

Table 40. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	5	6	35	50
Worker characteristics					
Management, professional, and related	16	10	10	50	67
Management, business, and financial	17	17	14	52	68
Professional and related	16	8	9	49	66
Teachers	13	2	5	48	64
Primary, secondary, and special education school teachers	9	1	2	45	64
Registered nurses	21	4	10	63	76
Service	9	1	3	22	35
Protective service	9	3	9	40	58
Sales and office	7	5	6	37	53
Sales and related	3	3	3	35	53
Office and administrative support	10	6	8	38	53
Natural resources, construction, and maintenance	4	2	4	26	37
Construction, extraction, farming, fishing, and forestry	2	1	4	20	30
Installation, maintenance, and repair	6	2	5	32	44
Production, transportation, and material moving ...	4	1	3	28	44
Production	6	2	3	30	44
Transportation and material moving	3	1	2	25	44
Full time	11	6	7	40	55
Part time	6	2	2	22	34
Union	15	2	9	48	75
Nonunion	9	5	6	33	46
Average wage within the following categories: ³					
Lowest 25 percent	5	1	2	19	30
Lowest 10 percent	5	(⁴)	1	13	22
Second 25 percent	8	3	4	34	50
Third 25 percent	11	6	8	40	56
Highest 25 percent	16	11	11	51	69
Highest 10 percent	17	14	13	53	71
Establishment characteristics					
Goods-producing industries	7	4	3	33	46
Service-providing industries	10	5	7	36	51
Education and health services	14	3	7	46	60
Educational services	13	4	7	48	66
Elementary and secondary schools	8	1	2	43	65
Junior colleges, colleges, and universities	25	—	17	64	76
Health care and social assistance	15	3	7	44	56
Hospitals	26	3	14	79	92
Public administration	17	6	17	54	76

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	4	3	3	16	27
1 to 49 workers	3	4	3	15	23
50 to 99 workers	5	3	3	22	39
100 workers or more	15	6	9	52	71
100 to 499 workers	7	4	5	41	58
500 workers or more	22	9	13	63	84
Geographic areas					
New England	10	6	8	33	48
Middle Atlantic	10	6	6	34	50
East North Central	10	5	5	39	50
West North Central	9	5	5	36	49
South Atlantic	8	5	4	35	54
East South Central	—	6	3	37	49
West South Central	9	4	3	34	48
Mountain	9	4	8	31	50
Pacific	10	4	11	36	51

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings

both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

⁴ Less than 0.5 percent.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 41. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ²	Performance	Signing	Other
All workers	17	20	37	39	24	18	7	2	1	5
Worker characteristics										
Management, professional, and related	23	31	56	59	34	26	8	3	2	5
Management, business, and financial	30	32	59	62	30	32	13	5	3	9
Professional and related	21	31	55	58	35	24	6	2	1	4
Teachers	19	32	48	56	48	19	—	—	(³)	—
Primary, secondary, and special education school teachers	18	33	47	56	49	19	—	—	—	—
Registered nurses	18	34	62	64	27	22	2	(³)	(³)	1
Service	8	11	22	24	18	10	3	(³)	(³)	2
Protective service	18	23	41	44	41	20	2	—	—	1
Sales and office	21	18	36	37	25	22	9	2	1	7
Sales and related	22	9	28	29	24	22	10	1	1	9
Office and administrative support	20	23	40	42	25	22	8	3	1	6
Natural resources, construction, and maintenance	13	15	24	28	18	11	5	2	1	3
Construction, extraction, farming, fishing, and forestry	8	11	16	20	14	7	2	—	—	1
Installation, maintenance, and repair	18	19	33	36	23	16	8	4	1	4
Production, transportation, and material moving ...	12	15	28	29	19	12	6	1	1	5
Production	12	18	30	34	19	14	7	1	1	5
Transportation and material moving	12	13	26	25	19	10	6	1	(³)	5
Full time	20	24	42	46	28	21	7	2	1	5
Part time	7	8	19	18	14	10	4	1	(³)	4
Union	16	24	48	52	42	24	5	2	1	2
Nonunion	17	19	35	37	21	17	7	2	1	5
Average wage within the following categories: ⁴										
Lowest 25 percent	8	8	17	17	15	10	4	1	(³)	4
Lowest 10 percent	4	4	11	11	10	6	5	(³)	(³)	4
Second 25 percent	18	19	33	36	23	17	6	1	1	5
Third 25 percent	19	24	43	45	27	20	7	2	1	5
Highest 25 percent	25	31	57	61	34	27	10	4	2	6
Highest 10 percent	26	31	61	65	36	29	11	4	3	8
Establishment characteristics										
Goods-producing industries	14	19	32	36	16	17	8	3	2	5
Service-providing industries	17	20	37	39	26	19	6	2	1	5
Education and health services	16	28	47	52	35	17	1	(³)	(³)	1
Educational services	21	33	51	59	52	20	(³)	—	(³)	(³)
Elementary and secondary schools	18	34	48	55	50	18	—	—	—	—
Junior colleges, colleges, and universities	26	34	66	73	63	25	1	—	1	(³)
Health care and social assistance	14	25	44	46	22	15	2	(³)	(³)	1
Hospitals	18	43	72	75	34	29	2	1	(³)	2
Public administration	22	33	56	58	55	31	—	—	—	—

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ²	Performance	Signing	Other
1 to 99 workers	9	10	20	21	13	8	4	1	1	3
1 to 49 workers	8	9	17	18	11	7	3	1	1	2
50 to 99 workers	13	14	28	30	16	11	6	1	(³)	5
100 workers or more	24	28	52	55	35	27	9	3	1	7
100 to 499 workers	22	21	39	41	27	23	8	2	1	7
500 workers or more	26	35	64	68	42	32	9	3	2	6
Geographic areas										
New England	12	17	37	38	24	17	7	2	1	6
Middle Atlantic	12	14	32	35	30	18	5	1	1	4
East North Central	18	18	36	38	24	20	8	3	1	5
West North Central	18	25	41	44	19	21	5	1	(³)	4
South Atlantic	19	23	38	40	22	17	6	2	1	4
East South Central	26	28	27	35	31	20	11	2	1	10
West South Central	16	20	39	41	25	17	5	1	(³)	4
Mountain	16	21	43	43	25	18	5	1	1	4
Pacific	18	18	36	38	22	18	7	2	1	4

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

³ Less than 0.5 percent.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The

average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

**Table 42. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree health care benefits ³	
		Under age 65	Age 65 and over
All workers	17	25	23
Worker characteristics			
Management, professional, and related	27	40	36
Management, business, and financial	31	39	36
Professional and related	26	40	36
Teachers	26	63	57
Primary, secondary, and special education school teachers	21	67	59
Registered nurses	24	24	19
Service	8	14	13
Protective service	18	46	41
Sales and office	17	23	22
Sales and related	12	18	18
Office and administrative support	19	26	25
Natural resources, construction, and maintenance	12	20	18
Construction, extraction, farming, fishing, and forestry	8	17	16
Installation, maintenance, and repair	16	23	21
Production, transportation, and material moving	11	18	15
Production	9	17	14
Transportation and material moving	12	20	17
Full time	19	29	26
Part time	8	13	12
Union	23	58	52
Nonunion	15	19	18
Average wage within the following categories: ⁴			
Lowest 25 percent	6	9	9
Lowest 10 percent	5	6	5
Second 25 percent	13	21	19
Third 25 percent	19	29	26
Highest 25 percent	30	45	40
Highest 10 percent	33	46	43
Establishment characteristics			
Goods-producing industries	12	20	18
Service-providing industries	17	26	24
Education and health services	21	35	32
Educational services	29	63	58
Elementary and secondary schools	21	67	61
Junior colleges, colleges, and universities	51	62	60
Health care and social assistance	15	16	13
Hospitals	29	29	21
Public administration	25	72	67

See footnotes at end of table.

**Table 42. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree health care benefits ³	
		Under age 65	Age 65 and over
1 to 99 workers	7	8	7
1 to 49 workers	6	7	6
50 to 99 workers	11	13	11
100 workers or more	25	40	37
100 to 499 workers	16	26	24
500 workers or more	33	54	49
Geographic areas			
New England	12	24	23
Middle Atlantic	15	28	25
East North Central	15	24	22
West North Central	14	22	18
South Atlantic	21	27	23
East South Central	20	28	23
West South Central	16	27	23
Mountain	15	21	22
Pacific	17	23	23

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

³ A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be

fully paid for by the employee.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
All workers	42	4	4	9	8	6	4	5	12
Worker characteristics									
Management, professional, and related	46	6	5	9	4	10	3	6	15
Management, business, and financial	56	8	7	16	5	8	3	7	18
Professional and related	42	5	5	7	4	10	3	6	14
Teachers	24	(⁴)	2	(⁴)	1	11	2	—	9
Primary, secondary, and special education school teachers	28	—	2	—	1	13	3	—	11
Registered nurses	45	1	5	5	2	13	3	13	19
Service	30	1	3	5	7	4	3	5	7
Protective service	38	(⁴)	8	2	3	9	11	7	10
Sales and office	46	4	3	11	12	5	7	5	10
Sales and related	41	2	2	9	14	3	12	3	7
Office and administrative support	48	4	4	12	11	7	4	6	12
Natural resources, construction, and maintenance	43	4	3	12	12	3	3	2	13
Construction, extraction, farming, fishing, and forestry	41	3	2	13	13	3	2	1	10
Installation, maintenance, and repair	46	5	4	10	12	4	3	4	16
Production, transportation, and material moving	43	7	2	9	10	5	2	4	14
Production	48	10	2	11	10	6	2	5	15
Transportation and material moving	38	4	2	8	9	4	2	4	13
Full time	47	5	4	10	9	7	4	5	14
Part time	25	1	2	5	6	2	3	4	5
Union	36	4	4	2	2	13	3	1	16
Nonunion	43	4	4	10	10	5	4	6	11
Average wage within the following categories: ⁵									
Lowest 25 percent	29	1	2	6	9	2	4	5	5
Lowest 10 percent	24	1	2	6	7	1	1	4	4
Second 25 percent	44	3	3	9	12	6	6	5	11
Third 25 percent	46	5	4	11	8	8	3	5	14
Highest 25 percent	50	7	6	10	4	10	2	6	18
Highest 10 percent	51	9	7	11	3	11	2	7	17
Establishment characteristics									
Goods-producing industries	51	11	3	14	11	6	2	5	17
Service-providing industries	40	3	4	8	8	6	4	5	11
Education and health services	35	1	3	4	5	10	3	6	10
Educational services	23	—	2	1	1	11	3	(⁴)	8
Elementary and secondary schools	24	—	1	—	1	12	3	—	9
Junior colleges, colleges, and universities	20	—	5	(⁴)	(⁴)	8	2	1	6
Health care and social assistance	43	2	4	7	8	9	3	10	12
Hospitals	48	1	3	4	2	17	3	15	17
Public administration	40	—	7	1	2	14	10	—	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
1 to 99 workers	40	4	3	12	12	3	2	3	8
1 to 49 workers	40	4	2	12	13	3	1	2	7
50 to 99 workers	41	4	4	11	7	5	2	7	11
100 workers or more	43	5	5	6	5	8	6	7	15
100 to 499 workers	41	3	3	6	8	6	8	7	12
500 workers or more	45	6	6	6	3	11	3	7	18
Geographic areas									
New England	42	4	3	7	10	9	3	5	10
Middle Atlantic	41	3	3	10	7	9	3	5	12
East North Central	43	6	3	10	7	9	4	6	13
West North Central	39	6	3	10	7	3	3	6	10
South Atlantic	45	3	4	8	10	4	5	7	13
East South Central	40	4	—	7	11	2	7	4	13
West South Central	43	5	4	9	11	3	4	5	14
Mountain	43	5	4	9	11	5	3	4	9
Pacific	37	4	5	9	5	8	2	3	10

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

³ Includes all other bonuses provided to employees and not published separately.

⁴ Less than 0.5 percent.

⁵ The categories are based on the average wage for each occupation surveyed, which

may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

**Table 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	14	14	30	25
Worker characteristics				
Management, professional, and related	24	23	42	36
Management, business, and financial	21	20	50	43
Professional and related	25	24	40	33
Teachers	43	41	31	26
Primary, secondary, and special education school teachers	50	49	28	24
Registered nurses	16	15	31	24
Service	9	9	19	15
Protective service	28	27	29	20
Sales and office	12	11	30	26
Sales and related	5	4	24	20
Office and administrative support	16	15	34	30
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	12	11	23	18
Installation, maintenance, and repair	11	11	17	17
Production, transportation, and material moving ... Production	13	13	29	20
Transportation and material moving	10	9	25	21
Production	6	5	24	20
Transportation and material moving	13	13	26	22
Full time	17	16	37	31
Part time	6	6	10	8
Union	38	36	49	38
Nonunion	10	10	27	23
Average wage within the following categories: ³				
Lowest 25 percent	4	4	11	9
Lowest 10 percent	1	1	7	5
Second 25 percent	11	11	26	23
Third 25 percent	17	16	37	31
Highest 25 percent	27	26	49	40
Highest 10 percent	28	26	57	48
Establishment characteristics				
Goods-producing industries	7	6	27	23
Service-providing industries	16	15	31	25
Education and health services	24	24	30	26
Educational services	44	42	33	27
Elementary and secondary schools	49	48	28	24
Junior colleges, colleges, and universities	37	35	49	37
Health care and social assistance	11	10	28	25
Hospitals	20	20	34	26
Public administration	49	48	37	31

See footnotes at end of table.

**Table 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers	5	4	18	16
1 to 49 workers	4	4	17	15
50 to 99 workers	7	7	23	20
100 workers or more	23	22	41	33
100 to 499 workers	12	12	32	28
500 workers or more	33	32	49	38
Geographic areas				
New England	11	10	37	33
Middle Atlantic	17	15	34	28
East North Central	7	6	22	14
West North Central	—	8	19	16
South Atlantic	13	13	21	16
East South Central	19	19	17	12
West South Central	14	14	19	18
Mountain	14	14	41	34
Pacific	24	23	57	53

¹ The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The

average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	9	5	5	32	46
Worker characteristics					
Management, professional, and related	17	13	11	49	64
Management, business, and financial	17	19	13	51	66
Professional and related	17	10	10	47	62
Service	8	(²)	2	17	28
Protective service	4	–	3	17	27
Sales and office	6	5	5	36	51
Sales and related	3	3	3	35	53
Office and administrative support	9	7	7	36	50
Natural resources, construction, and maintenance	3	1	3	23	32
Construction, extraction, farming, fishing, and forestry	1	(²)	3	15	24
Installation, maintenance, and repair	5	2	4	30	41
Production, transportation, and material moving ...	4	1	2	27	43
Production	6	2	3	30	43
Transportation and material moving	3	1	2	24	42
Full time	10	6	7	36	51
Part time	6	2	2	21	32
Union	14	1	6	42	68
Nonunion	8	5	5	31	44
Average wage within the following categories: ³					
Lowest 25 percent	4	(²)	1	17	27
Lowest 10 percent	5	–	1	11	20
Second 25 percent	7	2	4	31	46
Third 25 percent	9	6	6	36	50
Highest 25 percent	16	13	11	49	65
Highest 10 percent	18	17	14	52	69
Establishment characteristics					
Goods-producing industries	7	4	3	32	45
Construction	(²)	2	3	13	21
Manufacturing	9	6	3	40	54
Service-providing industries	9	5	6	32	46
Trade, transportation, and utilities	3	2	2	35	54
Wholesale trade	6	4	3	22	40
Retail trade	1	1	1	38	55
Transportation and warehousing	3	–	3	33	62
Utilities	14	–	9	73	83

See footnotes at end of table.

Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	14	8	13	59	74
Financial activities	22	15	19	52	63
Finance and insurance	27	18	23	60	73
Credit intermediation and related activities	29	15	21	57	71
Insurance carriers and related activities	21	21	24	63	75
Real estate and rental and leasing	—	5	—	21	29
Professional and business services	8	12	7	25	38
Professional and technical services	8	19	12	29	46
Administrative and waste services	4	4	—	11	21
Education and health services	15	3	7	42	53
Educational services	15	6	13	40	48
Junior colleges, colleges, and universities	22	8	21	66	77
Health care and social assistance	15	2	6	42	54
Leisure and hospitality	8	1	2	11	23
Accommodation and food services	7	—	2	11	23
Other services	7	1	3	15	25
1 to 99 workers	4	3	3	16	26
1 to 49 workers	3	4	3	14	22
50 to 99 workers	5	3	3	21	38
100 workers or more	15	7	8	51	69
100 to 499 workers	7	4	5	41	58
500 workers or more	26	11	13	66	83
Geographic areas					
New England	9	7	9	33	44
Middle Atlantic	9	7	7	33	45
East North Central	11	5	4	38	48
West North Central	8	5	4	34	45
South Atlantic	8	4	4	31	48
East South Central	—	4	3	35	49
West South Central	9	4	3	31	45
Mountain	7	4	6	26	43
Pacific	9	5	9	30	44

¹ A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

² Less than 0.5 percent.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are

based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ¹	Performance	Signing	Other
All workers	16	17	33	35	19	17	8	2	1	6
Worker characteristics										
Management, professional, and related	23	29	56	58	24	27	11	4	3	8
Management, business, and financial	31	31	58	61	24	33	15	6	4	11
Professional and related	20	28	55	57	23	24	9	3	2	6
Service	6	8	17	18	12	8	3	1	(²)	2
Protective service	—	12	18	20	21	7	4	—	—	4
Sales and office	21	16	34	35	22	22	10	2	1	8
Sales and related	22	9	28	29	24	22	10	1	1	9
Office and administrative support	20	22	37	40	20	21	9	3	2	7
Natural resources, construction, and maintenance	12	13	21	25	14	10	5	2	1	3
Construction, extraction, farming, fishing, and forestry	6	8	11	15	9	5	2	—	—	1
Installation, maintenance, and repair	17	17	31	34	20	15	9	4	1	4
Production, transportation, and material moving ...	12	14	27	29	17	12	7	1	1	5
Production	12	18	30	33	18	14	7	1	1	5
Transportation and material moving	11	11	25	24	17	9	6	1	(²)	6
Full time	19	21	39	42	21	20	9	3	2	6
Part time	7	7	18	16	13	10	5	1	(²)	4
Union	14	19	41	43	25	21	10	4	2	5
Nonunion	16	17	33	34	18	17	8	2	1	6
Average wage within the following categories: ³										
Lowest 25 percent	7	6	15	15	13	9	5	1	(²)	4
Lowest 10 percent	4	4	10	9	9	5	6	1	(²)	5
Second 25 percent	17	16	29	31	19	17	6	2	1	5
Third 25 percent	18	21	37	40	19	17	8	2	1	6
Highest 25 percent	25	28	56	59	24	28	13	5	3	8
Highest 10 percent	28	31	63	65	26	31	16	6	4	11
Establishment characteristics										
Goods-producing industries	14	18	32	36	16	17	8	3	2	6
Construction	6	8	10	13	7	5	1	—	—	—
Manufacturing	18	22	40	44	19	22	11	4	2	7
Service-providing industries	16	17	34	35	19	17	8	2	1	6
Trade, transportation, and utilities	20	12	31	30	24	19	9	1	1	8
Wholesale trade	14	18	26	30	16	15	6	1	—	5
Retail trade	22	7	27	27	26	21	11	1	1	10
Transportation and warehousing	19	18	41	36	28	14	8	—	2	5
Utilities	41	49	74	70	12	36	14	2	—	12

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ¹	Performance	Signing	Other
Information	33	27	67	68	23	—	33	20	2	15
Financial activities	35	35	60	63	18	40	18	8	4	15
Finance and insurance	41	41	69	73	19	50	23	9	5	18
Credit intermediation and related activities	44	46	70	73	19	51	26	14	7	20
Insurance carriers and related activities	39	38	67	71	18	45	20	5	2	16
Real estate and rental and leasing	15	11	25	29	12	7	—	—	—	—
Professional and business services	16	18	33	34	18	18	8	2	2	6
Professional and technical services	23	24	47	47	21	24	9	3	—	8
Administrative and waste services	7	7	15	15	15	5	4	—	3	2
Education and health services	13	23	43	45	22	14	2	(²)	(²)	1
Educational services	12	22	46	50	32	16	1	—	1	(²)
Junior colleges, colleges, and universities	17	31	71	75	47	26	3	—	2	(²)
Health care and social assistance	13	23	42	45	20	14	2	(²)	(²)	1
Leisure and hospitality	4	4	11	12	—	8	4	—	—	4
Accommodation and food services	4	4	11	11	—	8	5	—	—	4
Other services	6	8	11	16	13	5	—	—	—	—
1 to 99 workers	9	9	19	20	11	8	4	1	1	3
1 to 49 workers	8	8	16	17	10	7	4	1	1	3
50 to 99 workers	12	13	27	30	15	10	7	1	(²)	5
100 workers or more	24	26	50	52	27	28	12	4	2	9
100 to 499 workers	23	20	38	41	24	23	9	2	1	8
500 workers or more	26	34	66	68	31	35	15	5	4	10
Geographic areas										
New England	12	18	38	38	20	16	9	2	1	7
Middle Atlantic	13	14	32	34	22	17	6	1	2	5
East North Central	17	18	35	37	19	19	9	3	1	6
West North Central	18	22	36	40	14	18	6	1	(²)	5
South Atlantic	16	18	33	33	17	16	8	2	2	5
East South Central	24	21	24	32	28	22	14	3	2	12
West South Central	15	17	34	36	17	17	6	2	1	5
Mountain	15	17	39	39	20	16	6	1	1	5
Pacific	16	13	31	32	16	16	8	3	2	5

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

² Less than 0.5 percent.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 42. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
All workers	14	17	15
Worker characteristics			
Management, professional, and related	26	25	23
Management, business, and financial	30	31	29
Professional and related	24	23	20
Service	5	5	4
Protective service	7	10	7
Sales and office	15	19	18
Sales and related	12	18	17
Office and administrative support	17	19	18
Natural resources, construction, and maintenance	10	15	14
Construction, extraction, farming, fishing, and forestry	5	11	10
Installation, maintenance, and repair	15	18	18
Production, transportation, and material moving ...	10	16	13
Production	9	17	13
Transportation and material moving	12	16	13
Full time	17	19	17
Part time	8	9	8
Union	19	41	35
Nonunion	14	14	13
Average wage within the following categories: ³			
Lowest 25 percent	6	7	6
Lowest 10 percent	5	4	4
Second 25 percent	10	13	11
Third 25 percent	16	18	16
Highest 25 percent	28	32	29
Highest 10 percent	34	35	33
Establishment characteristics			
Goods-producing industries	12	20	17
Construction	4	7	8
Manufacturing	14	24	21
Service-providing industries	15	16	15
Trade, transportation, and utilities	14	20	19
Wholesale trade	10	13	9
Retail trade	11	18	18
Transportation and warehousing	24	31	28
Utilities	41	63	59

See footnotes at end of table.

Table 42. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
Information	44	44	44
Financial activities	37	37	38
Finance and insurance	44	47	47
Credit intermediation and related activities	46	47	49
Insurance carriers and related activities	40	44	42
Real estate and rental and leasing	—	3	4
Professional and business services	15	14	12
Professional and technical services	21	18	16
Administrative and waste services	4	4	4
Education and health services	16	13	11
Educational services	27	26	24
Junior colleges, colleges, and universities	43	43	42
Health care and social assistance	14	11	8
Leisure and hospitality	2	1	1
Accommodation and food services	2	1	1
Other services	3	5	5
1 to 99 workers	7	7	6
1 to 49 workers	6	5	5
50 to 99 workers	10	10	9
100 workers or more	23	28	25
100 to 499 workers	16	20	19
500 workers or more	33	39	34
Geographic areas			
New England	13	15	15
Middle Atlantic	15	18	16
East North Central	15	19	18
West North Central	12	14	13
South Atlantic	16	17	14
East South Central	16	19	15
West South Central	15	18	15
Mountain	14	13	14
Pacific	13	14	14

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and

below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	44	5	4	11	10	5	3	6	12
Worker characteristics									
Management, professional, and related	52	8	6	13	6	9	2	9	16
Management, business, and financial	60	9	7	19	6	8	2	8	19
Professional and related	49	8	6	10	6	9	2	9	15
Service	29	1	3	6	8	3	2	6	7
Protective service	32	1	—	2	4	—	8	—	2
Sales and office	47	4	3	12	13	5	7	6	10
Sales and related	41	2	2	9	14	3	12	3	7
Office and administrative support	51	5	4	14	12	6	4	7	12
Natural resources, construction, and maintenance	45	5	3	13	14	2	2	3	13
Construction, extraction, farming, fishing, and forestry	42	4	2	15	14	2	1	1	10
Installation, maintenance, and repair	48	6	5	11	13	3	3	4	16
Production, transportation, and material moving	43	7	2	10	10	5	2	4	14
Production	48	10	2	12	10	6	2	5	16
Transportation and material moving	39	4	2	8	10	4	1	4	13
Full time	50	6	4	12	11	6	3	6	14
Part time	27	1	2	5	6	2	3	5	5
Union	37	7	4	4	3	8	1	3	19
Nonunion	44	5	4	11	10	5	4	6	11
Average wage within the following categories: ³									
Lowest 25 percent	29	1	2	6	8	1	3	5	5
Lowest 10 percent	24	1	1	6	8	(⁴)	1	4	4
Second 25 percent	46	4	3	10	14	5	6	6	10
Third 25 percent	48	6	4	13	10	7	2	5	13
Highest 25 percent	55	10	7	14	6	8	1	8	20
Highest 10 percent	58	11	8	15	5	9	1	9	19
Establishment characteristics									
Goods-producing industries	51	11	3	14	11	6	1	5	17
Construction	45	4	2	18	16	2	1	—	8
Manufacturing	54	14	3	13	9	8	2	6	20
Service-providing industries	42	4	4	10	9	5	4	6	11
Trade, transportation, and utilities	43	3	3	9	14	3	9	3	9
Wholesale trade	49	6	2	17	10	5	(⁴)	3	14
Retail trade	41	1	2	7	18	2	14	4	5
Transportation and warehousing	41	9	6	6	9	2	2	2	17
Utilities	59	2	7	19	—	6	—	—	24

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
Information	60	2	12	11	4	6	—	8	31
Financial activities	67	10	7	23	9	4	2	9	21
Finance and insurance	72	11	8	26	7	4	2	11	25
Credit intermediation and related activities	74	9	6	26	7	5	1	11	26
Insurance carriers and related activities	67	15	11	20	7	4	3	11	25
Real estate and rental and leasing	48	—	5	12	17	4	—	3	8
Professional and business services	46	8	5	12	8	6	2	9	11
Professional and technical services	61	14	7	18	11	6	1	10	11
Administrative and waste services	29	3	2	5	5	4	2	8	8
Education and health services	40	1	3	7	7	9	3	9	10
Educational services	20	—	3	—	3	10	—	1	3
Junior colleges, colleges, and universities	21	—	2	(⁴)	1	13	—	3	2
Health care and social assistance	43	2	3	7	8	9	3	10	11
Leisure and hospitality	25	(⁴)	3	5	7	1	1	4	6
Accommodation and food services	24	—	3	5	7	—	—	4	6
Other services	31	1	2	11	8	5	—	—	4
1 to 99 workers	40	4	3	13	12	3	1	3	8
1 to 49 workers	40	4	2	13	13	3	1	2	7
50 to 99 workers	42	4	5	12	8	4	2	7	11
100 workers or more	47	6	5	8	7	7	6	9	16
100 to 499 workers	43	4	3	7	9	5	8	7	12
500 workers or more	54	9	6	10	4	10	3	12	22
Geographic areas									
New England	43	5	3	8	12	7	2	6	8
Middle Atlantic	43	3	3	11	8	8	2	6	11
East North Central	45	6	4	12	8	8	4	7	14
West North Central	43	7	3	12	8	3	3	7	11
South Atlantic	46	4	4	10	12	3	4	8	12
East South Central	47	4	—	9	14	2	6	5	15
West South Central	46	6	4	11	13	2	3	6	14
Mountain	47	6	5	11	13	5	2	5	9
Pacific	37	5	4	11	6	4	3	3	10

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2010." See Technical Note for more details.

⁴ Less than 0.5 percent.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	7	7	29	25
Worker characteristics				
Management, professional, and related	11	10	46	38
Management, business, and financial	15	14	52	45
Professional and related	9	9	43	35
Service	3	3	17	14
Protective service	3	3	20	10
Sales and office	8	7	30	26
Sales and related	4	4	24	20
Office and administrative support	10	9	34	29
Natural resources, construction, and maintenance	8	7	22	18
Construction, extraction, farming, fishing, and forestry	6	6	16	16
Installation, maintenance, and repair	10	9	29	20
Production, transportation, and material moving ...	8	7	25	21
Production	6	4	24	20
Transportation and material moving	11	10	26	22
Full time	9	8	36	31
Part time	4	4	9	8
Union	25	22	46	31
Nonunion	6	5	28	24
Average wage within the following categories: ²				
Lowest 25 percent	2	2	11	9
Lowest 10 percent	1	1	6	4
Second 25 percent	5	5	26	23
Third 25 percent	9	8	35	30
Highest 25 percent	15	14	50	41
Highest 10 percent	16	15	59	49
Establishment characteristics				
Goods-producing industries	6	6	27	24
Construction	3	4	15	15
Manufacturing	7	6	31	27
Service-providing industries	8	7	30	25
Trade, transportation, and utilities	8	7	28	22
Wholesale trade	5	4	31	28
Retail trade	4	4	21	17
Transportation and warehousing	21	20	44	31
Utilities	31	28	65	43

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information	23	21	61	37
Financial activities	25	24	55	52
Finance and insurance	32	31	63	59
Credit intermediation and related activities	32	31	64	60
Insurance carriers and related activities	31	29	56	53
Real estate and rental and leasing	—	—	25	27
Professional and business services	4	4	33	28
Professional and technical services	3	2	47	40
Administrative and waste services	2	2	17	16
Education and health services	7	7	29	25
Educational services	4	3	38	29
Junior colleges, colleges, and universities	6	5	58	43
Health care and social assistance	8	8	28	24
Leisure and hospitality	—	—	15	11
Accommodation and food services	—	—	14	9
Other services	5	5	18	17
1 to 99 workers	3	3	18	16
1 to 49 workers	3	3	17	15
50 to 99 workers	5	4	23	20
100 workers or more	12	12	42	34
100 to 499 workers	7	7	34	30
500 workers or more	19	18	54	41
Geographic areas				
New England	8	7	38	33
Middle Atlantic	9	8	31	24
East North Central	7	5	22	15
West North Central	5	4	20	16
South Atlantic	6	6	22	18
East South Central	5	5	21	14
West South Central	5	5	20	19
Mountain	6	6	39	33
Pacific	12	12	52	48

¹ The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	10	52	73
Worker characteristics					
Management, professional, and related	14	4	9	53	74
Professional and related	13	3	8	53	73
Teachers	11	2	4	50	69
Primary, secondary, and special education school teachers	8	1	2	48	69
Service	11	4	10	50	72
Protective service	11	4	13	55	79
Sales and office	16	6	15	51	73
Office and administrative support	17	6	15	52	74
Natural resources, construction, and maintenance	12	2	13	55	75
Production, transportation, and material moving ...	5	—	13	40	66
Full time	14	5	11	54	77
Part time	8	2	6	38	53
Union	16	2	13	54	82
Nonunion	11	6	8	50	65
Average wage within the following categories: ²					
Lowest 25 percent	10	4	5	44	61
Lowest 10 percent	8	—	3	40	52
Second 25 percent	16	6	14	53	77
Third 25 percent	15	4	14	56	79
Highest 25 percent	13	3	11	55	77
Highest 10 percent	15	4	11	57	80
Establishment characteristics					
Service-providing industries	13	4	10	52	73
Education and health services	13	4	7	51	72
Educational services	12	3	5	49	70
Elementary and secondary schools	8	1	2	45	69
Junior colleges, colleges, and universities	27	—	—	63	76
Health care and social assistance	14	—	15	64	85
Hospitals	15	—	—	70	86
Public administration	17	6	17	54	76
1 to 99 workers	8	4	5	34	46
1 to 49 workers	7	6	6	36	43
50 to 99 workers	—	2	2	31	52
100 workers or more	14	4	11	54	77
100 to 499 workers	8	2	6	42	56
500 workers or more	16	5	13	59	84

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	27	—	20	70	86
Local government	8	2	7	46	69
Geographic areas					
New England	—	—	4	32	74
Middle Atlantic	20	—	4	42	79
East North Central	8	1	13	49	65
West North Central	—	—	—	45	66
South Atlantic	10	—	6	60	83
East South Central	—	—	2	44	47
West South Central	7	2	4	47	60
Mountain	18	3	21	64	89
Pacific	13	4	26	66	83

¹ A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National

Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
All workers	22	34	53	59	55	24
Worker characteristics						
Management, professional, and related	23	36	56	63	57	25
Professional and related	23	36	55	62	56	24
Teachers	21	35	50	59	55	20
Primary, secondary, and special education school teachers	19	36	50	60	54	19
Service	20	29	49	54	51	24
Protective service	22	31	57	59	55	28
Sales and office	21	35	54	60	57	25
Office and administrative support	22	35	55	61	58	26
Natural resources, construction, and maintenance	22	39	53	58	57	22
Production, transportation, and material moving ...	20	34	41	41	51	15
Full time	24	37	58	64	60	26
Part time	13	18	30	34	30	14
Union	19	31	55	62	61	29
Nonunion	25	37	52	57	51	21
Average wage within the following categories: ¹						
Lowest 25 percent	19	30	44	49	44	19
Lowest 10 percent	18	26	36	41	38	15
Second 25 percent	23	34	57	61	59	28
Third 25 percent	24	39	58	65	58	29
Highest 25 percent	23	34	55	64	62	23
Highest 10 percent	21	29	50	61	63	24
Establishment characteristics						
Service-providing industries	22	34	53	59	55	24
Education and health services	23	36	54	61	56	22
Educational services	23	35	53	61	57	21
Elementary and secondary schools	19	35	49	57	53	19
Junior colleges, colleges, and universities	32	36	63	72	72	25
Health care and social assistance	24	39	59	64	50	30
Hospitals	25	46	63	66	52	30
Public administration	22	33	56	58	55	31
1 to 99 workers	18	24	33	38	40	20
1 to 49 workers	18	25	33	38	39	17
50 to 99 workers	17	24	32	38	41	23
100 workers or more	23	36	56	62	58	25
100 to 499 workers	16	29	42	44	47	19
500 workers or more	25	38	61	69	61	27

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
State government	32	34	71	75	74	40
Local government	19	34	47	54	49	19
Geographic areas						
New England	13	6	32	37	49	—
Middle Atlantic	3	13	32	45	73	27
East North Central	21	18	39	45	57	24
West North Central	19	38	63	67	44	35
South Atlantic	34	47	65	71	49	23
East South Central	—	51	37	47	45	—
West South Central	17	34	64	67	65	16
Mountain	25	43	68	71	56	30
Pacific	26	48	65	69	53	26

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
All workers	28	70	64
Worker characteristics			
Management, professional, and related	30	74	68
Professional and related	30	74	67
Teachers	27	73	67
Primary, secondary, and special education school teachers	22	74	66
Service	24	64	58
Protective service	26	71	63
Sales and office	29	68	63
Office and administrative support	30	70	65
Natural resources, construction, and maintenance	27	67	59
Production, transportation, and material moving ...	16	67	61
Full time	30	74	68
Part time	14	48	46
Union	26	77	71
Nonunion	29	65	59
Average wage within the following categories: ³			
Lowest 25 percent	21	57	52
Lowest 10 percent	17	45	41
Second 25 percent	31	72	67
Third 25 percent	32	77	71
Highest 25 percent	29	77	70
Highest 10 percent	32	78	72
Establishment characteristics			
Service-providing industries	28	70	64
Education and health services	31	72	66
Educational services	30	73	67
Elementary and secondary schools	22	73	66
Junior colleges, colleges, and universities	56	74	71
Health care and social assistance	35	69	59
Hospitals	36	68	56
Public administration	25	72	67
1 to 99 workers	16	45	37
1 to 49 workers	14	42	36
50 to 99 workers	19	50	39
100 workers or more	30	74	69
100 to 499 workers	17	62	55
500 workers or more	34	78	73

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
State government	46	84	81
Local government	22	66	59
Geographic areas			
Middle Atlantic	16	85	80
East North Central	16	55	49
West North Central	—	57	43
South Atlantic	44	76	69
East South Central	—	59	52
West South Central	21	73	66
Mountain	24	71	72
Pacific	42	74	72

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and

below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	31	4	1	1	12	6	1	12
Worker characteristics								
Management, professional, and related	30	4	1	1	12	5	1	12
Professional and related	28	4	(³)	1	12	4	1	11
Teachers	25	2	–	–	12	3	–	10
Primary, secondary, and special education school teachers	29	2	–	–	14	3	–	12
Service	32	4	1	2	10	9	–	12
Protective service	43	7	–	3	13	13	–	16
Sales and office	33	5	1	2	13	6	1	12
Office and administrative support	33	5	2	2	13	6	1	12
Natural resources, construction, and maintenance	33	3	–	–	12	10	–	11
Production, transportation, and material moving ...	29	2	–	–	11	5	–	11
Full time	35	5	1	1	13	7	1	13
Part time	10	1	–	1	3	2	–	3
Union	36	4	(³)	(³)	20	5	–	13
Nonunion	26	4	1	2	5	7	1	11
Average wage within the following categories: ⁴								
Lowest 25 percent	24	2	1	3	7	6	–	10
Lowest 10 percent	19	(³)	1	3	5	4	–	7
Second 25 percent	33	5	1	2	11	8	1	12
Third 25 percent	34	5	1	1	12	6	1	14
Highest 25 percent	33	5	(³)	–	16	4	(³)	12
Highest 10 percent	32	5	(³)	–	16	4	–	11
Establishment characteristics								
Service-providing industries	31	4	1	1	11	6	1	12
Education and health services	26	3	1	1	11	4	1	10
Educational services	23	2	–	–	11	3	–	9
Elementary and secondary schools	24	1	–	–	13	3	–	9
Junior colleges, colleges, and universities	20	7	–	–	5	3	–	8
Health care and social assistance	46	8	3	6	10	6	5	16
Hospitals	42	4	2	6	9	5	5	15
Public administration	40	7	1	2	14	10	–	16
1 to 99 workers	28	2	4	6	9	9	–	7
1 to 49 workers	28	2	3	7	7	9	–	8
50 to 99 workers	30	–	5	–	13	10	–	4
100 workers or more	31	5	(³)	1	12	6	1	12
100 to 499 workers	33	2	2	2	13	7	1	12
500 workers or more	31	6	–	–	11	5	1	13

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
State government	42	12	—	—	12	7	2	19
Local government	27	1	1	2	11	6	(³)	9
Geographic areas								
New England	36	—	—	—	18	10	—	18
Middle Atlantic	31	—	1	—	14	3	—	15
East North Central	29	1	—	—	18	8	—	7
West North Central	18	—	(³)	—	5	—	—	6
South Atlantic	39	6	—	3	5	6	3	20
West South Central	32	3	—	—	7	9	—	15
Mountain	21	4	—	—	—	6	—	9
Pacific	36	14	1	—	24	1	—	6

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ Less than 0.5 percent.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	50	49	33	28
Worker characteristics				
Management, professional, and related	54	52	34	29
Professional and related	54	53	34	29
Teachers	54	51	31	26
Primary, secondary, and special education school teachers	57	56	30	25
Service	42	42	30	24
Protective service	45	44	35	26
Sales and office	52	51	36	31
Office and administrative support	53	53	37	32
Natural resources, construction, and maintenance	46	46	29	22
Production, transportation, and material moving ...	40	41	29	26
Full time	55	54	37	31
Part time	21	21	13	12
Union	54	51	53	45
Nonunion	47	48	17	14
Average wage within the following categories: ²				
Lowest 25 percent	38	38	15	13
Lowest 10 percent	30	30	8	7
Second 25 percent	51	50	35	29
Third 25 percent	52	52	37	31
Highest 25 percent	59	57	47	39
Highest 10 percent	61	55	57	49
Establishment characteristics				
Service-providing industries	50	49	33	28
Education and health services	53	51	32	27
Educational services	54	52	32	26
Elementary and secondary schools	53	52	28	24
Junior colleges, colleges, and universities	55	53	43	33
Health care and social assistance	43	44	35	31
Hospitals	39	42	36	32
Public administration	49	48	37	31
1 to 99 workers	34	34	16	15
1 to 49 workers	31	31	12	11
50 to 99 workers	40	39	22	21
100 workers or more	52	51	36	30
100 to 499 workers	42	42	22	19
500 workers or more	56	54	40	34

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	59	58	43	33
Local government	47	46	30	26
Geographic areas				
New England	32	27	34	28
Middle Atlantic	61	54	54	49
East North Central	—	—	23	—
South Atlantic	46	46	12	7
East South Central	67	68	2	3
West South Central	57	58	10	11
Mountain	61	60	51	36
Pacific	84	82	84	82

¹ The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.