

Employer Costs for Employee Compensation Relative Standard Errors SUPPLEMENTARY TABLES

This PDF will no longer be updated

The June 2021 reference period was the final update of the ECEC Relative Standard Errors Supplementary Tables PDF document. The latest update to these series is available in the ECEC News Release at www.bls.gov/news.release/ecec.nr0.htm (Tables 4, 5, and 6). Users can also access the supplementary data series at www.bls.gov/ect/#data.

Because the Employer Costs for Employee Compensation is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. The relative standard error is the standard error expressed as a percent of the cost. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. Footnotes have been added for estimates with relative standard errors greater than 30 percent.

For a more detailed explanation of relative standard errors, see “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation”, (<https://www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf>) Compensation and Working Conditions, Summer 1997. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation, Compensation and Working Conditions, Spring 1998” (<https://www.bls.gov/opub/mlr/cwc/analyzing-year-to-year-changes-in-employer-costs-for-employee-compensation.pdf>). This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, “Explaining the Differential Growth Rates of the ECI and ECEC” (<https://www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf>), which examined how differences in the construction of these measures contribute to differing trends. Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Sampling errors are differences between the results computed from a sample of observations and those computed from all observations in the population. Nonsampling errors are not measured and include survey nonresponse and data collection and processing errors. Survey nonresponse is when sample members are unwilling or unable to participate in the survey. Data collection errors include provision of inaccurate data by respondents and definitional difficulties. Processing errors include errors in recording, coding, and entering data. Although nonsampling errors are not measured, BLS quality assurance programs contain procedures for reducing such errors. These procedures include data collection reinterviews, observed interviews, computer data edits, and systematic review of reports on which data are recorded. Extensive field economist training also is conducted to maintain high data collection standards.

Obtaining information

Articles, bulletins, and other information may be obtained through the Employment Cost Trends webpage by contacting us by email at NCSinfo@bls.gov or calling (202) 691-6199. Information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691- 5200; Federal Relay Service Number: 1-800-877-8339.



Supplementary table 1. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in goods-producing industries, by occupational group, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in goods-producing industries ¹	\$41.01	\$27.84	\$13.17	\$2.67	\$1.76	\$3.59	\$1.79	\$3.36
Occupational group								
Management, professional, and related	71.35	48.94	22.41	6.50	2.79	5.13	3.28	4.72
Management, business, and financial	76.14	53.21	22.93	6.96	2.88	5.00	3.10	4.99
Professional and related	66.51	44.62	21.89	6.04	2.70	5.25	3.46	4.44
Sales and office	34.62	24.92	9.70	2.12	1.09	2.98	0.93	2.58
Office and administrative support	30.13	21.23	8.90	1.86	0.97	2.95	0.78	2.33
Natural resources, construction, and maintenance	40.18	27.29	12.89	1.80	1.62	3.20	2.34	3.93
Construction, extraction, farming, fishing, and forestry ²	40.64	27.51	13.14	1.63	1.60	3.19	2.63	4.08
Installation, maintenance, and repair	38.63	26.55	12.08	2.37	1.68	3.24	1.37	3.42
Production, transportation, and material moving	30.59	20.15	10.44	1.88	1.62	3.46	0.94	2.54
Production	30.75	20.26	10.49	1.94	1.62	3.54	0.89	2.50
Transportation and material moving	29.81	19.64	10.18	1.60	1.61	3.06	1.15	2.76
Relative standard error								
All workers in goods-producing industries ¹	1.6	1.7	1.7	2.3	2.0	1.8	5.4	1.3
Occupational group								
Management, professional, and related	1.7	1.6	2.2	2.5	5.9	1.8	5.1	1.2
Management, business, and financial	1.7	1.8	2.0	2.9	4.9	2.0	5.4	1.5
Professional and related	2.7	2.5	3.6	3.6	9.4	2.8	7.2	2.2
Sales and office	4.4	5.2	3.4	5.2	7.6	4.3	8.5	2.0
Office and administrative support	1.9	1.5	3.2	3.9	6.0	5.0	6.8	1.8
Natural resources, construction, and maintenance	2.4	2.0	3.4	4.3	3.8	3.9	10.2	1.7
Construction, extraction, farming, fishing, and forestry ²	3.0	2.5	4.1	5.4	4.7	5.0	11.1	2.0
Installation, maintenance, and repair	1.9	1.7	3.2	3.8	4.5	4.9	10.2	1.8
Production, transportation, and material moving	1.2	1.2	1.7	2.3	3.4	2.6	5.3	1.1
Production	1.2	1.1	2.0	2.4	4.2	2.6	6.5	1.0
Transportation and material moving	3.9	3.5	5.2	5.2	5.4	6.2	14.6	3.5

¹ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

² Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 2. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in manufacturing	\$40.71	\$27.18	\$13.53	\$3.11	\$1.89	\$3.90	\$1.60	\$3.03
Occupational group								
Management, professional, and related	73.26	49.57	23.69	6.97	2.91	5.46	3.63	4.72
Management, business, and financial	79.51	54.68	24.83	7.74	3.08	5.40	3.59	5.01
Professional and related	68.38	45.59	22.80	6.37	2.77	5.51	3.65	4.49
Sales and office	34.22	23.76	10.46	2.40	1.23	3.29	1.08	2.46
Office and administrative support	31.14	21.35	9.79	2.10	1.11	3.38	0.94	2.26
Natural resources, construction, and maintenance	43.33	27.87	15.46	2.94	2.32	4.09	2.57	3.54
Installation, maintenance, and repair	41.91	27.66	14.24	3.06	2.13	4.14	1.53	3.38
Production, transportation, and material moving	30.26	19.89	10.37	1.92	1.60	3.49	0.88	2.48
Production	30.65	20.14	10.50	1.96	1.62	3.56	0.88	2.48
Transportation and material moving	27.84	18.28	9.57	1.66	1.52	3.07	0.84	2.48
Establishment size								
1-99 workers	32.73	23.21	9.51	2.09	1.23	2.64	0.90	2.66
1-49 workers	30.00	21.89	8.12	1.73	1.06	2.18	0.60	2.55
50-99 workers	38.09	25.83	12.26	2.81	1.56	3.54	1.49	2.87
100 workers or more	45.18	29.40	15.78	3.68	2.25	4.61	1.99	3.24
100-499 workers	39.20	26.06	13.14	3.03	1.79	4.00	1.34	2.99
500 workers or more	52.30	33.37	18.92	4.45	2.81	5.34	2.78	3.55
Bargaining status								
Union	44.56	25.62	18.94	3.23	2.72	6.90	2.83	3.25
Nonunion	40.10	27.43	12.68	3.09	1.75	3.43	1.41	3.00
Relative standard error								
All workers in manufacturing	1.7	1.8	2.0	2.7	3.6	1.9	6.9	1.3
Occupational group								
Management, professional, and related	1.8	1.8	2.1	2.5	6.7	1.5	5.5	1.4
Management, business, and financial	1.8	2.0	2.0	2.9	7.4	1.5	6.4	1.6
Professional and related	2.9	2.7	3.6	3.5	9.8	2.5	7.6	2.3
Sales and office	3.9	3.9	4.5	6.8	11.0	4.8	11.6	3.2
Office and administrative support	2.5	1.8	4.1	5.1	8.0	5.6	9.9	2.2
Natural resources, construction, and maintenance	3.4	1.8	6.6	4.8	7.3	6.8	24.6	2.3
Installation, maintenance, and repair	2.5	2.1	3.8	3.9	5.6	5.6	8.5	1.8
Production, transportation, and material moving	1.2	1.1	1.9	2.1	3.7	2.6	6.0	1.0
Production	1.2	1.0	2.0	2.3	4.3	2.6	6.7	0.9
Transportation and material moving	3.0	2.7	3.9	3.8	6.0	6.2	6.8	2.3
Establishment size								
1-99 workers	3.0	3.1	3.8	5.5	5.8	5.5	18.6	2.6
1-49 workers	4.0	3.9	5.3	8.1	8.7	8.2	21.0	3.4
50-99 workers	3.6	3.6	5.3	5.8	7.5	6.4	25.2	3.6
100 workers or more	2.7	2.8	2.5	3.8	4.0	1.9	6.1	2.1
100-499 workers	2.6	2.8	2.6	4.3	3.9	3.3	8.7	1.7
500 workers or more	3.7	4.2	3.2	4.8	6.2	2.6	5.9	3.2
Bargaining status								
Union	3.7	3.4	4.8	6.1	8.9	4.2	13.2	2.8
Nonunion	1.9	1.9	2.2	2.9	4.0	2.4	6.1	1.4

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 3. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in service-providing industries, by occupational group, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in service providing industries ¹	\$35.75	\$25.49	\$10.26	\$2.71	\$1.15	\$2.63	\$1.14	\$2.65
Occupational group								
Management, professional, and related	61.23	42.76	18.47	5.74	2.22	4.32	2.21	4.00
Management, business, and financial	72.51	50.26	22.25	7.09	3.42	4.68	2.59	4.47
Professional and related	55.31	38.82	16.49	5.03	1.59	4.13	2.00	3.75
Sales and office	27.90	20.22	7.67	1.79	0.80	2.29	0.73	2.06
Sales and related	27.74	21.23	6.50	1.51	0.84	1.48	0.58	2.09
Office and administrative support	28.02	19.41	8.61	2.02	0.77	2.94	0.86	2.03
Service	18.35	14.15	4.20	0.77	0.38	1.10	0.27	1.69
Natural resources, construction, and maintenance	37.41	25.74	11.66	2.50	1.20	3.05	1.72	3.19
Installation, maintenance, and repair	37.42	25.89	11.53	2.59	1.22	2.99	1.56	3.17
Production, transportation, and material moving	30.56	20.99	9.57	1.86	1.09	2.61	1.25	2.76
Production	24.72	17.97	6.75	1.34	0.81	1.71	0.66	2.22
Transportation and material moving	32.25	21.86	10.38	2.01	1.17	2.87	1.42	2.91
Relative standard error								
All workers in service providing industries ¹	1.5	1.3	1.9	2.6	3.5	2.0	3.4	1.1
Occupational group								
Management, professional, and related	1.4	1.4	1.7	2.0	5.3	1.9	3.1	1.2
Management, business, and financial	1.8	2.0	2.1	2.7	9.1	2.3	3.9	1.4
Professional and related	2.0	1.9	2.4	2.8	5.1	2.5	4.5	1.6
Sales and office	1.4	1.4	1.8	2.3	4.9	2.4	4.4	1.1
Sales and related	2.6	2.7	3.1	4.3	9.4	3.4	5.2	2.2
Office and administrative support	1.2	1.0	1.9	2.0	4.0	2.7	5.5	1.1
Service	1.9	1.5	3.5	5.3	4.9	6.5	6.5	1.6
Natural resources, construction, and maintenance	3.2	2.6	4.7	5.1	5.5	6.5	9.6	2.2
Installation, maintenance, and repair	3.3	2.6	5.1	5.0	5.2	6.8	10.8	2.3
Production, transportation, and material moving	3.7	3.2	4.8	6.8	6.3	5.2	11.9	2.7
Production	4.1	3.2	7.3	8.9	10.5	11.2	18.0	2.8
Transportation and material moving	4.4	3.9	5.6	7.8	8.5	6.4	12.9	3.2

¹ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 4. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in trade, transportation, and utilities	\$31.32	\$22.24	\$9.08	\$2.06	\$0.99	\$2.39	\$1.15	\$2.49
Occupational group								
Management, professional, and related	60.60	42.96	17.64	5.41	2.24	3.71	2.28	4.00
Management, business, and financial	68.72	48.66	20.06	6.31	2.92	3.94	2.49	4.40
Professional and related	49.34	35.06	14.28	4.16	1.30	3.39	1.99	3.43
Sales and office	24.17	18.07	6.10	1.33	0.61	1.67	0.60	1.90
Sales and related	23.16	17.94	5.22	1.13	0.59	1.19	0.46	1.85
Office and administrative support	26.13	18.31	7.81	1.72	0.63	2.61	0.87	1.99
Service	20.55	14.93	5.62	1.09	0.55	1.53	0.70	1.76
Natural resources, construction, and maintenance	40.23	27.13	13.10	2.78	1.41	3.43	2.15	3.33
Installation, maintenance, and repair	40.28	27.30	12.98	2.79	1.43	3.36	2.07	3.32
Production, transportation, and material moving	35.00	23.37	11.63	2.34	1.28	3.25	1.70	3.05
Transportation and material moving	35.42	23.62	11.80	2.36	1.30	3.28	1.75	3.11
Establishment size								
1-99 workers	28.06	21.03	7.04	1.62	0.73	1.70	0.65	2.35
1-49 workers	27.56	20.87	6.69	1.54	0.71	1.55	0.57	2.33
50-99 workers	29.80	21.57	8.23	1.89	0.83	2.20	0.92	2.39
100 workers or more	35.30	23.73	11.58	2.61	1.30	3.24	1.77	2.66
100-499 workers	29.60	20.59	9.01	2.00	1.03	2.51	1.13	2.34
500 workers or more	49.38	31.47	17.91	4.11	1.96	5.04	3.35	3.45
Bargaining status								
Union	49.63	30.26	19.37	3.88	1.72	6.26	3.95	3.54
Nonunion	28.65	21.07	7.58	1.80	0.88	1.83	0.75	2.33
Relative standard error								
All workers in trade, transportation, and utilities	2.4	2.2	3.0	3.9	5.3	3.2	7.0	1.9
Occupational group								
Management, professional, and related	4.5	4.5	5.1	5.4	15.3	4.9	8.1	3.8
Management, business, and financial	4.5	4.5	5.4	5.9	18.0	6.1	6.9	3.4
Professional and related	6.2	6.0	7.0	8.5	14.0	5.6	12.2	5.3
Sales and office	2.2	2.1	2.9	4.0	5.0	3.9	5.5	1.7
Sales and related	3.0	2.9	3.7	5.5	7.3	4.2	6.2	2.3
Office and administrative support	2.1	1.7	3.1	3.4	4.2	4.4	8.0	1.7
Service	3.7	3.1	5.5	9.1	6.6	7.2	14.9	3.0
Natural resources, construction, and maintenance	2.8	2.5	3.7	4.0	5.8	4.8	7.8	3.0
Installation, maintenance, and repair	3.1	2.7	4.3	4.4	6.0	5.6	9.2	3.3
Production, transportation, and material moving	4.5	4.1	5.5	7.9	8.4	6.0	11.8	3.2
Transportation and material moving	5.2	4.7	6.3	8.9	9.7	7.0	12.9	3.6
Establishment size								
1-99 workers	2.8	2.6	3.6	4.7	9.0	4.0	7.1	2.1
1-49 workers	2.8	2.7	3.8	5.1	12.0	4.2	7.9	2.1
50-99 workers	4.4	4.0	6.4	7.4	14.6	6.9	11.8	3.8
100 workers or more	3.2	3.1	3.7	4.7	5.4	3.7	8.0	2.8
100-499 workers	3.6	3.4	4.2	5.4	7.4	3.5	8.2	2.6
500 workers or more	6.6	6.6	6.8	8.9	11.4	7.3	11.3	6.1
Bargaining status								
Union	5.4	5.8	5.1	7.8	14.4	4.1	8.8	5.4
Nonunion	2.6	2.4	3.2	4.3	5.9	2.8	6.3	1.7

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 5. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in wholesale trade industries, by occupational group and establishment size, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in wholesale trade	\$42.30	\$29.97	\$12.33	\$3.22	\$1.63	\$3.02	\$1.36	\$3.11
Occupational group								
Sales and office	41.32	30.17	11.16	2.93	1.15	2.95	1.23	2.90
Office and administrative support	28.99	20.24	8.75	2.08	1.03	2.79	0.73	2.13
Production, transportation, and material moving	29.43	19.99	9.44	1.83	1.32	2.64	1.01	2.63
Transportation and material moving	29.23	19.92	9.31	1.77	1.29	2.54	1.04	2.67
Establishment size								
1-99 workers	42.09	30.44	11.65	3.06	1.49	2.86	1.14	3.11
1-49 workers	41.35	30.03	11.32	2.91	1.41	2.76	1.14	3.09
100 workers or more	42.73	28.99	13.74	3.55	1.92	3.34	1.83	3.10
100-499 workers	43.33	29.69	13.64	3.60	1.76	3.30	1.83	3.15
Relative standard error								
All workers in wholesale trade	3.3	3.1	4.6	5.6	10.8	4.5	8.1	2.5
Occupational group								
Sales and office	4.2	4.6	3.9	5.8	8.5	4.7	7.7	3.5
Office and administrative support	2.2	1.8	3.8	4.6	9.5	4.5	10.3	1.8
Production, transportation, and material moving	3.8	3.1	5.4	6.1	8.9	6.0	13.5	2.6
Transportation and material moving	4.4	3.5	6.6	7.2	10.1	7.4	17.0	2.9
Establishment size								
1-99 workers	3.8	3.7	5.3	6.7	16.4	4.7	8.4	2.9
1-49 workers	4.4	4.5	6.1	7.8	20.8	5.4	10.6	3.1
100 workers or more	6.2	6.0	6.9	8.6	10.3	5.6	16.1	4.7
100-499 workers	8.3	8.2	8.9	11.7	13.6	5.4	20.0	6.0

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 6. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in retail trade	\$22.21	\$16.89	\$5.32	\$1.12	\$0.56	\$1.34	\$0.44	\$1.85
Occupational group								
Sales and office	19.71	15.22	4.49	0.88	0.49	1.14	0.35	1.63
Sales and related	19.15	15.03	4.12	0.78	0.50	0.94	0.29	1.61
Office and administrative support	21.57	15.85	5.73	1.22	0.43	1.83	0.56	1.68
Production, transportation, and material moving	21.94	15.73	6.21	1.08	0.55	1.85	0.57	2.16
Transportation and material moving	21.53	15.48	6.05	1.04	0.55	1.76	0.52	2.18
Establishment size								
1-99 workers	21.20	16.73	4.46	0.92	0.43	1.00	0.29	1.82
1-49 workers	21.17	16.87	4.30	0.90	0.43	0.88	0.25	1.83
50-99 workers	21.30	16.24	5.07	0.97	0.43	1.43	0.45	1.79
100 workers or more	23.67	17.13	6.54	1.42	0.76	1.84	0.64	1.89
100-499 workers	23.39	16.91	6.48	1.39	0.76	1.82	0.63	1.88
Bargaining status								
Union	25.81	15.94	9.88	1.55	0.51	3.99	1.84	1.99
Nonunion	21.93	16.97	4.96	1.09	0.57	1.14	0.33	1.84
Relative standard error								
All workers in retail trade	1.8	1.6	2.4	4.3	4.5	2.7	4.0	1.3
Occupational group								
Sales and office	1.2	1.1	2.2	3.2	5.7	3.3	5.2	1.1
Sales and related	1.5	1.3	2.6	3.4	6.9	4.5	5.6	1.3
Office and administrative support	1.6	1.4	3.1	3.6	7.2	4.9	7.1	1.5
Production, transportation, and material moving	2.6	2.3	3.7	5.0	6.0	4.9	8.7	2.9
Transportation and material moving	2.8	2.6	4.0	5.1	7.4	5.2	9.3	3.5
Establishment size								
1-99 workers	2.6	2.5	3.5	6.5	8.3	5.0	7.5	2.4
1-49 workers	2.8	2.6	4.1	7.9	10.3	5.8	7.5	2.6
50-99 workers	3.8	3.7	5.7	7.2	11.9	8.1	16.1	4.1
100 workers or more	2.2	2.0	3.0	4.7	4.4	3.9	4.7	1.6
100-499 workers	1.9	1.7	2.7	3.8	4.3	3.7	5.0	1.5
Bargaining status								
Union	2.4	2.9	2.5	5.8	7.1	3.0	6.8	2.7
Nonunion	2.0	1.8	3.0	4.9	4.5	4.3	4.6	1.5

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 7. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in transportation and warehousing industries, by establishment size and bargaining status, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in transportation and warehousing	\$40.87	\$26.94	\$13.94	\$3.01	\$1.34	\$4.05	\$2.23	\$3.31
Establishment size								
1-99 workers	29.25	21.15	8.10	1.68	0.56	2.14	0.76	2.95
1-49 workers	28.09	20.58	7.51	1.55	0.48	1.97	0.60	2.91
100 workers or more	47.46	30.21	17.24	3.77	1.78	5.13	3.05	3.51
100-499 workers	39.06	25.53	13.53	2.71	1.36	4.22	1.95	3.29
Bargaining status								
Union	62.39	38.29	24.10	5.17	2.35	7.52	4.74	4.32
Nonunion	31.51	22.00	9.52	2.08	0.90	2.54	1.13	2.87
Relative standard error								
All workers in transportation and warehousing	5.2	5.0	6.0	7.9	11.4	5.9	11.9	4.4
Establishment size								
1-99 workers	4.8	4.4	6.7	8.6	11.0	9.9	17.7	3.8
1-49 workers	4.7	4.4	6.8	10.3	12.1	13.7	15.5	4.6
100 workers or more	5.6	5.6	5.9	8.0	13.0	6.0	11.1	5.2
100-499 workers	8.7	8.7	8.9	12.0	19.6	8.1	16.7	5.6
Bargaining status								
Union	7.1	7.8	6.3	9.3	19.2	5.4	12.6	6.8
Nonunion	5.5	5.1	7.0	8.9	13.0	7.8	12.9	3.7

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 8. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in information industries, by occupational group and establishment size, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in information	\$57.30	\$38.35	\$18.95	\$5.31	\$2.53	\$4.89	\$2.49	\$3.73
Occupational group								
Management, professional, and related	74.56	50.49	24.08	7.31	3.55	5.76	2.77	4.69
Professional and related	66.91	45.26	21.65	6.09	2.99	5.60	2.64	4.32
Sales and office	37.24	24.74	12.50	3.05	1.37	3.82	(*)1.75	2.52
Establishment size								
1-99 workers	43.55	30.31	13.24	3.69	1.55	3.31	1.64	3.05
100 workers or more	67.29	44.19	23.10	6.49	3.24	6.04	3.10	4.23
100-499 workers	57.00	38.51	18.49	5.32	1.99	5.34	2.04	3.80
500 workers or more	79.28	50.81	28.47	7.85	4.69	6.86	4.34	4.73
Relative standard error								
All workers in information	4.1	3.8	5.1	5.2	8.5	4.5	14.2	3.3
Occupational group								
Management, professional, and related	2.7	2.7	3.6	4.7	7.3	4.5	8.2	2.4
Professional and related	4.3	4.5	5.0	5.9	10.1	4.9	12.5	3.8
Sales and office	7.4	7.2	10.9	9.1	12.3	9.9	35.9	5.6
Establishment size								
1-99 workers	8.6	8.6	9.9	11.3	28.4	8.3	25.7	7.1
100 workers or more	3.4	3.4	4.3	5.0	7.1	3.0	19.6	2.8
100-499 workers	6.9	6.8	8.2	10.6	13.8	5.3	25.2	4.8
500 workers or more	4.7	5.2	4.8	7.7	5.4	4.2	22.1	3.9

(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 9. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in financial activities industries, by occupational group and establishment size, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in financial activities	\$52.43	\$35.31	\$17.12	\$4.53	\$3.06	\$4.44	\$1.83	\$3.26
Occupational group								
Management, professional, and related	77.03	51.07	25.97	7.43	5.30	5.66	3.02	4.55
Management, business, and financial	77.77	51.58	26.20	7.44	5.75	5.56	2.95	4.50
Professional and related	74.64	49.41	25.23	7.42	3.87	6.00	3.25	4.68
Sales and office	37.55	25.80	11.75	2.75	1.75	3.76	1.13	2.37
Sales and related	52.25	38.49	13.76	3.35	(*)2.85	3.07	1.45	3.03
Office and administrative support	32.26	21.23	11.03	2.53	1.35	4.01	1.01	2.13
Establishment size								
1-99 workers	42.93	30.10	12.84	3.32	1.95	3.56	1.22	2.80
1-49 workers	41.03	28.72	12.31	3.14	1.93	3.42	1.10	2.72
100 workers or more	63.90	41.61	22.29	5.99	4.41	5.50	2.58	3.81
100-499 workers	58.94	40.08	18.86	5.42	2.49	5.15	2.13	3.66
500 workers or more	68.07	42.89	25.18	6.47	6.03	5.80	2.95	3.93
Relative standard error								
All workers in financial activities	2.3	2.5	2.3	3.0	8.8	2.5	4.0	1.6
Occupational group								
Management, professional, and related	2.0	2.8	2.8	3.0	16.4	1.4	3.2	1.2
Management, business, and financial	2.4	3.5	3.7	3.7	20.3	1.8	3.9	1.5
Professional and related	2.7	2.8	2.6	3.3	5.1	1.8	5.0	2.5
Sales and office	2.3	2.6	3.2	2.4	13.5	3.1	4.6	1.7
Sales and related	7.2	7.8	9.5	6.9	30.9	8.1	12.7	4.9
Office and administrative support	1.2	0.9	1.9	1.8	5.6	2.5	4.1	1.2
Establishment size								
1-99 workers	5.1	4.9	6.4	5.8	19.4	5.0	9.3	3.2
1-49 workers	6.1	5.7	8.0	7.2	23.6	5.9	11.9	3.8
100 workers or more	2.5	2.2	4.3	2.5	18.6	1.4	3.5	1.6
100-499 workers	4.8	5.1	4.8	5.4	8.1	3.9	8.6	3.4
500 workers or more	2.1	2.5	5.0	3.1	24.1	1.5	3.5	1.7

(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 10. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in professional and business services industries, by occupational group and establishment size, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in professional and business services	\$44.73	\$32.18	\$12.56	\$3.61	\$1.56	\$2.88	\$1.29	\$3.22
Occupational group								
Management, professional, and related	67.91	48.08	19.83	6.35	2.50	4.25	2.28	4.45
Management, business, and financial	75.19	53.12	22.07	7.34	3.20	4.40	2.45	4.69
Professional and related	62.91	44.62	18.29	5.67	2.02	4.15	2.16	4.29
Sales and office	30.96	22.63	8.33	2.03	0.90	2.43	0.67	2.29
Office and administrative support	27.83	19.97	7.86	1.93	0.81	2.46	0.59	2.06
Service	19.97	15.42	4.55	0.82	0.52	1.13	0.20	1.88
Production, transportation, and material moving	22.34	16.92	5.42	0.80	0.90	1.17	0.26	2.28
Transportation and material moving	24.23	17.77	6.45	0.89	1.14	1.61	(*)0.30	2.52
Establishment size								
1-99 workers	41.12	30.57	10.54	3.01	1.01	2.58	0.85	3.09
1-49 workers	39.19	29.44	9.75	2.75	0.90	2.38	0.71	3.01
50-99 workers	48.90	35.15	13.75	4.08	1.42	3.37	1.43	3.44
100 workers or more	48.39	33.80	14.59	4.22	2.12	3.19	1.72	3.34
100-499 workers	42.58	30.56	12.01	3.53	1.43	2.82	1.16	3.08
500 workers or more	54.68	37.30	17.38	4.96	2.86	3.60	2.33	3.62
Relative standard error								
All workers in professional and business services	3.2	3.1	3.8	5.0	6.5	4.3	7.1	2.6
Occupational group								
Management, professional, and related	2.2	2.0	3.0	3.7	7.8	2.9	6.1	1.8
Management, business, and financial	3.6	3.6	3.8	5.4	6.8	3.9	5.7	2.9
Professional and related	3.3	2.9	4.8	5.2	13.6	3.9	10.1	2.6
Sales and office	4.0	4.0	5.3	6.0	10.2	6.5	12.6	3.6
Office and administrative support	3.9	3.2	6.0	7.4	11.5	7.3	14.0	3.7
Service	3.0	2.4	5.8	9.2	9.9	12.1	17.6	3.1
Production, transportation, and material moving	4.9	4.0	9.1	19.8	15.1	16.2	25.6	3.7
Transportation and material moving	7.8	7.1	11.4	28.8	21.3	16.9	31.0	7.0
Establishment size								
1-99 workers	3.8	3.6	4.9	5.4	9.0	6.8	10.8	3.1
1-49 workers	5.6	5.1	7.2	8.0	9.2	10.8	14.7	4.3
50-99 workers	10.2	9.7	11.8	16.8	11.7	10.6	21.6	8.0
100 workers or more	4.7	4.5	5.5	7.0	8.1	5.4	10.9	3.8
100-499 workers	6.8	6.6	8.2	10.0	12.3	9.4	16.9	5.5
500 workers or more	5.4	5.3	6.2	7.9	10.1	5.9	11.4	4.3

(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 11. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in education and health services	\$38.03	\$26.83	\$11.20	\$3.28	\$0.85	\$3.15	\$1.21	\$2.71
Occupational group								
Management, professional, and related	52.57	36.84	15.72	4.96	1.18	4.13	1.92	3.54
Management, business, and financial	65.02	45.38	19.64	7.30	1.01	4.78	2.45	4.10
Professional and related	51.24	35.93	15.31	4.71	1.20	4.07	1.86	3.48
Sales and office	28.52	19.94	8.58	2.35	0.40	3.01	0.73	2.08
Office and administrative support	27.63	19.12	8.52	2.26	0.43	3.05	0.78	1.99
Service	21.77	15.77	6.00	1.34	0.56	1.86	0.43	1.81
Establishment size								
1-99 workers	31.16	23.33	7.82	2.35	0.34	2.10	0.64	2.39
1-49 workers	31.33	23.84	7.49	2.35	0.31	1.81	0.60	2.41
50-99 workers	30.64	21.80	8.84	2.34	0.44	2.96	0.76	2.34
100 workers or more	44.06	29.89	14.16	4.09	1.29	4.07	1.72	2.99
100-499 workers	32.94	23.88	9.06	2.70	0.69	2.55	0.67	2.45
500 workers or more	53.33	34.90	18.43	5.25	1.80	5.35	2.59	3.45
Bargaining status								
Union	55.59	33.21	22.38	5.06	1.86	8.00	3.76	3.70
Nonunion	36.95	26.44	10.51	3.17	0.79	2.85	1.06	2.65
Relative standard error								
All workers in education and health services	3.4	3.2	4.0	5.2	6.7	3.6	6.8	2.7
Occupational group								
Management, professional, and related	3.0	3.0	3.4	4.4	6.4	3.7	5.1	2.4
Management, business, and financial	6.4	6.8	6.0	8.3	23.7	4.4	8.7	4.5
Professional and related	3.1	3.0	3.6	4.6	5.9	4.1	5.4	2.6
Sales and office	2.4	2.4	4.0	5.4	9.5	7.2	11.5	3.4
Office and administrative support	2.2	2.2	4.1	4.3	7.8	7.5	8.1	2.0
Service	3.5	2.9	6.0	7.0	8.6	9.4	10.0	3.0
Establishment size								
1-99 workers	3.9	3.8	5.1	6.6	10.5	7.8	10.1	3.2
1-49 workers	5.2	4.9	6.9	8.9	16.4	9.9	13.0	4.1
50-99 workers	4.9	4.6	6.8	9.4	15.8	10.1	13.1	3.9
100 workers or more	3.7	3.5	4.3	5.7	5.9	3.9	7.7	3.0
100-499 workers	8.4	8.0	9.9	13.6	23.3	8.5	13.8	5.8
500 workers or more	3.1	3.0	3.5	4.5	3.6	3.2	7.9	2.6
Bargaining status								
Union	10.0	9.7	10.4	14.1	14.5	5.6	17.7	7.6
Nonunion	3.3	3.1	4.0	5.2	7.5	4.1	6.3	2.7

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 12. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in educational services industries, by occupational group and establishment size, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in educational services	\$48.86	\$35.38	\$13.48	\$3.77	\$0.33	\$3.88	\$2.19	\$3.32
Occupational group								
Management, professional, and related	53.94	39.46	14.48	4.12	0.34	4.02	2.38	3.62
Management, business, and financial	75.30	52.46	22.83	8.67	(*)0.80	5.51	3.31	4.55
Professional and related	50.09	37.12	12.97	3.30	0.26	3.75	2.21	3.45
Sales and office	33.88	22.47	11.41	2.98	0.18	4.36	1.65	2.24
Office and administrative support	33.52	22.01	11.51	2.92	0.17	4.51	1.71	2.19
Service	24.38	17.00	7.38	1.76	0.32	2.20	1.15	1.96
Establishment size								
1-99 workers	35.33	27.14	8.18	2.05	0.12	2.13	1.16	2.73
100 workers or more	59.47	41.84	17.64	5.13	0.49	5.25	2.99	3.77
100-499 workers	50.83	37.09	13.75	4.11	(*)0.36	4.12	1.69	3.47
500 workers or more	65.99	45.42	20.57	5.89	0.59	6.10	3.98	4.00
Relative standard error								
All workers in educational services	3.7	3.6	5.0	7.7	20.9	5.1	6.4	3.2
Occupational group								
Management, professional, and related	3.6	3.3	5.1	8.0	24.8	5.4	6.8	3.3
Management, business, and financial	7.7	8.5	6.1	9.0	43.9	4.8	5.2	6.2
Professional and related	3.6	3.8	4.7	7.0	13.4	6.1	7.6	4.0
Sales and office	3.3	2.9	5.6	6.2	15.7	8.8	8.8	2.9
Office and administrative support	3.2	2.2	5.7	6.1	16.4	8.4	8.6	2.4
Service	4.3	2.7	9.6	11.2	20.6	14.2	15.7	4.3
Establishment size								
1-99 workers	6.3	6.1	10.4	18.3	19.1	14.4	18.7	6.7
100 workers or more	2.7	2.7	2.7	4.2	22.4	2.6	4.2	2.3
100-499 workers	8.9	8.8	9.8	16.5	60.8	8.2	14.7	7.4
500 workers or more	2.5	2.9	1.9	4.0	10.1	1.9	3.7	2.8

(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 13. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in health care and social assistance	\$36.57	\$25.68	\$10.90	\$3.21	\$0.92	\$3.05	\$1.08	\$2.63
Occupational group								
Management, professional, and related	52.25	36.24	16.01	5.15	1.37	4.16	1.81	3.52
Professional and related	51.48	35.68	15.80	5.01	1.40	4.13	1.79	3.48
Sales and office	27.94	19.67	8.27	2.28	0.43	2.87	0.63	2.06
Office and administrative support	26.97	18.79	8.18	2.19	0.46	2.88	0.68	1.97
Service	21.68	15.73	5.95	1.32	0.57	1.85	0.40	1.81
Establishment size								
1-99 workers	30.63	22.86	7.78	2.39	0.37	2.09	0.57	2.35
1-49 workers	31.08	23.55	7.52	2.41	0.33	1.83	0.58	2.37
50-99 workers	29.11	20.48	8.63	2.32	0.51	2.98	0.54	2.28
100 workers or more	41.86	28.19	13.67	3.94	1.41	3.91	1.53	2.88
100-499 workers	30.55	22.12	8.43	2.51	0.73	2.34	0.54	2.32
500 workers or more	51.43	33.33	18.10	5.15	1.98	5.23	2.38	3.36
Bargaining status								
Union	54.92	32.56	22.36	5.04	2.01	7.96	3.70	3.66
Nonunion	35.41	25.24	10.17	3.09	0.85	2.74	0.92	2.57
Relative standard error								
All workers in health care and social assistance	3.9	3.7	4.6	6.0	6.9	4.1	8.5	3.1
Occupational group								
Management, professional, and related	3.7	3.6	3.9	4.8	5.9	4.3	6.5	2.9
Professional and related	3.6	3.6	4.0	4.8	5.4	4.8	6.6	3.0
Sales and office	2.8	2.8	4.5	6.2	10.5	8.2	12.9	3.9
Office and administrative support	2.4	2.4	4.5	4.7	8.4	8.6	9.3	2.2
Service	3.6	3.0	6.2	7.2	8.8	9.8	10.5	3.1
Establishment size								
1-99 workers	4.4	4.3	5.6	7.0	10.9	8.6	11.9	3.5
1-49 workers	5.6	5.3	7.4	9.4	16.8	10.5	14.1	4.3
50-99 workers	6.0	5.5	8.2	10.5	17.2	12.0	19.5	4.6
100 workers or more	4.5	4.3	5.1	6.7	5.8	4.5	9.6	3.6
100-499 workers	10.5	10.0	12.2	16.6	24.0	10.4	20.5	7.1
500 workers or more	3.6	3.4	4.1	5.3	3.7	3.7	9.7	3.0
Bargaining status								
Union	11.1	10.9	11.5	15.6	14.8	6.2	19.7	8.5
Nonunion	3.9	3.6	4.7	6.0	7.7	4.8	8.3	3.0

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 14. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in leisure and hospitality industries, by occupational group and establishment size, June 2021

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in leisure and hospitality	\$16.53	\$13.34	\$3.18	\$0.50	\$0.22	\$0.69	\$0.17	\$1.60
Occupational group								
Sales and office	19.79	15.05	4.74	0.93	0.23	(*)1.64	0.25	1.69
Service	15.15	12.42	2.73	0.34	0.19	0.55	0.14	1.52
Establishment size								
1-99 workers	15.81	12.97	2.84	0.41	0.18	0.57	0.11	1.57
1-49 workers	15.48	12.76	2.72	0.36	0.18	0.54	0.08	1.55
50-99 workers	17.68	14.14	3.54	0.69	0.19	0.75	(*)0.25	1.65
100 workers or more	21.47	15.92	5.55	1.10	0.46	1.53	0.58	1.87
100-499 workers	20.37	15.59	4.78	0.89	0.53	1.07	0.40	1.89
500 workers or more	23.81	16.61	7.20	1.55	0.32	2.53	(*)0.98	1.82
Relative standard error								
All workers in leisure and hospitality	2.3	2.1	4.8	7.6	13.3	11.7	12.4	2.6
Occupational group								
Sales and office	7.0	4.7	18.8	16.9	23.4	41.7	28.6	6.1
Service	2.2	1.9	4.8	10.3	11.9	13.5	14.4	2.6
Establishment size								
1-99 workers	2.4	2.2	5.0	8.8	16.8	15.2	12.6	2.7
1-49 workers	3.7	3.1	7.9	14.6	21.5	19.8	23.2	3.5
50-99 workers	7.8	7.3	11.1	20.6	25.9	13.1	38.1	7.3
100 workers or more	5.9	4.4	11.1	14.5	20.4	16.2	22.1	4.8
100-499 workers	7.3	6.3	12.0	15.0	24.5	18.8	20.2	6.5
500 workers or more	11.6	9.2	18.2	18.0	22.8	19.7	35.5	10.5

(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.