

Table 40. Standard errors for quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2011

| Characteristics | Childcare ² | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers | 0.4 | 0.3 | 0.3 | 0.6 | 0.6 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.7 | 0.7 | 0.6 | 0.9 | 1.0 |
| Management, business, and financial | 1.0 | 1.3 | 0.9 | 1.3 | 1.4 |
| Professional and related | 0.8 | 0.6 | 0.7 | 1.0 | 1.1 |
| Teachers | 1.2 | 0.6 | 0.7 | 1.7 | 1.6 |
| Primary, secondary, and special education school teachers | 1.2 | 0.2 | 0.5 | 1.9 | 1.8 |
| Registered nurses | 1.8 | 1.2 | 1.2 | 2.7 | 2.6 |
| Service | 0.9 | 0.2 | 0.4 | 0.9 | 1.1 |
| Protective service | 1.0 | 0.6 | 1.0 | 2.6 | 3.2 |
| Sales and office | 0.4 | 0.4 | 0.4 | 0.8 | 0.9 |
| Sales and related | 0.3 | 0.3 | 0.4 | 1.3 | 1.3 |
| Office and administrative support | 0.6 | 0.6 | 0.5 | 1.0 | 1.1 |
| Natural resources, construction, and maintenance | 0.5 | 0.3 | 0.5 | 1.2 | 1.3 |
| Construction, extraction, farming, fishing, and forestry | 0.4 | 0.2 | 0.7 | 1.5 | 1.8 |
| Installation, maintenance, and repair | 0.8 | 0.7 | 0.7 | 1.7 | 1.8 |
| Production, transportation, and material moving | 0.4 | 0.2 | 0.4 | 0.9 | 1.1 |
| Production | 0.6 | 0.3 | 0.7 | 1.3 | 1.6 |
| Transportation and material moving | 0.4 | 0.2 | 0.3 | 1.2 | 1.6 |
| Full time | 0.5 | 0.4 | 0.3 | 0.6 | 0.7 |
| Part time | 0.6 | 0.3 | 0.3 | 0.8 | 1.0 |
| Union | 1.0 | 0.3 | 0.7 | 1.5 | 1.0 |
| Nonunion | 0.4 | 0.3 | 0.3 | 0.6 | 0.7 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 0.6 | 0.2 | 0.2 | 0.8 | 1.0 |
| Lowest 10 percent | 1.1 | (⁴) | 0.3 | 0.9 | 1.3 |
| Second 25 percent | 0.6 | 0.3 | 0.3 | 0.9 | 1.0 |
| Third 25 percent | 0.5 | 0.5 | 0.5 | 0.8 | 0.9 |
| Highest 25 percent | 0.5 | 0.6 | 0.6 | 0.9 | 0.8 |
| Highest 10 percent | 0.8 | 1.0 | 0.9 | 1.3 | 1.3 |
| Establishment characteristics | | | | | |
| Goods-producing industries | 0.5 | 0.4 | 0.5 | 1.1 | 1.2 |
| Service-providing industries | 0.4 | 0.3 | 0.3 | 0.6 | 0.7 |
| Education and health services | 1.0 | 0.7 | 0.7 | 1.3 | 1.4 |
| Educational services | 1.5 | 1.2 | 1.0 | 1.6 | 1.4 |
| Elementary and secondary schools | 0.9 | 0.2 | 0.4 | 1.7 | 1.5 |
| Junior colleges, colleges, and universities | 4.3 | – | 2.9 | 4.0 | 3.9 |
| Health care and social assistance | 1.2 | 0.7 | 0.7 | 1.8 | 2.1 |
| Hospitals | 1.7 | 1.2 | 1.6 | 1.9 | 1.5 |
| Public administration | 1.8 | 1.7 | 1.2 | 2.1 | 1.9 |

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2011—Continued

| Characteristics | Childcare ² | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---------------------------|------------------------|--------------------|----------------------|-------------------|------------------------------|
| 1 to 99 workers | 0.4 | 0.3 | 0.3 | 0.6 | 0.7 |
| 1 to 49 workers | 0.4 | 0.4 | 0.3 | 0.7 | 0.8 |
| 50 to 99 workers | 0.8 | 0.4 | 0.5 | 1.2 | 1.6 |
| 100 workers or more | 0.6 | 0.5 | 0.4 | 0.9 | 0.8 |
| 100 to 499 workers | 0.5 | 0.4 | 0.5 | 1.2 | 1.4 |
| 500 workers or more | 1.0 | 0.8 | 0.8 | 1.3 | 1.0 |
| Geographic areas | | | | | |
| New England | 0.9 | 1.1 | 1.0 | 1.6 | 1.4 |
| Middle Atlantic | 0.7 | 0.9 | 0.8 | 1.2 | 1.6 |
| East North Central | 0.7 | 0.6 | 0.6 | 1.5 | 1.5 |
| West North Central | 1.4 | 0.7 | 1.8 | 1.8 | 2.8 |
| South Atlantic | 0.8 | 0.7 | 0.4 | 1.4 | 1.4 |
| East South Central | — | 2.4 | 0.6 | 3.6 | 3.8 |
| West South Central | 1.0 | 0.8 | 0.2 | 2.2 | 1.9 |
| Mountain | 1.2 | 1.1 | 1.2 | 2.1 | 2.5 |
| Pacific | 0.9 | 0.8 | 1.0 | 1.4 | 1.7 |

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 0.05.

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

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2011

| 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 | Performance | Signing | Other |
| All workers | 0.5 | 0.6 | 0.6 | 0.6 | 0.6 | 0.4 | 0.3 | 0.1 | 0.1 | 0.2 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 0.9 | 0.9 | 1.0 | 1.1 | 0.9 | 0.8 | 0.5 | 0.3 | 0.3 | 0.4 |
| Management, business, and financial | 1.3 | 1.2 | 1.4 | 1.5 | 1.5 | 1.2 | 0.9 | 0.6 | 0.4 | 0.7 |
| Professional and related | 1.0 | 1.1 | 1.2 | 1.2 | 1.0 | 0.9 | 0.5 | 0.2 | 0.2 | 0.4 |
| Teachers | 1.5 | 1.6 | 1.8 | 1.9 | 1.5 | 1.3 | – | – | (²) | – |
| Primary, secondary, and special education school teachers | 1.5 | 2.0 | 2.2 | 2.2 | 1.9 | 1.7 | – | – | – | – |
| Registered nurses | 2.0 | 2.6 | 3.1 | 3.0 | 2.2 | 1.8 | 0.7 | (²) | (²) | 0.7 |
| Service | 0.7 | 0.7 | 0.9 | 0.9 | 1.3 | 0.7 | 0.6 | (²) | (²) | 0.7 |
| Protective service | 2.3 | 2.0 | 2.8 | 2.8 | 2.7 | 1.9 | 0.3 | – | – | 0.3 |
| Sales and office | 0.6 | 0.7 | 0.9 | 0.9 | 0.8 | 0.7 | 0.4 | 0.2 | 0.2 | 0.4 |
| Sales and related | 1.0 | 0.7 | 1.1 | 1.0 | 1.2 | 1.1 | 0.8 | 0.2 | 0.2 | 0.7 |
| Office and administrative support | 0.8 | 1.0 | 1.1 | 1.1 | 0.8 | 0.8 | 0.5 | 0.3 | 0.2 | 0.4 |
| Natural resources, construction, and maintenance | 0.9 | 0.9 | 1.1 | 1.1 | 1.1 | 0.7 | 0.6 | 0.3 | 0.2 | 0.4 |
| Construction, extraction, farming, fishing, and forestry | 1.1 | 1.1 | 1.3 | 1.5 | 1.3 | 0.8 | 0.4 | – | – | 0.3 |
| Installation, maintenance, and repair | 1.3 | 1.4 | 1.5 | 1.6 | 1.6 | 1.1 | 1.0 | 0.7 | 0.3 | 0.7 |
| Production, transportation, and material moving | 0.7 | 0.8 | 1.1 | 1.1 | 1.0 | 0.7 | 0.6 | 0.2 | 0.2 | 0.5 |
| Production | 1.1 | 1.3 | 1.4 | 1.5 | 1.2 | 1.1 | 0.8 | 0.3 | 0.3 | 0.6 |
| Transportation and material moving | 1.0 | 0.9 | 1.3 | 1.2 | 1.4 | 0.8 | 0.7 | 0.2 | (²) | 0.7 |
| Full time | 0.6 | 0.6 | 0.7 | 0.7 | 0.6 | 0.5 | 0.4 | 0.2 | 0.1 | 0.3 |
| Part time | 0.5 | 0.5 | 0.9 | 0.8 | 0.6 | 0.5 | 0.3 | 0.1 | (²) | 0.4 |
| Union | 0.9 | 1.2 | 1.1 | 1.1 | 0.9 | 0.9 | 0.6 | 0.2 | 0.3 | 0.4 |
| Nonunion | 0.6 | 0.6 | 0.7 | 0.7 | 0.6 | 0.4 | 0.3 | 0.2 | 0.1 | 0.3 |
| Average wage within the following categories: ³ | | | | | | | | | | |
| Lowest 25 percent | 0.6 | 0.6 | 0.8 | 0.8 | 1.0 | 0.6 | 0.5 | 0.1 | (²) | 0.5 |
| Lowest 10 percent | 0.8 | 0.7 | 1.0 | 1.0 | 1.6 | 1.0 | 0.9 | (²) | (²) | 1.0 |
| Second 25 percent | 0.7 | 0.8 | 1.0 | 1.0 | 0.8 | 0.7 | 0.4 | 0.1 | 0.1 | 0.3 |
| Third 25 percent | 0.7 | 0.7 | 0.8 | 0.8 | 0.7 | 0.6 | 0.4 | 0.2 | 0.1 | 0.3 |
| Highest 25 percent | 0.8 | 0.9 | 0.9 | 0.9 | 0.8 | 0.7 | 0.6 | 0.3 | 0.4 | 0.5 |
| Highest 10 percent | 1.1 | 1.2 | 1.4 | 1.4 | 1.0 | 0.9 | 0.9 | 0.5 | 0.4 | 0.8 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 0.7 | 1.0 | 1.0 | 1.0 | 0.9 | 0.9 | 0.6 | 0.3 | 0.4 | 0.5 |
| Service-providing industries | 0.6 | 0.6 | 0.7 | 0.7 | 0.6 | 0.5 | 0.3 | 0.1 | 0.1 | 0.3 |
| Education and health services | 1.1 | 1.2 | 1.4 | 1.4 | 1.2 | 0.9 | 0.2 | (²) | (²) | 0.2 |
| Educational services | 1.6 | 1.5 | 1.5 | 1.6 | 1.4 | 1.2 | (²) | – | (²) | (²) |
| Elementary and secondary schools | 1.5 | 1.8 | 2.0 | 1.9 | 1.6 | 1.3 | – | – | – | – |
| Junior colleges, colleges, and universities | 3.7 | 2.3 | 4.0 | 3.8 | 2.4 | 2.7 | 0.2 | – | 0.2 | (²) |
| Health care and social assistance | 1.3 | 1.5 | 2.0 | 1.9 | 1.6 | 1.1 | 0.4 | (²) | (²) | 0.4 |
| Hospitals | 1.5 | 2.5 | 2.1 | 2.0 | 2.2 | 2.1 | 0.5 | 0.2 | (²) | 0.5 |
| Public administration | 1.6 | 1.9 | 2.1 | 2.0 | 1.9 | 2.2 | – | – | – | – |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2011—Continued

| 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 | Performance | Signing | Other |
| 1 to 99 workers | 0.5 | 0.5 | 0.7 | 0.7 | 0.6 | 0.4 | 0.3 | 0.1 | 0.1 | 0.3 |
| 1 to 49 workers | 0.6 | 0.5 | 0.8 | 0.7 | 0.6 | 0.4 | 0.3 | 0.1 | 0.1 | 0.3 |
| 50 to 99 workers | 1.1 | 1.0 | 1.4 | 1.5 | 1.2 | 0.9 | 0.8 | 0.3 | (²) | 0.8 |
| 100 workers or more | 0.7 | 0.8 | 0.9 | 0.8 | 0.8 | 0.6 | 0.4 | 0.2 | 0.2 | 0.4 |
| 100 to 499 workers | 0.9 | 1.0 | 1.1 | 1.1 | 0.9 | 0.9 | 0.5 | 0.2 | 0.2 | 0.5 |
| 500 workers or more | 1.1 | 1.1 | 1.3 | 1.0 | 1.3 | 0.9 | 0.7 | 0.3 | 0.4 | 0.6 |
| Geographic areas | | | | | | | | | | |
| New England | 1.2 | 1.4 | 2.0 | 2.2 | 1.2 | 1.5 | 1.1 | 0.2 | 0.2 | 1.1 |
| Middle Atlantic | 1.2 | 1.6 | 1.7 | 1.9 | 1.1 | 0.7 | 0.4 | 0.2 | 0.3 | 0.4 |
| East North Central | 1.1 | 1.1 | 1.5 | 1.5 | 1.3 | 0.9 | 0.6 | 0.4 | 0.3 | 0.6 |
| West North Central | 1.5 | 1.8 | 2.4 | 2.3 | 1.8 | 1.5 | 0.7 | 0.3 | (²) | 0.5 |
| South Atlantic | 1.2 | 1.5 | 1.4 | 1.4 | 1.2 | 1.1 | 0.7 | 0.3 | 0.3 | 0.4 |
| East South Central | 3.1 | 2.1 | 3.0 | 3.2 | 5.3 | 2.7 | 2.6 | 0.8 | 0.5 | 2.9 |
| West South Central | 1.9 | 1.5 | 1.9 | 1.6 | 1.3 | 1.6 | 0.5 | 0.4 | (²) | 0.5 |
| Mountain | 1.7 | 3.5 | 3.3 | 3.4 | 1.9 | 1.0 | 0.8 | 0.2 | 0.2 | 0.8 |
| Pacific | 1.4 | 0.8 | 1.4 | 1.4 | 1.0 | 1.2 | 0.7 | 0.4 | 0.4 | 0.4 |

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 Less than 0.05.

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. Standard errors for health-related benefits: Access, civilian workers,¹ National Compensation Survey, March 2011

| Characteristics | Long-term care insurance ² | Retiree health care benefits ³ | |
|---|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| All workers | 0.4 | 0.4 | 0.4 |
| Worker characteristics | | | |
| Management, professional, and related | 0.7 | 0.9 | 0.8 |
| Management, business, and financial | 1.1 | 1.4 | 1.4 |
| Professional and related | 0.9 | 1.0 | 0.9 |
| Teachers | 1.2 | 1.5 | 1.4 |
| Primary, secondary, and special education school teachers | 1.3 | 1.6 | 1.7 |
| Registered nurses | 2.1 | 2.0 | 1.9 |
| Service | 0.5 | 0.6 | 0.6 |
| Protective service | 1.8 | 3.0 | 2.9 |
| Sales and office | 0.5 | 0.6 | 0.6 |
| Sales and related | 0.7 | 1.0 | 1.0 |
| Office and administrative support | 0.6 | 0.7 | 0.7 |
| Natural resources, construction, and maintenance | 0.9 | 1.0 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | 1.0 | 1.4 | 1.4 |
| Installation, maintenance, and repair | 1.3 | 1.4 | 1.3 |
| Production, transportation, and material moving ... | 0.7 | 0.8 | 0.8 |
| Production | 0.8 | 1.1 | 1.0 |
| Transportation and material moving | 0.9 | 1.1 | 1.1 |
| Full time | 0.5 | 0.5 | 0.5 |
| Part time | 0.5 | 0.5 | 0.5 |
| Union | 0.9 | 1.5 | 1.4 |
| Nonunion | 0.4 | 0.5 | 0.4 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | 0.4 | 0.4 | 0.4 |
| Lowest 10 percent | 0.6 | 0.5 | 0.5 |
| Second 25 percent | 0.5 | 0.6 | 0.6 |
| Third 25 percent | 0.6 | 0.7 | 0.7 |
| Highest 25 percent | 0.8 | 0.8 | 0.7 |
| Highest 10 percent | 1.2 | 1.1 | 1.0 |
| Establishment characteristics | | | |
| Goods-producing industries | 0.7 | 0.9 | 0.9 |
| Service-providing industries | 0.4 | 0.5 | 0.5 |
| Education and health services | 1.0 | 1.1 | 1.0 |
| Educational services | 1.5 | 1.3 | 1.3 |
| Elementary and secondary schools | 1.1 | 1.5 | 1.4 |
| Junior colleges, colleges, and universities | 3.6 | 2.5 | 2.5 |
| Health care and social assistance | 1.2 | 1.1 | 1.0 |
| Hospitals | 2.0 | 1.9 | 1.8 |
| Public administration | 1.6 | 1.9 | 1.9 |

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, civilian workers,¹ National Compensation Survey, March 2011—Continued

| Characteristics | Long-term care insurance ² | Retiree health care benefits ³ | |
|---------------------------|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| 1 to 99 workers | 0.4 | 0.4 | 0.3 |
| 1 to 49 workers | 0.5 | 0.4 | 0.3 |
| 50 to 99 workers | 0.9 | 0.9 | 0.8 |
| 100 workers or more | 0.6 | 0.8 | 0.7 |
| 100 to 499 workers | 0.7 | 0.9 | 0.8 |
| 500 workers or more | 1.1 | 1.3 | 1.2 |
| Geographic areas | | | |
| New England | 1.0 | 1.2 | 1.2 |
| Middle Atlantic | 0.9 | 1.1 | 1.1 |
| East North Central | 0.6 | 0.9 | 0.9 |
| West North Central | 2.0 | 1.3 | 2.0 |
| South Atlantic | 1.0 | 1.4 | 1.3 |
| East South Central | 3.5 | 2.6 | 2.5 |
| West South Central | 1.2 | 1.2 | 0.9 |
| Mountain | 1.0 | 1.4 | 1.6 |
| Pacific | 0.6 | 1.1 | 1.0 |

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. Standard errors for nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2011

| Characteristics | All nonproduction bonuses | Cash profit-sharing bonus | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ² |
|---|---------------------------|---------------------------|----------------------------|-------------------|------------------|-----------------------------------|-----------------|------------------|--------------------------|
| All workers | 0.6 | 0.2 | 0.2 | 0.3 | 0.3 | 0.3 | 0.2 | 0.2 | 0.3 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 0.9 | 0.5 | 0.5 | 0.5 | 0.4 | 0.7 | 0.3 | 0.4 | 0.6 |
| Management, business, and financial | 1.2 | 0.7 | 0.7 | 0.9 | 0.5 | 0.7 | 0.5 | 0.4 | 1.2 |
| Professional and related | 1.0 | 0.5 | 0.5 | 0.5 | 0.5 | 0.8 | 0.4 | 0.5 | 0.7 |
| Teachers | 1.4 | (³) | 0.5 | (³) | 0.3 | 1.0 | 0.4 | – | 0.9 |
| Primary, secondary, and special education school teachers | 1.8 | – | 0.7 | – | 0.3 | 1.2 | 0.6 | – | 1.2 |
| Registered nurses | 2.7 | 0.2 | 1.3 | 1.2 | 0.5 | 3.0 | 0.7 | 1.6 | 2.0 |
| Service | 1.4 | 0.2 | 0.5 | 0.7 | 0.7 | 0.3 | 0.3 | 0.6 | 0.6 |
| Protective service | 3.0 | (³) | 1.7 | 0.6 | 0.9 | 1.3 | 1.6 | 2.7 | 1.7 |
| Sales and office | 0.8 | 0.3 | 0.3 | 0.5 | 0.6 | 0.4 | 0.4 | 0.3 | 0.5 |
| Sales and related | 1.3 | 0.4 | 0.4 | 0.6 | 0.8 | 0.4 | 0.8 | 0.4 | 0.6 |
| Office and administrative support | 0.9 | 0.4 | 0.3 | 0.6 | 0.7 | 0.5 | 0.3 | 0.4 | 0.6 |
| Natural resources, construction, and maintenance | 1.4 | 0.5 | 0.4 | 0.9 | 1.0 | 0.3 | 0.4 | 0.4 | 0.9 |
| Construction, extraction, farming, fishing, and forestry | 1.9 | 0.6 | 0.5 | 1.6 | 1.3 | 0.4 | 0.6 | 0.4 | 1.3 |
| Installation, maintenance, and repair | 1.7 | 0.6 | 0.7 | 1.1 | 1.3 | 0.5 | 0.5 | 0.7 | 1.2 |
| Production, transportation, and material moving | 1.2 | 0.6 | 0.4 | 0.7 | 0.6 | 0.5 | 0.3 | 0.6 | 0.7 |
| Production | 1.6 | 1.1 | 0.4 | 0.9 | 0.9 | 1.1 | 0.5 | 0.7 | 0.9 |
| Transportation and material moving | 1.5 | 0.5 | 0.5 | 0.8 | 0.8 | 0.5 | 0.3 | 0.7 | 1.1 |
| Full time | 0.6 | 0.2 | 0.3 | 0.4 | 0.4 | 0.4 | 0.2 | 0.2 | 0.4 |
| Part time | 0.9 | 0.2 | 0.3 | 0.4 | 0.5 | 0.2 | 0.2 | 0.5 | 0.4 |
| Union | 1.2 | 0.3 | 0.4 | 0.4 | 0.4 | 0.8 | 0.3 | 0.2 | 0.9 |
| Nonunion | 0.7 | 0.2 | 0.3 | 0.4 | 0.4 | 0.3 | 0.2 | 0.3 | 0.4 |
| Average wage within the following categories: ⁴ | | | | | | | | | |
| Lowest 25 percent | 1.0 | 0.3 | 0.3 | 0.6 | 0.6 | 0.2 | 0.3 | 0.5 | 0.5 |
| Lowest 10 percent | 1.6 | 0.2 | 0.5 | 1.1 | 0.8 | 0.2 | 0.3 | 0.8 | 0.7 |
| Second 25 percent | 0.9 | 0.3 | 0.3 | 0.5 | 0.7 | 0.4 | 0.4 | 0.3 | 0.5 |
| Third 25 percent | 0.9 | 0.4 | 0.3 | 0.5 | 0.4 | 0.6 | 0.3 | 0.3 | 0.6 |
| Highest 25 percent | 0.9 | 0.4 | 0.6 | 0.5 | 0.3 | 0.5 | 0.2 | 0.4 | 0.6 |
| Highest 10 percent | 1.1 | 0.8 | 0.8 | 0.7 | 0.5 | 0.7 | 0.2 | 0.6 | 0.9 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.2 | 0.7 | 0.4 | 0.8 | 0.8 | 0.7 | 0.3 | 0.4 | 0.8 |
| Service-providing industries | 0.7 | 0.2 | 0.3 | 0.4 | 0.3 | 0.4 | 0.2 | 0.3 | 0.4 |
| Education and health services | 1.2 | 0.3 | 0.4 | 0.7 | 0.6 | 0.9 | 0.4 | 0.5 | 0.6 |
| Educational services | 1.1 | – | 0.3 | 0.3 | 0.2 | 0.8 | 0.5 | (³) | 0.7 |
| Elementary and secondary schools | 1.5 | – | 0.3 | – | 0.2 | 1.0 | 0.6 | – | 0.9 |
| Junior colleges, colleges, and universities | 1.8 | – | 0.4 | (³) | (³) | 1.0 | 0.8 | 0.2 | 1.2 |
| Health care and social assistance | 1.9 | 0.5 | 0.6 | 1.2 | 1.1 | 1.4 | 0.6 | 0.9 | 0.9 |
| Hospitals | 2.6 | 0.5 | 0.4 | 1.0 | 0.6 | 3.0 | 0.7 | 1.5 | 1.4 |
| Public administration | 2.0 | – | 0.9 | 0.5 | 0.7 | 1.5 | 1.2 | – | 2.0 |

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2011—Continued

| Characteristics | All nonproduction bonuses | Cash profit-sharing bonus | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ² |
|---------------------------|---------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|----------------|--------------------------|
| 1 to 99 workers | 0.9 | 0.3 | 0.3 | 0.6 | 0.5 | 0.3 | 0.2 | 0.4 | 0.5 |
| 1 to 49 workers | 1.0 | 0.3 | 0.3 | 0.7 | 0.6 | 0.3 | 0.2 | 0.2 | 0.5 |
| 50 to 99 workers | 1.5 | 0.6 | 0.6 | 1.0 | 0.8 | 0.7 | 0.4 | 1.2 | 1.0 |
| 100 workers or more | 0.7 | 0.3 | 0.4 | 0.4 | 0.3 | 0.5 | 0.3 | 0.4 | 0.5 |
| 100 to 499 workers | 1.1 | 0.4 | 0.4 | 0.5 | 0.5 | 0.5 | 0.5 | 0.5 | 0.6 |
| 500 workers or more | 1.2 | 0.4 | 0.6 | 0.6 | 0.4 | 0.8 | 0.4 | 0.6 | 0.8 |
| Geographic areas | | | | | | | | | |
| New England | 3.4 | 1.4 | 0.5 | 1.0 | 1.7 | 0.8 | 0.5 | 0.4 | 1.0 |
| Middle Atlantic | 1.5 | 0.4 | 0.5 | 1.1 | 1.0 | 0.9 | 0.5 | 0.5 | 0.8 |
| East North Central | 1.5 | 0.5 | 0.9 | 0.8 | 0.6 | 1.4 | 0.7 | 0.4 | 0.6 |
| West North Central | 2.4 | 1.0 | 0.6 | 1.1 | 1.0 | 0.7 | 0.7 | 1.2 | 0.9 |
| South Atlantic | 1.3 | 0.3 | 0.4 | 0.8 | 0.9 | 0.5 | 0.5 | 0.8 | 1.0 |
| East South Central | 4.1 | 1.2 | — | 1.9 | 1.6 | 0.7 | 1.5 | 1.0 | 2.5 |
| West South Central | 1.6 | 1.0 | 0.4 | 1.0 | 0.9 | 0.5 | 0.3 | 0.9 | 1.2 |
| Mountain | 2.2 | 0.8 | 1.1 | 1.1 | 1.8 | 1.1 | 1.1 | 0.8 | 0.9 |
| Pacific | 1.4 | 0.4 | 0.5 | 0.7 | 0.5 | 0.8 | 0.3 | 0.3 | 0.6 |

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

³ Less than 0.05.

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. Standard errors for unmarried domestic partner benefits: Access¹, civilian workers,² National Compensation Survey, March 2011

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|---|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| All workers | 0.4 | 0.4 | 0.5 | 0.5 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.8 | 0.8 | 0.9 | 0.9 |
| Management, business, and financial | 0.9 | 0.8 | 1.2 | 1.3 |
| Professional and related | 0.9 | 0.9 | 1.1 | 1.0 |
| Teachers | 1.7 | 1.7 | 1.3 | 1.4 |
| Primary, secondary, and special education school teachers | 2.1 | 2.1 | 1.5 | 1.4 |
| Registered nurses | 1.8 | 1.8 | 2.3 | 2.1 |
| Service | 0.6 | 0.6 | 1.1 | 0.8 |
| Protective service | 2.3 | 2.1 | 2.1 | 1.8 |
| Sales and office | 0.4 | 0.4 | 0.7 | 0.7 |
| Sales and related | 0.4 | 0.4 | 1.0 | 0.9 |
| Office and administrative support | 0.6 | 0.6 | 1.0 | 0.9 |
| Natural resources, construction, and maintenance | 0.8 | 0.8 | 1.2 | 0.9 |
| Construction, extraction, farming, fishing, and forestry | 1.1 | 1.1 | 1.3 | 1.2 |
| Installation, maintenance, and repair | 1.2 | 1.2 | 1.7 | 1.4 |
| Production, transportation, and material moving | 0.7 | 0.6 | 1.0 | 1.0 |
| Production | 0.7 | 0.6 | 1.3 | 1.2 |
| Transportation and material moving | 1.1 | 1.1 | 1.3 | 1.4 |
| Full time | 0.5 | 0.5 | 0.6 | 0.5 |
| Part time | 0.3 | 0.3 | 0.7 | 0.6 |
| Union | 1.3 | 1.2 | 1.3 | 1.2 |
| Nonunion | 0.4 | 0.4 | 0.5 | 0.5 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 0.5 | 0.5 | 0.7 | 0.6 |
| Lowest 10 percent | 0.2 | 0.2 | 1.3 | 0.8 |
| Second 25 percent | 0.5 | 0.5 | 0.8 | 0.7 |
| Third 25 percent | 0.8 | 0.7 | 0.8 | 0.7 |
| Highest 25 percent | 0.7 | 0.7 | 0.9 | 1.0 |
| Highest 10 percent | 1.0 | 1.0 | 1.1 | 1.2 |
| Establishment characteristics | | | | |
| Goods-producing industries | 0.7 | 0.6 | 1.2 | 1.1 |
| Service-providing industries | 0.5 | 0.5 | 0.6 | 0.5 |
| Education and health services | 1.1 | 1.1 | 1.1 | 1.2 |
| Educational services | 1.6 | 1.7 | 1.3 | 1.4 |
| Elementary and secondary schools | 1.6 | 1.7 | 1.2 | 1.3 |
| Junior colleges, colleges, and universities | 3.6 | 3.6 | 3.0 | 3.2 |
| Health care and social assistance | 1.1 | 1.1 | 1.6 | 1.6 |
| Hospitals | 2.2 | 2.2 | 2.0 | 2.0 |
| Public administration | 2.5 | 2.5 | 1.8 | 2.0 |

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, civilian workers,² National Compensation Survey, March 2011—Continued

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|---------------------------|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| 1 to 99 workers | 0.3 | 0.3 | 0.6 | 0.5 |
| 1 to 49 workers | 0.4 | 0.4 | 0.7 | 0.6 |
| 50 to 99 workers | 0.7 | 0.6 | 1.3 | 1.2 |
| 100 workers or more | 0.7 | 0.7 | 0.7 | 0.7 |
| 100 to 499 workers | 0.7 | 0.7 | 1.0 | 0.9 |
| 500 workers or more | 1.2 | 1.2 | 1.0 | 1.1 |
| Geographic areas | | | | |
| New England | 1.1 | 0.7 | 1.9 | 1.6 |
| Middle Atlantic | 1.2 | 1.3 | 2.1 | 1.6 |
| East North Central | 0.4 | 0.4 | 1.5 | 1.3 |
| West North Central | — | 2.8 | 2.6 | 2.7 |
| South Atlantic | 0.8 | 0.8 | 0.9 | 1.0 |
| East South Central | 3.0 | 3.1 | 3.6 | 1.3 |
| West South Central | 0.9 | 0.9 | 1.4 | 0.9 |
| Mountain | 0.9 | 0.9 | 2.5 | 1.9 |
| Pacific | 0.9 | 0.9 | 1.1 | 1.4 |

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. Standard errors for quality of life benefits: Access, private industry workers, National Compensation Survey, March 2011

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|--|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers | 0.4 | 0.3 | 0.3 | 0.6 | 0.7 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.8 | 0.9 | 0.8 | 1.2 | 1.2 |
| Management, business, and financial | 1.0 | 1.4 | 1.0 | 1.5 | 1.6 |
| Professional and related | 1.0 | 0.8 | 0.8 | 1.4 | 1.4 |
| Service | 1.0 | (²) | 0.4 | 1.0 | 1.3 |
| Protective service | 1.3 | – | 1.2 | 2.5 | 4.1 |
| Sales and office | 0.3 | 0.4 | 0.4 | 0.9 | 1.0 |
| Sales and related | 0.3 | 0.3 | 0.4 | 1.3 | 1.3 |
| Office and administrative support | 0.5 | 0.6 | 0.5 | 1.1 | 1.2 |
| Natural resources, construction, and maintenance | 0.4 | 0.4 | 0.5 | 1.2 | 1.4 |
| Construction, extraction, farming, fishing, and forestry | 0.2 | (²) | 0.6 | 1.5 | 2.0 |
| Installation, maintenance, and repair | 0.8 | 0.7 | 0.7 | 1.7 | 1.8 |
| Production, transportation, and material moving ... | 0.4 | 0.2 | 0.4 | 0.9 | 1.2 |
| Production | 0.6 | 0.3 | 0.7 | 1.3 | 1.6 |
| Transportation and material moving | 0.4 | 0.2 | 0.2 | 1.2 | 1.6 |
| Full time | 0.4 | 0.4 | 0.4 | 0.7 | 0.8 |
| Part time | 0.6 | 0.3 | 0.3 | 0.9 | 1.1 |
| Union | 1.6 | 0.4 | 0.8 | 2.2 | 1.5 |
| Nonunion | 0.4 | 0.3 | 0.3 | 0.6 | 0.7 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 0.7 | (²) | 0.3 | 0.9 | 1.0 |
| Lowest 10 percent | 1.3 | – | 0.4 | 1.1 | 1.6 |
| Second 25 percent | 0.5 | 0.4 | 0.4 | 1.0 | 1.1 |
| Third 25 percent | 0.5 | 0.5 | 0.4 | 0.9 | 1.0 |
| Highest 25 percent | 0.6 | 0.7 | 0.7 | 1.1 | 0.9 |
| Highest 10 percent | 0.9 | 1.3 | 1.1 | 1.7 | 1.6 |
| Establishment characteristics | | | | | |
| Goods-producing industries | 0.5 | 0.4 | 0.5 | 1.1 | 1.2 |
| Construction | (²) | 0.5 | 0.7 | 1.5 | 1.5 |
| Manufacturing | 0.7 | 0.5 | 0.6 | 1.5 | 1.6 |
| Service-providing industries | 0.4 | 0.3 | 0.3 | 0.7 | 0.8 |
| Trade, transportation, and utilities | 0.3 | 0.3 | 0.3 | 1.0 | 1.2 |
| Wholesale trade | 1.0 | 0.6 | 0.7 | 1.7 | 2.1 |
| Retail trade | 0.3 | 0.3 | 0.4 | 1.4 | 1.4 |
| Transportation and warehousing | 0.7 | – | 0.6 | 2.8 | 2.8 |
| Utilities | 2.3 | – | 2.0 | 4.0 | 3.7 |

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, private industry workers, National Compensation Survey, March 2011—Continued

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|--|------------------------|--------------------|----------------------|-------------------|------------------------------|
| Information | 2.3 | 1.2 | 1.7 | 2.9 | 2.5 |
| Financial activities | 1.0 | 1.1 | 1.2 | 1.7 | 1.7 |
| Finance and insurance | 1.2 | 1.2 | 1.3 | 1.4 | 1.2 |
| Credit intermediation and related activities | 1.8 | 1.5 | 1.6 | 2.1 | 1.9 |
| Insurance carriers and related activities | 2.0 | 2.2 | 2.6 | 2.6 | 2.1 |
| Real estate and rental and leasing | — | 2.7 | — | 4.4 | 4.6 |
| Professional and business services | 1.0 | 1.4 | 1.0 | 1.6 | 1.9 |
| Professional and technical services | 1.4 | 2.5 | 2.0 | 2.6 | 2.8 |
| Administrative and waste services | 1.3 | 1.3 | — | 2.2 | 2.6 |
| Education and health services | 1.1 | 0.6 | 0.6 | 1.8 | 2.0 |
| Educational services | 1.2 | 1.2 | 1.1 | 2.1 | 2.3 |
| Junior colleges, colleges, and universities | 1.4 | 0.8 | 1.4 | 1.9 | 1.6 |
| Health care and social assistance | 1.3 | 0.7 | 0.7 | 2.0 | 2.2 |
| Leisure and hospitality | 1.9 | 0.3 | 0.7 | 1.6 | 2.5 |
| Accommodation and food services | 2.1 | — | 0.8 | 1.8 | 2.8 |
| Other services | 2.1 | 0.6 | 1.0 | 2.6 | 2.9 |
| 1 to 99 workers | 0.4 | 0.4 | 0.3 | 0.6 | 0.8 |
| 1 to 49 workers | 0.4 | 0.5 | 0.3 | 0.7 | 0.8 |
| 50 to 99 workers | 0.9 | 0.5 | 0.5 | 1.3 | 1.7 |
| 100 workers or more | 0.7 | 0.5 | 0.5 | 1.1 | 1.0 |
| 100 to 499 workers | 0.6 | 0.4 | 0.6 | 1.3 | 1.5 |
| 500 workers or more | 1.3 | 1.0 | 0.9 | 1.8 | 1.2 |
| Geographic areas | | | | | |
| New England | 1.0 | 1.3 | 1.1 | 1.4 | 1.5 |
| Middle Atlantic | 0.7 | 1.1 | 0.9 | 1.6 | 2.1 |
| East North Central | 0.9 | 0.7 | 0.6 | 1.7 | 1.6 |
| West North Central | 0.9 | 1.1 | 0.9 | 2.0 | 2.8 |
| South Atlantic | 0.8 | 0.5 | 0.4 | 1.4 | 1.5 |
| East South Central | — | 0.9 | 0.7 | 2.9 | 3.3 |
| West South Central | 1.1 | 1.0 | 0.2 | 2.3 | 2.1 |
| Mountain | 1.3 | 1.3 | 1.4 | 1.8 | 2.8 |
| Pacific | 0.9 | 0.9 | 1.2 | 1.3 | 2.0 |

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 0.05.

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. Standard errors for financial benefits: Access, private industry workers, National Compensation Survey, March 2011

| 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 | Performance | Signing | Other |
| All workers | 0.5 | 0.5 | 0.7 | 0.7 | 0.6 | 0.4 | 0.3 | 0.2 | 0.1 | 0.3 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 1.0 | 1.1 | 1.3 | 1.2 | 1.0 | 1.0 | 0.7 | 0.4 | 0.4 | 0.6 |
| Management, business, and financial | 1.5 | 1.4 | 1.7 | 1.7 | 1.6 | 1.4 | 1.1 | 0.7 | 0.5 | 0.9 |
| Professional and related | 1.1 | 1.3 | 1.5 | 1.5 | 1.1 | 1.0 | 0.7 | 0.3 | 0.4 | 0.6 |
| Service | 0.8 | 0.7 | 0.9 | 1.0 | 1.5 | 0.8 | 0.8 | 0.2 | (¹) | 0.8 |
| Protective service | – | 3.2 | 3.6 | 3.7 | 3.9 | 1.1 | 0.8 | – | – | 0.8 |
| Sales and office | 0.6 | 0.7 | 0.9 | 0.9 | 0.7 | 0.7 | 0.4 | 0.2 | 0.2 | 0.4 |
| Sales and related | 1.0 | 0.7 | 1.1 | 1.0 | 1.2 | 1.1 | 0.8 | 0.2 | 0.2 | 0.7 |
| Office and administrative support | 0.8 | 1.0 | 1.2 | 1.2 | 0.8 | 0.8 | 0.5 | 0.3 | 0.3 | 0.4 |
| Natural resources, construction, and maintenance | 1.0 | 0.9 | 1.1 | 1.1 | 1.1 | 0.7 | 0.7 | 0.4 | 0.2 | 0.5 |
| Construction, extraction, farming, fishing, and forestry | 1.1 | 1.1 | 1.2 | 1.5 | 1.2 | 0.8 | 0.4 | – | – | 0.3 |
| Installation, maintenance, and repair | 1.4 | 1.4 | 1.6 | 1.7 | 1.7 | 1.2 | 1.1 | 0.7 | 0.3 | 0.8 |
| Production, transportation, and material moving | 0.7 | 0.8 | 1.1 | 1.1 | 1.0 | 0.7 | 0.6 | 0.2 | 0.2 | 0.5 |
| Production | 1.1 | 1.3 | 1.5 | 1.5 | 1.2 | 1.1 | 0.8 | 0.3 | 0.3 | 0.6 |
| Transportation and material moving | 1.0 | 0.9 | 1.3 | 1.3 | 1.4 | 0.9 | 0.8 | 0.2 | (¹) | 0.8 |
| Full time | 0.6 | 0.6 | 0.7 | 0.7 | 0.7 | 0.5 | 0.4 | 0.2 | 0.2 | 0.4 |
| Part time | 0.5 | 0.5 | 0.9 | 0.8 | 0.7 | 0.5 | 0.4 | 0.1 | (¹) | 0.4 |
| Union | 1.2 | 1.7 | 1.6 | 1.7 | 1.3 | 1.1 | 1.0 | 0.4 | 0.5 | 0.7 |
| Nonunion | 0.5 | 0.6 | 0.7 | 0.7 | 0.6 | 0.4 | 0.3 | 0.2 | 0.1 | 0.3 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 0.6 | 0.6 | 0.9 | 0.8 | 1.1 | 0.7 | 0.6 | 0.1 | (¹) | 0.6 |
| Lowest 10 percent | 1.0 | 0.7 | 1.0 | 1.1 | 1.7 | 1.2 | 1.1 | 0.3 | (¹) | 1.2 |
| Second 25 percent | 0.7 | 0.8 | 0.9 | 0.9 | 0.8 | 0.7 | 0.4 | 0.2 | 0.1 | 0.3 |
| Third 25 percent | 0.8 | 0.9 | 1.0 | 0.9 | 0.7 | 0.6 | 0.5 | 0.2 | 0.2 | 0.4 |
| Highest 25 percent | 0.9 | 0.9 | 1.0 | 1.0 | 0.9 | 0.8 | 0.7 | 0.4 | 0.4 | 0.6 |
| Highest 10 percent | 1.4 | 1.4 | 1.6 | 1.6 | 1.2 | 1.1 | 1.2 | 0.6 | 0.5 | 1.0 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 0.7 | 1.0 | 1.0 | 1.0 | 0.9 | 0.9 | 0.6 | 0.3 | 0.4 | 0.5 |
| Construction | 1.0 | 1.3 | 1.4 | 1.5 | 1.1 | 0.8 | 0.3 | – | – | – |
| Manufacturing | 1.0 | 1.3 | 1.4 | 1.4 | 1.2 | 1.2 | 0.9 | 0.5 | 0.5 | 0.6 |
| Service-providing industries | 0.6 | 0.6 | 0.8 | 0.7 | 0.7 | 0.5 | 0.4 | 0.2 | 0.2 | 0.3 |
| Trade, transportation, and utilities | 0.8 | 0.7 | 1.0 | 1.0 | 0.9 | 0.7 | 0.6 | 0.2 | 0.2 | 0.6 |
| Wholesale trade | 1.4 | 1.9 | 1.7 | 1.8 | 1.7 | 1.4 | 0.9 | 0.4 | – | 0.8 |
| Retail trade | 1.1 | 0.6 | 1.3 | 1.2 | 1.4 | 1.0 | 0.9 | 0.2 | 0.2 | 0.9 |
| Transportation and warehousing | 2.0 | 1.7 | 2.6 | 2.5 | 3.2 | 1.9 | 1.5 | – | 1.0 | 1.1 |
| Utilities | 5.3 | 4.9 | 5.6 | 5.3 | 2.6 | 4.4 | 2.6 | 0.8 | – | 2.5 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, private industry workers, National Compensation Survey, March 2011—Continued

| 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 | Performance | Signing | Other |
| Information | 2.5 | 3.1 | 3.1 | 2.9 | 2.7 | — | 2.9 | 2.2 | 0.7 | 2.2 |
| Financial activities | 1.5 | 1.8 | 1.5 | 1.5 | 1.2 | 1.4 | 1.1 | 0.8 | 0.7 | 0.9 |
| Finance and insurance | 1.6 | 1.7 | 1.3 | 1.3 | 1.1 | 1.3 | 1.1 | 0.8 | 0.6 | 1.0 |
| Credit intermediation and related activities | 2.0 | 2.1 | 2.1 | 1.8 | 1.4 | 2.0 | 1.8 | 1.4 | 1.1 | 1.6 |
| Insurance carriers and related activities | 2.8 | 2.8 | 2.4 | 2.2 | 1.7 | 2.5 | 2.1 | 0.8 | 0.4 | 1.9 |
| Real estate and rental and leasing | 3.2 | 2.9 | 3.8 | 3.3 | 3.3 | 1.7 | — | — | — | — |
| Professional and business services | 1.4 | 1.5 | 1.8 | 1.7 | 1.3 | 1.5 | 1.1 | 0.6 | 0.6 | 0.9 |
| Professional and technical services | 2.6 | 2.2 | 2.8 | 2.8 | 2.8 | 2.5 | 1.8 | 1.1 | — | 1.7 |
| Administrative and waste services | 1.5 | 1.3 | 2.2 | 2.3 | 2.3 | 1.7 | 1.4 | — | 1.1 | 0.9 |
| Education and health services | 1.2 | 1.4 | 1.8 | 1.8 | 1.5 | 0.9 | 0.4 | (¹) | (¹) | 0.4 |
| Educational services | 1.3 | 1.4 | 2.1 | 2.1 | 1.8 | 1.2 | 0.2 | — | 0.2 | (¹) |
| Junior colleges, colleges, and universities | 1.6 | 1.8 | 2.1 | 2.0 | 2.1 | 1.5 | 0.4 | — | 0.4 | (¹) |
| Health care and social assistance | 1.4 | 1.6 | 2.1 | 2.0 | 1.6 | 1.1 | 0.4 | (¹) | (¹) | 0.4 |
| Leisure and hospitality | 1.5 | 1.2 | 1.5 | 1.9 | — | 1.7 | 1.6 | — | — | 1.7 |
| Accommodation and food services | 1.7 | 1.4 | 1.6 | 2.1 | — | 1.9 | 1.8 | — | — | 1.9 |
| Other services | 1.7 | 1.7 | 2.3 | 2.8 | 1.9 | 1.2 | — | — | — | — |
| 1 to 99 workers | 0.5 | 0.5 | 0.7 | 0.7 | 0.6 | 0.4 | 0.3 | 0.1 | 0.1 | 0.3 |
| 1 to 49 workers | 0.6 | 0.5 | 0.8 | 0.7 | 0.6 | 0.5 | 0.3 | 0.1 | 0.1 | 0.3 |
| 50 to 99 workers | 1.1 | 1.0 | 1.4 | 1.5 | 1.3 | 0.9 | 0.9 | 0.3 | (¹) | 0.8 |
| 100 workers or more | 0.8 | 0.9 | 1.1 | 0.9 | 1.0 | 0.7 | 0.6 | 0.3 | 0.3 | 0.5 |
| 100 to 499 workers | 1.1 | 1.1 | 1.2 | 1.2 | 1.0 | 1.0 | 0.5 | 0.3 | 0.2 | 0.5 |
| 500 workers or more | 1.3 | 1.2 | 1.9 | 1.4 | 1.9 | 1.4 | 1.1 | 0.5 | 0.6 | 1.0 |
| Geographic areas | | | | | | | | | | |
| New England | 1.5 | 1.4 | 2.4 | 2.7 | 1.5 | 2.0 | 1.2 | 0.2 | 0.2 | 1.3 |
| Middle Atlantic | 1.4 | 1.6 | 1.9 | 2.2 | 1.0 | 0.8 | 0.5 | 0.3 | 0.4 | 0.4 |
| East North Central | 1.0 | 1.3 | 1.6 | 1.7 | 1.3 | 1.0 | 0.7 | 0.5 | 0.3 | 0.7 |
| West North Central | 1.1 | 1.4 | 2.3 | 2.3 | 1.1 | 1.0 | 1.0 | 0.4 | (¹) | 0.7 |
| South Atlantic | 1.0 | 1.3 | 1.5 | 1.4 | 1.1 | 1.1 | 0.8 | 0.4 | 0.4 | 0.5 |
| East South Central | 2.7 | 2.0 | 3.3 | 2.4 | 7.2 | 3.0 | 3.1 | 1.1 | 0.7 | 3.4 |
| West South Central | 2.2 | 1.6 | 2.2 | 1.8 | 1.5 | 1.4 | 0.6 | 0.4 | 0.2 | 0.6 |
| Mountain | 1.7 | 3.0 | 2.8 | 2.7 | 1.8 | 1.1 | 1.0 | 0.2 | 0.2 | 1.0 |
| Pacific | 1.7 | 0.8 | 1.7 | 1.7 | 1.0 | 1.2 | 0.8 | 0.5 | 0.5 | 0.4 |

¹ Less than 0.05.

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 42. Standard errors for health-related benefits: Access, private industry workers, National Compensation Survey, March 2011

| Characteristics | Long-term care insurance ¹ | Retiree health care benefits ² | |
|--|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| All workers | 0.3 | 0.4 | 0.4 |
| Worker characteristics | | | |
| Management, professional, and related | 0.9 | 1.0 | 0.9 |
| Management, business, and financial | 1.4 | 1.5 | 1.6 |
| Professional and related | 1.0 | 1.1 | 1.0 |
| Service | 0.5 | 0.4 | 0.4 |
| Protective service | 1.4 | 2.7 | 1.3 |
| Sales and office | 0.5 | 0.6 | 0.6 |
| Sales and related | 0.7 | 0.9 | 1.0 |
| Office and administrative support | 0.5 | 0.7 | 0.6 |
| Natural resources, construction, and maintenance | 0.9 | 1.0 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | 1.0 | 1.4 | 1.4 |
| Installation, maintenance, and repair | 1.4 | 1.4 | 1.3 |
| Production, transportation, and material moving ... | 0.7 | 0.8 | 0.8 |
| Production | 0.8 | 1.1 | 1.0 |
| Transportation and material moving | 1.0 | 1.1 | 1.1 |
| Full time | 0.4 | 0.5 | 0.5 |
| Part time | 0.5 | 0.4 | 0.4 |
| Union | 1.2 | 2.1 | 2.0 |
| Nonunion | 0.4 | 0.4 | 0.4 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | 0.4 | 0.4 | 0.4 |
| Lowest 10 percent | 0.7 | 0.6 | 0.6 |
| Second 25 percent | 0.5 | 0.5 | 0.5 |
| Third 25 percent | 0.5 | 0.7 | 0.6 |
| Highest 25 percent | 0.9 | 0.8 | 0.8 |
| Highest 10 percent | 1.5 | 1.2 | 1.2 |
| Establishment characteristics | | | |
| Goods-producing industries | 0.7 | 0.9 | 0.9 |
| Construction | 0.9 | 1.1 | 1.1 |
| Manufacturing | 1.0 | 1.2 | 1.2 |
| Service-providing industries | 0.4 | 0.4 | 0.4 |
| Trade, transportation, and utilities | 0.6 | 0.8 | 0.8 |
| Wholesale trade | 1.3 | 1.3 | 1.1 |
| Retail trade | 0.8 | 0.9 | 1.0 |
| Transportation and warehousing | 2.2 | 2.4 | 2.3 |
| Utilities | 4.4 | 4.8 | 4.8 |

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, private industry workers, National Compensation Survey, March 2011—Continued

| Characteristics | Long-term care insurance ¹ | Retiree health care benefits ² | |
|--|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| Information | 3.1 | 2.8 | 2.8 |
| Financial activities | 1.5 | 1.4 | 1.4 |
| Finance and insurance | 1.3 | 1.4 | 1.3 |
| Credit intermediation and related activities | 2.0 | 1.8 | 2.0 |
| Insurance carriers and related activities | 2.7 | 2.8 | 2.8 |
| Real estate and rental and leasing | — | 1.3 | 1.5 |
| Professional and business services | 1.1 | 1.3 | 1.2 |
| Professional and technical services | 2.1 | 2.3 | 2.1 |
| Administrative and waste services | 0.9 | 1.1 | 1.0 |
| Education and health services | 1.1 | 1.0 | 0.9 |
| Educational services | 1.8 | 1.8 | 1.5 |
| Junior colleges, colleges, and universities | 1.9 | 2.1 | 1.9 |
| Health care and social assistance | 1.2 | 1.1 | 0.9 |
| Leisure and hospitality | 0.6 | 0.4 | 0.5 |
| Accommodation and food services | 0.7 | 0.5 | 0.6 |
| Other services | 0.7 | 1.2 | 1.1 |
| 1 to 99 workers | 0.4 | 0.3 | 0.3 |
| 1 to 49 workers | 0.5 | 0.4 | 0.3 |
| 50 to 99 workers | 0.9 | 0.8 | 0.8 |
| 100 workers or more | 0.6 | 0.8 | 0.7 |
| 100 to 499 workers | 0.7 | 0.8 | 0.8 |
| 500 workers or more | 1.4 | 1.6 | 1.3 |
| Geographic areas | | | |
| New England | 1.0 | 1.1 | 1.2 |
| Middle Atlantic | 1.0 | 1.2 | 1.1 |
| East North Central | 0.7 | 0.9 | 1.0 |
| West North Central | 1.2 | 1.5 | 1.4 |
| South Atlantic | 0.8 | 1.1 | 0.9 |
| East South Central | 2.3 | 2.6 | 2.6 |
| West South Central | 1.4 | 1.1 | 0.8 |
| Mountain | 1.2 | 1.2 | 1.5 |
| Pacific | 0.7 | 0.9 | 1.0 |

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. Standard errors for nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011

| Characteristics | All nonproduction bonuses | Cash profit-sharing bonus | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|--|---------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|------------------|----------------|--------------------------|
| All workers | 0.6 | 0.2 | 0.3 | 0.4 | 0.4 | 0.3 | 0.2 | 0.3 | 0.4 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.1 | 0.6 | 0.6 | 0.7 | 0.5 | 0.8 | 0.4 | 0.6 | 0.8 |
| Management, business, and financial | 1.4 | 0.9 | 0.8 | 1.0 | 0.6 | 0.8 | 0.5 | 0.5 | 1.4 |
| Professional and related | 1.3 | 0.8 | 0.7 | 0.8 | 0.7 | 1.0 | 0.4 | 0.8 | 0.9 |
| Service | 1.6 | 0.2 | 0.5 | 0.9 | 0.8 | 0.3 | 0.3 | 0.7 | 0.7 |
| Protective service | 6.0 | 0.3 | – | 0.6 | 1.5 | – | 2.9 | – | 0.7 |
| Sales and office | 0.9 | 0.3 | 0.3 | 0.5 | 0.7 | 0.4 | 0.5 | 0.4 | 0.5 |
| Sales and related | 1.3 | 0.4 | 0.4 | 0.6 | 0.8 | 0.4 | 0.8 | 0.4 | 0.6 |
| Office and administrative support | 1.0 | 0.4 | 0.4 | 0.7 | 0.8 | 0.5 | 0.4 | 0.5 | 0.6 |
| Natural resources, construction, and maintenance | 1.5 | 0.5 | 0.4 | 1.0 | 1.1 | 0.3 | 0.4 | 0.5 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | 2.1 | 0.7 | 0.5 | 1.8 | 1.5 | 0.4 | 0.6 | 0.4 | 1.4 |
| Installation, maintenance, and repair | 1.8 | 0.7 | 0.8 | 1.2 | 1.4 | 0.5 | 0.5 | 0.8 | 1.3 |
| Production, transportation, and material moving ... | 1.2 | 0.7 | 0.4 | 0.7 | 0.7 | 0.5 | 0.3 | 0.6 | 0.8 |
| Production | 1.6 | 1.1 | 0.4 | 0.9 | 0.9 | 0.9 | 0.5 | 0.7 | 0.9 |
| Transportation and material moving | 1.6 | 0.5 | 0.5 | 0.9 | 0.8 | 0.5 | 0.3 | 0.7 | 1.2 |
| Full time | 0.7 | 0.3 | 0.4 | 0.4 | 0.5 | 0.4 | 0.3 | 0.3 | 0.4 |
| Part time | 1.0 | 0.2 | 0.3 | 0.5 | 0.6 | 0.2 | 0.3 | 0.5 | 0.4 |
| Union | 1.7 | 0.5 | 0.7 | 0.7 | 0.7 | 0.9 | 0.3 | 0.4 | 1.5 |
| Nonunion | 0.7 | 0.3 | 0.3 | 0.4 | 0.4 | 0.3 | 0.3 | 0.3 | 0.4 |
| Average wage within the following categories: ² | | | | | | | | | |
| Lowest 25 percent | 1.1 | 0.2 | 0.3 | 0.7 | 0.6 | 0.2 | 0.3 | 0.5 | 0.5 |
| Lowest 10 percent | 1.9 | 0.2 | 0.5 | 1.1 | 1.0 | (³) | 0.2 | 0.9 | 0.8 |
| Second 25 percent | 1.1 | 0.4 | 0.4 | 0.6 | 0.7 | 0.4 | 0.6 | 0.5 | 0.5 |
| Third 25 percent | 1.0 | 0.4 | 0.3 | 0.6 | 0.6 | 0.6 | 0.2 | 0.4 | 0.6 |
| Highest 25 percent | 1.1 | 0.6 | 0.7 | 0.7 | 0.5 | 0.6 | 0.2 | 0.5 | 0.8 |
| Highest 10 percent | 1.3 | 1.0 | 1.0 | 0.9 | 0.6 | 0.8 | 0.2 | 0.8 | 1.2 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.2 | 0.8 | 0.4 | 0.8 | 0.8 | 0.7 | 0.3 | 0.4 | 0.8 |
| Construction | 2.1 | 0.7 | 0.5 | 1.7 | 1.5 | 0.5 | 0.5 | – | 1.2 |
| Manufacturing | 1.5 | 1.0 | 0.5 | 0.9 | 0.9 | 0.9 | 0.4 | 0.6 | 1.1 |
| Service-providing industries | 0.7 | 0.3 | 0.3 | 0.4 | 0.4 | 0.4 | 0.3 | 0.3 | 0.4 |
| Trade, transportation, and utilities | 0.9 | 0.3 | 0.3 | 0.6 | 0.7 | 0.3 | 0.6 | 0.4 | 0.5 |
| Wholesale trade | 2.2 | 0.9 | 0.6 | 1.6 | 1.2 | 0.8 | (³) | 0.8 | 1.2 |
| Retail trade | 1.2 | 0.3 | 0.3 | 0.6 | 0.9 | 0.4 | 1.0 | 0.6 | 0.5 |
| Transportation and warehousing | 2.9 | 1.2 | 1.4 | 1.2 | 1.6 | 0.8 | 0.7 | 0.8 | 2.1 |
| Utilities | 5.4 | 1.0 | 2.3 | 3.9 | – | 1.6 | – | – | 3.8 |

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011—Continued

| Characteristics | All nonproduction bonuses | Cash profit-sharing bonus | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|--|---------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|----------------|--------------------------|
| Information | 2.9 | 0.7 | 2.3 | 1.5 | 1.1 | 1.2 | — | 1.9 | 2.7 |
| Financial activities | 1.6 | 0.8 | 0.7 | 1.5 | 0.9 | 0.5 | 0.4 | 0.7 | 1.3 |
| Finance and insurance | 1.6 | 1.0 | 0.6 | 1.4 | 0.7 | 0.6 | 0.4 | 0.8 | 1.4 |
| Credit intermediation and related activities | 2.0 | 1.3 | 0.8 | 1.8 | 1.0 | 0.9 | 0.3 | 1.1 | 2.0 |
| Insurance carriers and related activities | 2.6 | 2.1 | 1.4 | 1.8 | 1.2 | 0.9 | 1.0 | 1.4 | 2.1 |
| Real estate and rental and leasing | 4.4 | — | 2.1 | 2.5 | 3.0 | 1.2 | — | 1.4 | 2.2 |
| Professional and business services | 1.7 | 1.0 | 0.8 | 1.2 | 1.0 | 0.9 | 0.6 | 1.0 | 1.2 |
| Professional and technical services | 2.9 | 1.8 | 1.6 | 2.4 | 1.6 | 1.3 | 0.7 | 1.7 | 1.8 |
| Administrative and waste services | 2.5 | 1.3 | 0.5 | 1.0 | 1.1 | 1.2 | 0.6 | 1.6 | 1.9 |
| Education and health services | 1.8 | 0.4 | 0.6 | 1.1 | 1.0 | 1.3 | 0.5 | 0.8 | 0.9 |
| Educational services | 2.0 | — | 1.0 | — | 0.9 | 1.2 | — | 0.3 | 0.7 |
| Junior colleges, colleges, and universities | 1.4 | — | 0.3 | (³) | 0.4 | 1.5 | — | 0.5 | 0.4 |
| Health care and social assistance | 2.1 | 0.5 | 0.7 | 1.3 | 1.2 | 1.5 | 0.6 | 0.9 | 1.0 |
| Leisure and hospitality | 2.7 | (³) | 1.3 | 1.3 | 1.3 | 0.2 | 0.4 | 0.9 | 1.2 |
| Accommodation and food services | 2.6 | — | 1.1 | 1.4 | 1.3 | — | — | 1.0 | 1.4 |
| Other services | 2.7 | 0.5 | 1.0 | 2.2 | 1.7 | 1.4 | — | — | 1.1 |
| 1 to 99 workers | 0.9 | 0.3 | 0.3 | 0.6 | 0.6 | 0.3 | 0.2 | 0.4 | 0.5 |
| 1 to 49 workers | 1.0 | 0.4 | 0.3 | 0.7 | 0.7 | 0.3 | 0.2 | 0.3 | 0.5 |
| 50 to 99 workers | 1.6 | 0.6 | 0.7 | 1.0 | 0.9 | 0.7 | 0.5 | 1.3 | 1.0 |
| 100 workers or more | 0.8 | 0.4 | 0.5 | 0.5 | 0.4 | 0.6 | 0.4 | 0.5 | 0.5 |
| 100 to 499 workers | 1.1 | 0.5 | 0.4 | 0.5 | 0.6 | 0.5 | 0.5 | 0.6 | 0.7 |
| 500 workers or more | 1.7 | 0.7 | 1.0 | 0.9 | 0.6 | 1.1 | 0.5 | 0.9 | 1.1 |
| Geographic areas | | | | | | | | | |
| New England | 3.7 | 1.6 | 0.5 | 1.2 | 1.9 | 0.9 | 0.6 | 0.4 | 0.8 |
| Middle Atlantic | 1.8 | 0.4 | 0.6 | 1.3 | 1.1 | 1.1 | 0.6 | 0.6 | 0.9 |
| East North Central | 1.7 | 0.5 | 1.1 | 0.9 | 0.7 | 1.5 | 0.7 | 0.5 | 0.7 |
| West North Central | 2.7 | 1.2 | 0.7 | 1.1 | 1.1 | 0.6 | 0.5 | 1.5 | 0.9 |
| South Atlantic | 1.5 | 0.4 | 0.4 | 0.9 | 1.0 | 0.6 | 0.6 | 0.9 | 0.9 |
| East South Central | 3.3 | 1.1 | — | 2.2 | 2.4 | 0.9 | 1.6 | 1.2 | 2.6 |
| West South Central | 1.7 | 1.1 | 0.5 | 1.1 | 0.9 | 0.4 | 0.4 | 1.0 | 1.3 |
| Mountain | 1.9 | 0.9 | 1.2 | 1.3 | 2.0 | 1.1 | 0.9 | 1.0 | 1.0 |
| Pacific | 1.4 | 0.5 | 0.6 | 0.9 | 0.6 | 0.5 | 0.3 | 0.3 | 0.8 |

¹ Includes all other bonuses provided to employees and not published separately.

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.

³ Less than 0.05.

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

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, private industry workers, National Compensation Survey, March 2011

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|--|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| All workers | 0.3 | 0.3 | 0.6 | 0.5 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.6 | 0.6 | 1.1 | 1.0 |
| Management, business, and financial | 0.8 | 0.8 | 1.3 | 1.3 |
| Professional and related | 0.7 | 0.7 | 1.4 | 1.3 |
| Service | 0.5 | 0.5 | 1.2 | 0.9 |
| Protective service | 0.6 | 0.6 | 3.7 | 2.2 |
| Sales and office | 0.4 | 0.4 | 0.8 | 0.7 |
| Sales and related | 0.4 | 0.4 | 1.0 | 0.9 |
| Office and administrative support | 0.6 | 0.6 | 1.0 | 1.0 |
| Natural resources, construction, and maintenance | 0.7 | 0.7 | 1.3 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | 1.0 | 1.0 | 1.4 | 1.3 |
| Installation, maintenance, and repair | 1.2 | 1.2 | 1.9 | 1.5 |
| Production, transportation, and material moving ... | 0.7 | 0.6 | 1.0 | 1.0 |
| Production | 0.7 | 0.6 | 1.3 | 1.2 |
| Transportation and material moving | 1.1 | 1.1 | 1.4 | 1.5 |
| Full time | 0.3 | 0.3 | 0.7 | 0.5 |
| Part time | 0.3 | 0.3 | 0.8 | 0.6 |
| Union | 1.4 | 1.3 | 1.8 | 1.7 |
| Nonunion | 0.3 | 0.3 | 0.6 | 0.5 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 0.3 | 0.3 | 0.8 | 0.6 |
| Lowest 10 percent | 0.2 | 0.2 | 1.3 | 0.7 |
| Second 25 percent | 0.4 | 0.4 | 0.9 | 0.8 |
| Third 25 percent | 0.6 | 0.6 | 0.9 | 0.7 |
| Highest 25 percent | 0.6 | 0.6 | 1.0 | 0.9 |
| Highest 10 percent | 0.9 | 0.9 | 1.3 | 1.3 |
| Establishment characteristics | | | | |
| Goods-producing industries | 0.7 | 0.6 | 1.2 | 1.1 |
| Construction | 0.7 | 0.7 | 1.3 | 1.2 |
| Manufacturing | 0.9 | 0.8 | 1.6 | 1.4 |
| Service-providing industries | 0.3 | 0.3 | 0.7 | 0.5 |
| Trade, transportation, and utilities | 0.6 | 0.6 | 1.0 | 0.9 |
| Wholesale trade | 0.9 | 0.8 | 1.9 | 2.1 |
| Retail trade | 0.6 | 0.6 | 1.1 | 1.0 |
| Transportation and warehousing | 2.2 | 2.2 | 3.0 | 2.7 |
| Utilities | 4.0 | 3.9 | 4.5 | 5.0 |

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, private industry workers, National Compensation Survey, March 2011—Continued

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|--|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| Information | 2.3 | 2.4 | 3.0 | 2.5 |
| Financial activities | 1.3 | 1.3 | 1.7 | 1.7 |
| Finance and insurance | 1.3 | 1.3 | 1.6 | 1.5 |
| Credit intermediation and related activities | 1.9 | 1.9 | 2.0 | 1.9 |
| Insurance carriers and related activities | 2.7 | 2.7 | 3.1 | 3.1 |
| Real estate and rental and leasing | — | — | 3.4 | 3.3 |
| Professional and business services | 0.8 | 0.8 | 1.7 | 1.6 |
| Professional and technical services | 0.9 | 0.8 | 2.3 | 2.5 |
| Administrative and waste services | 1.0 | 1.0 | 2.4 | 2.3 |
| Education and health services | 0.9 | 0.9 | 1.6 | 1.5 |
| Educational services | 0.6 | 0.6 | 2.0 | 1.8 |
| Junior colleges, colleges, and universities | 1.0 | 0.7 | 2.1 | 1.8 |
| Health care and social assistance | 1.0 | 1.0 | 1.8 | 1.7 |
| Leisure and hospitality | — | — | 2.1 | 1.0 |
| Accommodation and food services | — | — | 2.3 | 1.0 |
| Other services | 1.7 | 1.7 | 2.6 | 2.5 |
| 1 to 99 workers | 0.3 | 0.3 | 0.6 | 0.6 |
| 1 to 49 workers | 0.3 | 0.3 | 0.7 | 0.6 |
| 50 to 99 workers | 0.6 | 0.5 | 1.4 | 1.2 |
| 100 workers or more | 0.5 | 0.5 | 0.9 | 0.8 |
| 100 to 499 workers | 0.6 | 0.6 | 1.1 | 1.0 |
| 500 workers or more | 1.0 | 1.1 | 1.3 | 1.3 |
| Geographic areas | | | | |
| New England | 1.1 | 0.8 | 2.0 | 1.4 |
| Middle Atlantic | 1.0 | 1.1 | 2.2 | 1.6 |
| East North Central | 0.6 | 0.6 | 1.4 | 1.2 |
| West North Central | 0.8 | 0.7 | 1.8 | 1.7 |
| South Atlantic | 0.7 | 0.7 | 1.0 | 1.1 |
| East South Central | 1.4 | 1.4 | 4.3 | 1.5 |
| West South Central | 0.5 | 0.5 | 1.6 | 1.1 |
| Mountain | 1.2 | 1.2 | 2.6 | 1.9 |
| Pacific | 1.0 | 1.0 | 1.3 | 1.5 |

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. Standard errors for quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers | 1.3 | 1.1 | 1.0 | 1.7 | 1.3 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.3 | 1.1 | 1.1 | 1.7 | 1.4 |
| Professional and related | 1.2 | 0.9 | 1.1 | 1.7 | 1.5 |
| Teachers | 1.3 | 0.8 | 0.8 | 1.9 | 1.5 |
| Primary, secondary, and special education school teachers | 1.0 | 0.2 | 0.5 | 1.8 | 1.5 |
| Service | 1.5 | 1.2 | 0.9 | 2.1 | 1.6 |
| Protective service | 1.4 | 1.0 | 1.4 | 2.7 | 2.4 |
| Sales and office | 2.0 | 1.8 | 1.8 | 2.7 | 2.4 |
| Office and administrative support | 2.1 | 1.9 | 1.9 | 2.6 | 2.4 |
| Natural resources, construction, and maintenance | 2.7 | 0.8 | 1.7 | 3.8 | 2.5 |
| Production, transportation, and material moving ... | 1.4 | – | 2.4 | 3.7 | 4.8 |
| Full time | 1.4 | 1.2 | 1.1 | 1.7 | 1.4 |
| Part time | 1.4 | 0.6 | 1.1 | 2.4 | 2.2 |
| Union | 1.2 | 0.6 | 1.1 | 1.7 | 1.3 |
| Nonunion | 1.9 | 1.8 | 1.1 | 2.4 | 2.0 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 1.9 | 1.5 | 0.7 | 2.5 | 2.2 |
| Lowest 10 percent | 2.3 | – | 0.8 | 3.0 | 3.0 |
| Second 25 percent | 2.0 | 1.7 | 1.9 | 2.3 | 1.8 |
| Third 25 percent | 1.1 | 0.8 | 1.3 | 1.9 | 1.6 |
| Highest 25 percent | 1.1 | 0.8 | 0.9 | 1.6 | 1.4 |
| Highest 10 percent | 1.7 | 1.6 | 1.5 | 2.3 | 2.0 |
| Establishment characteristics | | | | | |
| Service-providing industries | 1.3 | 1.1 | 1.0 | 1.7 | 1.3 |
| Education and health services | 1.8 | 1.4 | 1.6 | 1.9 | 1.8 |
| Educational services | 1.9 | 1.5 | 1.2 | 1.9 | 1.8 |
| Elementary and secondary schools | 0.9 | 0.2 | 0.4 | 1.8 | 1.5 |
| Junior colleges, colleges, and universities | 6.9 | – | – | 6.2 | 6.3 |
| Health care and social assistance | 2.2 | – | 4.0 | 3.2 | 3.0 |
| Hospitals | 2.9 | – | – | 3.2 | 2.8 |
| Public administration | 1.8 | 1.7 | 1.2 | 2.1 | 1.9 |
| 1 to 99 workers | 1.5 | 1.1 | 1.1 | 2.8 | 3.5 |
| 1 to 49 workers | 1.6 | 1.7 | 1.8 | 4.2 | 4.7 |
| 50 to 99 workers | – | 0.6 | 0.4 | 4.1 | 5.3 |
| 100 workers or more | 1.4 | 1.2 | 1.1 | 1.8 | 1.4 |
| 100 to 499 workers | 1.1 | 0.6 | 1.3 | 2.8 | 2.4 |
| 500 workers or more | 1.7 | 1.5 | 1.4 | 1.9 | 1.5 |

See footnotes at end of table.

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

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|--------------------------|------------------------|--------------------|----------------------|-------------------|------------------------------|
| State government | 4.2 | — | 3.7 | 4.3 | 3.7 |
| Local government | 0.6 | 0.3 | 0.4 | 1.5 | 1.3 |
| Geographic areas | | | | | |
| New England | — | — | 1.5 | 5.3 | 2.7 |
| Middle Atlantic | 0.8 | — | 0.7 | 2.9 | 3.1 |
| East North Central | 0.8 | 0.5 | 1.9 | 2.4 | 2.0 |
| West North Central | — | — | — | 4.5 | 5.6 |
| South Atlantic | 2.5 | — | 0.9 | 3.8 | 1.9 |
| East South Central | — | — | 0.9 | 10.4 | 9.5 |
| West South Central | 1.3 | 0.4 | 0.6 | 5.0 | 3.5 |
| Mountain | 2.8 | 1.6 | 2.1 | 9.9 | 3.5 |
| Pacific | 3.0 | 1.0 | 1.7 | 3.2 | 2.1 |

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. Standard errors for financial benefits: Access, State and local government workers, National Compensation Survey, March 2011

| 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 | 1.4 | 1.5 | 1.4 | 1.6 | 1.2 | 1.3 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.6 | 1.6 | 1.6 | 1.7 | 1.3 | 1.5 |
| Professional and related | 1.7 | 1.7 | 1.6 | 1.7 | 1.3 | 1.5 |
| Teachers | 1.8 | 1.9 | 1.9 | 1.9 | 1.7 | 1.3 |
| Primary, secondary, and special education school teachers | 1.7 | 2.1 | 2.2 | 2.1 | 1.9 | 1.7 |
| Service | 1.3 | 1.7 | 1.8 | 1.9 | 1.9 | 1.3 |
| Protective service | 2.2 | 2.5 | 2.8 | 2.7 | 2.8 | 2.6 |
| Sales and office | 1.9 | 2.3 | 2.3 | 2.5 | 2.1 | 2.4 |
| Office and administrative support | 2.0 | 2.3 | 2.3 | 2.5 | 2.1 | 2.4 |
| Natural resources, construction, and maintenance | 3.2 | 2.9 | 3.2 | 3.6 | 3.8 | 2.5 |
| Production, transportation, and material moving ... | 3.4 | 3.3 | 3.7 | 3.5 | 4.1 | 2.3 |
| Full time | 1.5 | 1.6 | 1.6 | 1.7 | 1.3 | 1.4 |
| Part time | 2.0 | 1.8 | 1.7 | 2.2 | 2.0 | 1.4 |
| Union | 1.3 | 1.7 | 1.8 | 1.5 | 1.5 | 1.4 |
| Nonunion | 2.2 | 2.2 | 1.9 | 2.4 | 1.7 | 1.6 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 2.1 | 2.3 | 1.8 | 2.6 | 2.0 | 1.4 |
| Lowest 10 percent | 2.4 | 2.3 | 2.1 | 3.0 | 2.5 | 1.6 |
| Second 25 percent | 1.7 | 1.9 | 1.9 | 1.9 | 1.7 | 2.2 |
| Third 25 percent | 1.8 | 1.9 | 2.1 | 2.2 | 1.8 | 1.9 |
| Highest 25 percent | 1.4 | 1.6 | 1.6 | 1.4 | 1.3 | 1.1 |
| Highest 10 percent | 1.9 | 1.8 | 2.1 | 2.0 | 2.1 | 1.6 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 1.4 | 1.5 | 1.4 | 1.6 | 1.3 | 1.3 |
| Education and health services | 2.0 | 1.8 | 1.8 | 1.9 | 1.4 | 1.6 |
| Educational services | 2.0 | 1.8 | 1.9 | 2.0 | 1.6 | 1.5 |
| Elementary and secondary schools | 1.6 | 2.0 | 2.1 | 2.1 | 1.7 | 1.4 |
| Junior colleges, colleges, and universities | 5.8 | 3.5 | 6.2 | 5.8 | 3.1 | 4.2 |
| Health care and social assistance | 3.2 | 3.2 | 3.2 | 3.1 | 3.1 | 4.0 |
| Hospitals | 3.9 | 4.6 | 4.4 | 3.6 | 4.3 | 5.1 |
| Public administration | 1.6 | 1.9 | 2.1 | 2.0 | 1.9 | 2.2 |
| 1 to 99 workers | 2.2 | 2.6 | 2.6 | 2.6 | 3.3 | 2.0 |
| 1 to 49 workers | 3.0 | 2.7 | 3.4 | 3.4 | 4.7 | 2.6 |
| 50 to 99 workers | 3.2 | 4.3 | 4.6 | 5.0 | 3.9 | 3.0 |
| 100 workers or more | 1.5 | 1.5 | 1.5 | 1.6 | 1.2 | 1.3 |
| 100 to 499 workers | 2.0 | 2.3 | 2.3 | 2.6 | 2.2 | 2.1 |
| 500 workers or more | 1.7 | 1.8 | 1.7 | 1.6 | 1.4 | 1.6 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 3.8 | 2.7 | 3.3 | 3.4 | 2.1 | 3.6 |
| Local government | 1.1 | 1.5 | 1.5 | 1.6 | 1.4 | 0.9 |
| Geographic areas | | | | | | |
| New England | 2.6 | 1.9 | 4.4 | 5.3 | 3.1 | — |
| Middle Atlantic | 1.1 | 3.4 | 2.8 | 2.9 | 3.7 | 1.0 |
| East North Central | 3.2 | 1.9 | 2.5 | 1.8 | 2.7 | 2.5 |
| West North Central | 5.6 | 6.1 | 5.4 | 3.4 | 5.1 | 7.3 |
| South Atlantic | 3.4 | 4.2 | 2.5 | 2.3 | 3.0 | 3.1 |
| East South Central | — | 8.5 | 7.2 | 12.1 | 6.2 | — |
| West South Central | 2.1 | 4.4 | 3.1 | 3.5 | 2.4 | 3.2 |
| Mountain | 4.1 | 10.3 | 10.1 | 10.5 | 6.8 | 2.5 |
| Pacific | 2.6 | 2.7 | 3.4 | 3.0 | 2.8 | 3.2 |

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. Standard errors for health-related benefits: Access, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Long-term care insurance ¹ | Retiree health care benefits ² | |
|---|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| All workers | 1.3 | 1.4 | 1.3 |
| Worker characteristics | | | |
| Management, professional, and related | 1.4 | 1.3 | 1.2 |
| Professional and related | 1.5 | 1.3 | 1.2 |
| Teachers | 1.4 | 1.5 | 1.3 |
| Primary, secondary, and special education school teachers | 1.3 | 1.6 | 1.6 |
| Service | 1.7 | 1.9 | 2.0 |
| Protective service | 2.6 | 2.7 | 3.0 |
| Sales and office | 2.4 | 2.8 | 2.6 |
| Office and administrative support | 2.4 | 2.8 | 2.6 |
| Natural resources, construction, and maintenance | 3.0 | 3.3 | 3.3 |
| Production, transportation, and material moving ... | 2.8 | 3.8 | 4.0 |
| Full time | 1.5 | 1.4 | 1.3 |
| Part time | 1.4 | 2.2 | 2.1 |
| Union | 1.3 | 1.4 | 1.3 |
| Nonunion | 2.1 | 2.1 | 1.9 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | 2.1 | 2.4 | 2.3 |
| Lowest 10 percent | 2.5 | 3.0 | 2.9 |
| Second 25 percent | 2.0 | 2.0 | 2.1 |
| Third 25 percent | 1.5 | 1.5 | 1.7 |
| Highest 25 percent | 1.4 | 1.5 | 1.3 |
| Highest 10 percent | 1.9 | 2.2 | 1.9 |
| Establishment characteristics | | | |
| Service-providing industries | 1.4 | 1.4 | 1.3 |
| Education and health services | 1.8 | 1.5 | 1.3 |
| Educational services | 1.8 | 1.6 | 1.5 |
| Elementary and secondary schools | 1.2 | 1.5 | 1.4 |
| Junior colleges, colleges, and universities | 5.4 | 3.7 | 3.7 |
| Health care and social assistance | 4.5 | 3.4 | 3.9 |
| Hospitals | 5.9 | 4.3 | 5.4 |
| Public administration | 1.6 | 1.9 | 1.9 |
| 1 to 99 workers | 2.0 | 3.5 | 3.2 |
| 1 to 49 workers | 2.2 | 3.6 | 3.5 |
| 50 to 99 workers | 3.8 | 5.2 | 5.0 |
| 100 workers or more | 1.5 | 1.3 | 1.2 |
| 100 to 499 workers | 1.8 | 2.5 | 2.3 |
| 500 workers or more | 1.8 | 1.3 | 1.2 |

See footnotes at end of table.

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

| Characteristics | Long-term care insurance ¹ | Retiree health care benefits ² | |
|--------------------------|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| State government | 4.2 | 2.5 | 2.5 |
| Local government | 0.8 | 1.5 | 1.3 |
| Geographic areas | | | |
| Middle Atlantic | 0.4 | 1.0 | 1.2 |
| East North Central | 2.6 | 2.6 | 2.4 |
| West North Central | — | 5.3 | 6.6 |
| South Atlantic | 2.8 | 2.2 | 2.7 |
| East South Central | — | 10.6 | 8.9 |
| West South Central | 2.3 | 3.5 | 3.5 |
| Mountain | 1.9 | 4.8 | 4.0 |
| Pacific | 2.6 | 3.7 | 2.8 |

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. Standard errors for nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011

| Characteristics | All nonproduction bonuses | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|---|---------------------------|----------------------------|-------------------|------------------|-----------------------------------|-----------------|------------------|--------------------------|
| All workers | 1.3 | 0.3 | 0.2 | 0.3 | 0.8 | 0.6 | 0.2 | 0.9 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.3 | 0.3 | 0.2 | 0.2 | 0.9 | 0.6 | 0.1 | 1.1 |
| Professional and related | 1.3 | 0.3 | (²) | 0.2 | 0.8 | 0.6 | 0.1 | 0.9 |
| Teachers | 1.4 | 0.4 | – | – | 1.1 | 0.5 | – | 1.0 |
| Primary, secondary, and special education school teachers | 1.7 | 0.5 | – | – | 1.3 | 0.7 | – | 1.3 |
| Service | 1.9 | 0.9 | 0.6 | 0.6 | 1.1 | 1.0 | – | 1.3 |
| Protective service | 2.7 | 1.8 | – | 1.1 | 1.7 | 1.7 | – | 2.5 |
| Sales and office | 1.7 | 0.5 | 0.5 | 0.7 | 1.3 | 1.0 | 0.2 | 1.2 |
| Office and administrative support | 1.7 | 0.5 | 0.5 | 0.5 | 1.3 | 0.9 | 0.2 | 1.2 |
| Natural resources, construction, and maintenance | 2.8 | 0.9 | – | – | 1.3 | 1.5 | – | 1.7 |
| Production, transportation, and material moving ... | 3.3 | 0.7 | – | – | 1.9 | 1.1 | – | 1.6 |
| Full time | 1.4 | 0.4 | 0.2 | 0.3 | 0.9 | 0.6 | 0.2 | 1.1 |
| Part time | 1.1 | 0.2 | – | 0.5 | 0.7 | 0.4 | – | 0.7 |
| Union | 1.5 | 0.5 | (²) | (²) | 1.3 | 0.6 | – | 0.9 |
| Nonunion | 1.7 | 0.4 | 0.4 | 0.5 | 0.5 | 0.8 | 0.4 | 1.4 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | 1.8 | 0.6 | 0.3 | 0.7 | 0.8 | 0.7 | – | 1.3 |
| Lowest 10 percent | 2.5 | (²) | 0.3 | 1.2 | 0.8 | 0.7 | – | 1.2 |
| Second 25 percent | 1.8 | 0.5 | 0.4 | 0.4 | 1.1 | 1.1 | 0.2 | 1.2 |
| Third 25 percent | 1.7 | 0.6 | 0.3 | 0.4 | 1.2 | 0.8 | 0.2 | 1.3 |
| Highest 25 percent | 1.3 | 0.3 | (²) | – | 1.1 | 0.6 | (²) | 0.9 |
| Highest 10 percent | 1.7 | 0.5 | (²) | – | 1.1 | 0.6 | – | 1.3 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 1.3 | 0.3 | 0.2 | 0.3 | 0.8 | 0.5 | 0.2 | 0.9 |
| Education and health services | 1.3 | 0.3 | 0.2 | 0.3 | 0.8 | 0.6 | 0.1 | 0.8 |
| Educational services | 1.3 | 0.2 | – | – | 0.9 | 0.6 | – | 0.9 |
| Elementary and secondary schools | 1.5 | 0.3 | – | – | 1.1 | 0.6 | – | 1.0 |
| Junior colleges, colleges, and universities | 2.7 | 0.7 | – | – | 1.3 | 1.3 | – | 1.9 |
| Health care and social assistance | 4.0 | 1.0 | 1.1 | 1.7 | 2.0 | 1.1 | 1.0 | 1.8 |
| Hospitals | 5.2 | 0.7 | 0.9 | 2.6 | 2.7 | 1.0 | 1.5 | 2.0 |
| Public administration | 2.0 | 0.9 | 0.5 | 0.7 | 1.5 | 1.2 | – | 2.0 |
| 1 to 99 workers | 3.1 | 0.5 | 1.2 | 1.5 | 1.6 | 2.1 | – | 1.4 |
| 1 to 49 workers | 3.8 | 0.2 | 1.5 | 2.2 | 1.3 | 2.8 | – | 2.2 |
| 50 to 99 workers | 5.0 | – | 1.6 | – | 3.6 | 2.4 | – | 1.4 |
| 100 workers or more | 1.3 | 0.3 | (²) | 0.2 | 0.8 | 0.5 | 0.2 | 1.0 |
| 100 to 499 workers | 2.4 | 0.2 | 0.6 | 0.8 | 1.4 | 1.1 | 0.2 | 1.4 |
| 500 workers or more | 1.4 | 0.5 | – | – | 0.9 | 0.6 | 0.3 | 1.1 |

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | All nonproduction bonuses | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|--------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|------------------|--------------------------|
| State government | 3.2 | 1.1 | — | — | 2.1 | 1.6 | 0.8 | 2.8 |
| Local government | 1.3 | 0.2 | 0.3 | 0.4 | 0.8 | 0.5 | (²) | 0.7 |
| Geographic areas | | | | | | | | |
| New England | 3.8 | — | — | — | 1.9 | 2.5 | — | 4.6 |
| Middle Atlantic | 2.6 | — | 0.0 | — | 1.3 | 0.9 | — | 1.1 |
| East North Central | 3.5 | 0.5 | — | — | 2.4 | 1.5 | — | 1.2 |
| West North Central | 4.0 | — | (²) | — | 2.0 | — | — | 1.9 |
| South Atlantic | 2.7 | 1.4 | — | 1.0 | 0.8 | 0.8 | 1.0 | 3.4 |
| West South Central | 3.2 | 0.7 | — | — | 1.7 | 1.2 | — | 2.4 |
| Mountain | 4.3 | 1.0 | — | — | — | 2.9 | — | 2.6 |
| Pacific | 2.6 | 0.8 | 0.5 | — | 3.3 | 0.5 | — | 1.3 |

¹ Includes all other bonuses provided to employees and not published separately.

² Less than 0.05.

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 44. Standard errors for unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|---|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| All workers | 1.8 | 1.8 | 1.3 | 1.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.9 | 1.9 | 1.4 | 1.6 |
| Professional and related | 1.8 | 1.9 | 1.4 | 1.6 |
| Teachers | 1.9 | 1.9 | 1.5 | 1.6 |
| Primary, secondary, and special education school teachers | 2.2 | 2.2 | 1.5 | 1.5 |
| Service | 2.1 | 2.1 | 1.5 | 1.5 |
| Protective service | 2.8 | 2.6 | 2.1 | 2.2 |
| Sales and office | 2.6 | 2.6 | 2.4 | 2.5 |
| Office and administrative support | 2.7 | 2.7 | 2.3 | 2.3 |
| Natural resources, construction, and maintenance | 3.0 | 3.0 | 2.5 | 2.4 |
| Production, transportation, and material moving | 3.7 | 3.8 | 3.4 | 3.4 |
| Full time | 1.9 | 1.9 | 1.4 | 1.6 |
| Part time | 1.8 | 1.7 | 1.2 | 1.1 |
| Union | 2.0 | 2.1 | 1.6 | 1.8 |
| Nonunion | 2.3 | 2.3 | 1.5 | 1.7 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 2.6 | 2.6 | 1.2 | 1.2 |
| Lowest 10 percent | 3.7 | 3.7 | 1.1 | 1.1 |
| Second 25 percent | 2.7 | 2.7 | 2.0 | 2.2 |
| Third 25 percent | 2.3 | 2.3 | 1.8 | 1.9 |
| Highest 25 percent | 1.5 | 1.6 | 1.5 | 1.6 |
| Highest 10 percent | 2.2 | 2.4 | 2.3 | 2.4 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.8 | 1.8 | 1.3 | 1.4 |
| Education and health services | 1.8 | 1.9 | 1.7 | 1.9 |
| Educational services | 1.8 | 1.9 | 1.5 | 1.7 |
| Elementary and secondary schools | 1.7 | 1.7 | 1.3 | 1.3 |
| Junior colleges, colleges, and universities | 4.4 | 4.5 | 4.6 | 5.0 |
| Health care and social assistance | 5.5 | 5.6 | 4.3 | 5.0 |
| Hospitals | 7.8 | 7.7 | 5.7 | 6.9 |
| Public administration | 2.5 | 2.5 | 1.8 | 2.0 |
| 1 to 99 workers | 3.1 | 3.1 | 1.9 | 1.7 |
| 1 to 49 workers | 4.0 | 4.0 | 1.8 | 1.6 |
| 50 to 99 workers | 5.1 | 5.1 | 4.1 | 3.9 |
| 100 workers or more | 1.9 | 2.0 | 1.4 | 1.6 |
| 100 to 499 workers | 3.0 | 3.1 | 2.0 | 2.1 |
| 500 workers or more | 2.1 | 2.1 | 1.6 | 1.7 |

See footnotes at end of table.

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

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|--------------------------|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| State government | 3.9 | 3.9 | 3.7 | 4.0 |
| Local government | 1.4 | 1.5 | 1.0 | 1.0 |
| Geographic areas | | | | |
| New England | 2.9 | 1.3 | 5.6 | 6.5 |
| Middle Atlantic | 2.9 | 3.1 | 2.1 | 2.4 |
| East North Central | — | — | 3.2 | — |
| South Atlantic | 4.2 | 4.1 | 1.3 | 0.8 |
| East South Central | 6.2 | 6.5 | 0.9 | 0.9 |
| West South Central | 2.6 | 2.5 | 2.5 | 2.3 |
| Mountain | 5.3 | 5.2 | 4.5 | 5.0 |
| Pacific | 2.6 | 2.5 | 1.3 | 2.4 |

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.