit information was unavailable was less than 1 percent. Percentages for individual benefits and occupations are shown as "not determinable" in the benefit tables.

In instances where respondents were unable to provide the costs of individual benefits, values were imputed based on the average cost of the same benefit in similar establishments/occupations. When respondents were unable to separate the costs of individual benefits, an algorithm was used to allocate the costs among the various benefits based on similar establishments/occupations.

For establishments that had a benefit plan, but that refused or were unable to provide information on employee participation, a logistic regression was used to estimate participation levels. A logistic regression ensures that the estimated participation values are between 0 and 100 percent. The percent of workers where participation data were unavailable was less than 1 percent.

As a result of the use of sampling weights, the number of workers estimates represent the total in all establishments within the scope of the study and not the actual number surveyed.

### Data reliability

The data in these tables are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample, not the entire population. The particular sample used in this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other. Sampling errors were not computed for this survey.

*Nonsampling errors* also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help control the magnitude of nonsampling error. Although they also were not specifically measured, efforts were made to minimize the nonsampling errors by the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

**Appendix table 1. Establishments and workers within scope of survey and number sampled, Toledo, OH<sup>1</sup> May, 1999**

Industry <sup>2</sup>	Number of establishments		Workers in establishments	
	Within scope of survey <sup>3</sup>	Sampled	Within scope of survey <sup>4</sup>	Sampled
All construction .....	1,383	450	15,487	7,821
Residential building construction <sup>5</sup> .....	306	38	1,234	221
Nonresidential building construction .....	87	65	2,191	1,441
Highway and street construction .....	11	11	684	365
Heavy construction, except highway .....	47	47	1,612	694
Special trade contractors .....	932	289	9,766	5,100

<sup>1</sup> The Toledo Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1994, consists of Fulton, Lucas, and Wood counties. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied.

<sup>2</sup> The 1987 *Standard Industrial Classification Manual* was used

in classifying establishments by this type of construction. See appendix for more information.

<sup>3</sup> Includes all private construction establishments within the Toledo area.

<sup>4</sup> Includes white-collar, blue-collar, and service workers in private construction establishments working within the Toledo area.

<sup>5</sup> Includes operative builders engaged in the construction of single-family houses and other buildings for sale on their own account rather than as contractors.

# Appendix B. Occupational Classifications

NOTE: The occupational classification system is based on the 1990 Census of Population. The 4-digit code before each occupation title is used to classify blue-collar occupations into a major occupational group. This survey included all non-supervisory blue-collar workers, those classified in major groups E through H.

## Major group E:

### PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS

#### MECHANICS AND REPAIRERS

- E505 Automobile Mechanics
- E506 Automobile Mechanic Apprentices
- E507 Bus, Truck, and Stationary Engine Mechanics
- E508 Aircraft Engine Mechanics
- E509 Small Engine Repairers
- E514 Automobile Body and Related Repairers
- E515 Aircraft Mechanics, Except Engine
- E516 Heavy Equipment Mechanic
- E517 Farm Equipment Mechanics
- E518 Industrial Machinery Repairers
- E519 Machinery Maintenance Occupations
- E523 Electronic Repairers, Communications and Industrial Equipment
- E525 Data Processing Equipment Repairers
- E526 Household Appliance and Power Tool Repairers
- E527 Telephone Line Installers and Repairers
- E529 Telephone Installers and Repairers
- E534 Heating, Air Conditioning, and Refrigeration Mechanics
- E535 Camera, Watch, and Musical Instrument Repairers
- E536 Locksmiths and Safe Repairers
- E538 Office Machine Repairers
- E539 Mechanical Controls and Valve Repairers
- E543 Elevator Installers and Repairers
- E544 Millwrights
- E547 Mechanics and Repairers, n.e.c.

### CONSTRUCTION TRADES OCCUPATIONS

- E563 Brickmasons and Stonemasons
- E564 Brickmason and Stonemason Apprentices
- E565 Tile Setters, Hard and Soft
- E566 Carpet Installers
- E567 Carpenters
- E569 Carpenter Apprentices
- E573 Drywall Installers
- E575 Electricians
- E576 Electrician Apprentices
- E577 Electrical Power Installers and Repairers
- E579 Painters, Construction and Maintenance
- E583 Paperhangers
- E584 Plasterers
- E585 Plumbers, Pipefitters, and Steamfitters
- E587 Plumber, Pipefitter, and Steamfitter Apprentices
- E588 Concrete and Terrazzo Finishers
- E589 Glaziers
- E593 Insulation Workers
- E594 Paving, Surfacing, and Tamping Equipment Operators
- E595 Roofers
- E596 Sheetmetal Duct Installers
- E597 Structural Metal Workers
- E598 Drillers, Earth
- E599 Construction Trades, n.e.c.

### EXTRACTIVE OCCUPATIONS

- E614 Drillers, Oil Well
- E615 Explosives Workers
- E616 Mining Machine Operators
- E617 Mining Occupations, n.e.c.

## PRECISION METAL WORKING OCCUPATIONS

- E634 Tool and Die Makers
- E635 Tool and Die Maker Apprentices
- E636 Precision Assemblers, Metal
- E637 Machinists
- E639 Machinist Apprentices
- E643 Boilermakers
- E644 Precision Grinders, Filers, and Tool Sharpeners
- E645 Patternmakers and Modelmakers, Metal
- E646 Layout Workers
- E647 Precious Stones and Metals Workers
- E649 Engravers, Metal
- E653 Sheet Metal Workers
- E654 Sheet Metal Worker Apprentices

## PRECISION WOODWORKING OCCUPATIONS

- E656 Patternmakers and Modelmakers, Wood
- E657 Cabinet Makers and Bench Carpenters
- E658 Furniture and Wood Finishers

## PRECISION TEXTILE, APPAREL, AND FURNISHINGS MACHINE WORKERS

- E666 Dressmakers
- E667 Tailors
- E668 Upholsterers
- E669 Shoe Repairers

## PRECISION WORKERS, ASSORTED MATERIALS

- E675 Hand Molders and Shapers, Except Jewelers
- E676 Patternmakers, Layout Workers, and Cutters
- E677 Optical Goods Workers
- E678 Dental Laboratory and Medical Appliance Technicians
- E679 Bookbinders
- E683 Electrical and Electronic Equipment Assemblers
- E684 Miscellaneous Precision Workers, n.e.c.

## PRECISION FOOD PRODUCTION OCCUPATIONS

- E685 Precision Food Production Occupations, n.e.c.
- E686 Butchers and Meat Cutters
- E687 Bakers
- E688 Food Batchmakers

## PRECISION INSPECTORS, TESTERS, AND RELATED WORKERS

- E689 Inspectors, Testers, and Graders
- E690 Precision Inspectors, Testers, and Related Workers, n.e.c.
- E693 Adjusters and Calibrators

## PLANT AND SYSTEM OPERATORS

- E694 Water and Sewage Treatment Plant Operators
- E695 Power Plant Operators
- E696 Stationary Engineers
- E699 Miscellaneous Plant and System Operators, n.e.c.

## Major group F:

## MACHINE OPERATORS, ASSEMBLERS, AND INSPECTORS

### METALWORKING AND PLASTIC WORKING MACHINE OPERATORS

- F703 Lathe and Turning-Machine Set-Up Operators
- F704 Lathe and Turning-Machine Operators
- F705 Milling and Planing Machine Operators
- F706 Punching and Stamping Press Operators
- F707 Rolling Machine Operators
- F708 Drilling and Boring Machine Operators
- F709 Grinding, Abrading, Buffing, and Polishing Machine Operators
- F713 Forging Machine Operators
- F714 Numerical Control Machine Operators
- F717 Fabricating Machine Operators, n.e.c.
- F719 Molding and Casting Machine Operators
- F723 Metal Plating Machine Operators
- F724 Heat Treating Equipment Operators

### WOODWORKING MACHINE OPERATORS

- F726 Wood Lathe, Routing, and Planing Machine Operators
- F727 Sawing Machine Operators
- F728 Shaping and Joining Machine Operators
- F729 Nailing and Tacking Machine Operators

## PRINTING MACHINE OPERATORS

- F734 Printing Press Operators
- F735 Photoengravers and Lithographers
- F736 Typesetters and Compositors

## TEXTILE, APPAREL, AND FURNISHINGS MACHINE OPERATORS

- F738 Winding and Twisting Machine Operators
- F739 Knitting, Looping, Taping, and Weaving Machine Operators
- F743 Textile Cutting Machine Operators
- F744 Textile Sewing Machine Operators
- F745 Shoe Machine Operators
- F747 Pressing Machine Operators
- F748 Laundering and Dry Cleaning Machine Operators

## MACHINE OPERATORS, ASSORTED MATERIALS

- F753 Cementing and Gluing Machine Operators
- F754 Packaging and Filling Machine Operators
- F755 Extruding and Forming Machine Operators
- F756 Mixing and Blending Machine Operators
- F757 Separating, Filtering, and Clarifying Machine Operators
- F758 Compressing and Compacting Machine Operators
- F759 Painting and Paint Spraying Machine Operators
- F763 Roasting and Baking Machine Operators, Food
- F764 Washing, Cleaning, and Pickling Machine Operators
- F765 Folding Machine Operators
- F766 Furnace, Kiln, and Oven Operators, Except Food
- F768 Crushing and Grinding Machine Operators
- F769 Slicing and Cutting Machine Operators
- F773 Motion Picture Projectionists
- F774 Photographic Process Machine Operators
- F777 Miscellaneous Machine Operators, n.e.c.

## FABRICATORS, ASSEMBLERS, AND HAND WORKING OCCUPATIONS

- F783 Welders and Cutters
- F784 Solderers and Braziers
- F785 Assemblers
- F786 Hand Cutting and Trimming Occupations

- F787 Hand Molding, Casting, and Forming Occupations
- F789 Hand Painting, Coating, and Decorating Occupations
- F793 Hand Engraving and Printing Occupations
- F795 Miscellaneous Hand Working Occupations, n.e.c.

## PRODUCTION INSPECTORS, TESTERS, SAMPLERS, AND WEIGHERS

- F796 Production Inspectors, Checkers, and Examiners
- F797 Production Testers
- F798 Production Samplers and Weighers
- F799 Graders and Sorters, Except Agricultural
- F800 Hand Inspectors, n.e.c.

## **Major group G:**

## **TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS**

### MOTOR VEHICLE OPERATORS

- G804 Truck Drivers
- G806 Driver-Sales Workers
- G808 Bus Drivers
- G809 Taxicab Drivers and Chauffeurs
- G813 Parking Lot Attendants
- G814 Motor Transportation Occupations, n.e.c.

### RAILROAD TRANSPORTATION OCCUPATIONS

- G823 Railroad Conductors and Yardmasters
- G824 Locomotive Operating Occupations
- G825 Railroad Brake, Signal, and Switch Operators
- G826 Rail Vehicle Operators, n.e.c.

### WATER TRANSPORTATION OCCUPATIONS

- G829 Sailors and Deckhands
- G833 Marine Engineers
- G834 Bridge, Lock, and Lighthouse Tenders

### MATERIAL MOVING EQUIPMENT OPERATORS

- G844 Operating Engineers
- G845 Longshore Equipment Operators

G848 Hoist and Winch Operators  
G849 Crane and Tower Operators  
G853 Excavating and Loading Machine Operators  
G855 Grader, Dozer, and Scraper Operators  
G856 Industrial Truck and Tractor Equipment Operators  
G859 Miscellaneous Material Moving Equipment Operators, n.e.c.

**Major group H:**

**HANDLERS, EQUIPMENT CLEANERS, HELPERS,  
AND LABORERS**

**FARM, FISHING AND FORESTRY OCCUPATIONS -  
NONFARM SECTOR**

H483 Marine Life Cultivation Workers  
H484 Nursery Workers  
H486 Groundskeepers and Gardeners, Except Farm  
H487 Animal Caretakers, Except Farm  
H489 Inspectors, Agricultural Products

H495 Forestry Workers, Except Logging  
H496 Timber Cutting and Logging Occupations  
H497 Captains and Other Officers, Fishing Vessels  
H498 Fishers, Hunters, and Trappers

**HELPERS, HANDLERS, AND LABORERS**

H865 Helpers, Mechanics and Repairers  
H866 Helpers, Construction Trades  
H867 Helpers, Surveyor  
H868 Helpers, Extractive Occupations  
H869 Construction Laborers  
H874 Production Helpers  
H875 Garbage Collectors  
H876 Stevedores  
H877 Stock Handlers and Baggers  
H878 Machine Feeders and Offbearers  
H883 Freight, Stock, and Material Handlers, n.e.c.  
H885 Garage and Service Station Related Occupations  
H887 Vehicle Washers and Equipment Cleaners  
H888 Hand Packers and Packagers  
H889 Laborers, Except Construction, n.e.c.