

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	62	10	6	21	59	13	1	26
Worker characteristics								
Management, professional, and related	79	8	3	9	77	11	1	11
Management, business, and financial	82	11	2	5	84	9	1	6
Professional and related	78	7	4	10	75	11	1	13
Teachers	85	1	3	11	75	11	(²)	13
Primary, secondary, and special education school teachers	96	1	1	2	83	14	—	—
Registered nurses	78	4	4	14	74	8	1	17
Service	37	9	9	44	34	13	2	51
Protective service	66	2	10	22	63	5	6	26
Sales and office	62	11	8	19	58	15	1	26
Sales and related	53	10	14	23	46	17	1	36
Office and administrative support	68	11	5	16	65	14	1	20
Natural resources, construction, and maintenance	65	13	3	19	61	18	1	20
Construction, extraction, farming, fishing, and forestry	60	12	4	23	53	—	—	26
Installation, maintenance, and repair	70	14	1	15	67	16	—	—
Production, transportation, and material moving	62	13	5	19	63	13	1	24
Production	67	16	2	15	70	13	1	17
Transportation and material moving	58	12	8	23	56	13	1	30
Full time	76	12	2	10	75	13	1	11
Part time	20	4	18	57	12	12	2	74
Union	92	2	2	3	84	10	1	4
Nonunion	57	12	7	24	55	14	1	30
Average wage within the following categories: ³								
Lowest 25 percent	27	10	14	49	24	13	2	61
Lowest 10 percent	13	8	17	62	11	10	2	77
Second 25 percent	64	13	5	18	62	15	1	22
Third 25 percent	76	11	3	10	73	14	1	12
Highest 25 percent	86	7	2	5	83	10	1	6
Highest 10 percent	88	7	2	3	86	9	1	4
Establishment characteristics								
Goods-producing industries	72	13	2	12	71	14	1	13
Service-providing industries	60	10	7	23	57	13	1	28
Education and health services	72	8	5	15	67	13	1	18
Educational services	83	3	3	10	75	11	1	13
Elementary and secondary schools	87	2	4	8	75	13	1	10
Junior colleges, colleges, and universities	85	2	3	11	81	5	1	13
Healthcare and social assistance	64	12	6	18	62	14	2	23
Hospitals	86	2	3	8	85	4	1	11
Public administration	87	1	3	9	81	7	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	28	45	1	27	49	23	6	22
Worker characteristics								
Management, professional, and related	42	46	1	11	61	27	3	9
Management, business, and financial	39	55	(²)	6	72	21	2	5
Professional and related	44	42	1	13	56	30	3	11
Teachers	72	14	2	12	34	52	1	13
Primary, secondary, and special education school teachers	90	7	1	2	27	70	—	—
Registered nurses	38	44	1	17	67	15	4	14
Service	17	30	1	52	27	20	9	44
Protective service	50	18	2	30	32	36	9	23
Sales and office	22	51	1	26	55	19	7	20
Sales and related	11	52	2	35	49	14	13	24
Office and administrative support	28	51	1	20	58	21	4	17
Natural resources, construction, and maintenance	30	49	(²)	21	53	26	3	19
Construction, extraction, farming, fishing, and forestry	31	41	—	—	45	27	4	23
Installation, maintenance, and repair	28	55	—	—	60	24	1	15
Production, transportation, and material moving	25	51	1	23	50	25	5	20
Production	22	60	—	—	61	21	2	15
Transportation and material moving	27	42	2	29	40	29	7	24
Full time	34	54	(²)	12	61	27	2	10
Part time	8	16	3	73	14	10	16	60
Union	80	15	1	4	44	51	1	4
Nonunion	19	50	1	30	50	18	6	25
Average wage within the following categories: ³								
Lowest 25 percent	7	30	2	61	23	15	12	50
Lowest 10 percent	3	17	2	78	11	10	16	64
Second 25 percent	22	54	1	22	53	24	5	19
Third 25 percent	34	53	(²)	12	60	28	2	10
Highest 25 percent	50	44	1	6	66	28	2	5
Highest 10 percent	51	44	1	5	69	25	2	4
Establishment characteristics								
Goods-producing industries	27	59	—	—	66	20	2	12
Service-providing industries	28	42	1	29	47	24	6	24
Education and health services	42	38	1	18	46	34	4	16
Educational services	69	18	3	11	34	52	1	13
Elementary and secondary schools	81	7	4	8	23	65	1	11
Junior colleges, colleges, and universities	51	35	1	12	60	26	1	12
Healthcare and social assistance	23	53	(²)	24	56	20	6	18
Hospitals	48	41	1	10	72	16	3	8
Public administration	83	6	2	9	32	56	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
1 to 99 workers	43	15	8	34	41	17	1	41
1 to 49 workers	39	15	8	38	36	18	1	45
50 to 99 workers	56	14	9	21	56	14	2	28
100 workers or more	80	6	4	10	77	9	1	13
100 to 499 workers	74	9	6	12	69	13	2	16
500 workers or more	86	4	3	8	84	5	1	10
Geographic areas								
New England	64	10	4	22	62	12	1	24
Middle Atlantic	64	9	5	22	57	16	1	26
East North Central	64	10	7	20	64	9	1	25
West North Central	64	7	9	21	63	8	1	28
South Atlantic	62	10	6	22	59	13	1	27
East South Central	66	11	5	18	66	—	—	22
West South Central	61	11	7	21	61	11	1	27
Mountain	59	11	7	23	57	14	1	28
Pacific	59	13	5	23	53	19	1	27

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
1 to 99 workers	10	48	1	41	38	20	8	34
1 to 49 workers	8	45	(²)	46	35	19	8	38
50 to 99 workers	15	55	1	29	49	21	7	23
100 workers or more	44	42	1	13	60	26	4	11
100 to 499 workers	27	55	1	16	60	22	5	13
500 workers or more	61	29	1	9	59	31	2	9
Geographic areas								
New England	28	46	1	25	50	24	4	22
Middle Atlantic	32	41	1	26	49	24	4	23
East North Central	31	43	2	25	53	20	6	21
West North Central	27	44	2	27	51	20	7	22
South Atlantic	25	47	1	27	53	19	6	22
East South Central	33	44	—	—	46	31	5	18
West South Central	25	48	(²)	28	49	24	7	21
Mountain	21	50	1	29	48	22	6	23
Pacific	29	43	1	27	43	29	5	24

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 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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/glossary20112012.htm.

Table 46. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
All workers	35	36	59	69	71	82	84
Worker characteristics							
Management, professional, and related	45	54	70	73	90	92	90
Management, business, and financial	56	55	89	93	93	97	97
Professional and related	40	53	63	64	88	91	88
Teachers	11	60	16	14	90	90	77
Primary, secondary, and special education school teachers	9	72	11	9	98	98	82
Registered nurses	58	59	78	81	87	89	90
Service	24	22	43	50	51	65	68
Protective service	41	40	67	74	73	82	85
Sales and office	40	37	64	75	72	83	87
Sales and related	30	26	50	60	59	71	78
Office and administrative support	45	43	73	83	80	89	92
Natural resources, construction, and maintenance	28	24	55	78	62	85	89
Construction, extraction, farming, fishing, and forestry	20	16	43	67	51	78	83
Installation, maintenance, and repair	35	31	67	88	72	92	94
Production, transportation, and material moving ...	28	23	51	78	63	86	88
Production	28	21	53	87	63	91	94
Transportation and material moving	28	24	49	69	62	80	83
Full time	43	44	72	83	83	94	95
Part time	11	11	18	26	32	45	51
Union	41	52	64	72	90	96	93
Nonunion	34	33	58	69	67	80	82
Average wage within the following categories: ³							
Lowest 25 percent	15	12	28	42	39	57	63
Lowest 10 percent	8	6	16	27	25	45	49
Second 25 percent	38	36	64	78	74	88	90
Third 25 percent	43	41	75	86	83	93	94
Highest 25 percent	47	56	73	77	91	95	93
Highest 10 percent	46	57	71	74	93	96	92
Establishment characteristics							
Goods-producing industries	28	22	56	86	64	91	94
Service-providing industries	36	38	59	67	72	81	82
Education and health services	39	52	60	62	85	89	86
Educational services	23	57	40	38	91	91	83
Elementary and secondary schools	18	65	27	24	94	94	83
Junior colleges, colleges, and universities	35	42	67	67	88	89	86
Healthcare and social assistance	50	48	75	79	82	87	89
Hospitals	66	65	87	89	93	94	93
Public administration	52	52	88	87	91	91	91

See footnotes at end of table.

Table 46. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
1 to 99 workers	25	23	49	62	58	74	77
1 to 49 workers	23	21	48	60	56	72	75
50 to 99 workers	31	28	53	69	64	80	83
100 workers or more	44	47	67	76	83	90	90
100 to 499 workers	40	39	63	76	75	87	89
500 workers or more	48	55	72	76	90	94	92
Geographic areas							
New England	41	43	60	68	76	83	83
Middle Atlantic	45	45	61	70	76	84	85
East North Central	37	37	56	70	68	82	85
West North Central	27	28	57	68	69	80	81
South Atlantic	36	36	59	71	69	83	85
East South Central	31	33	57	70	70	85	87
West South Central	31	32	60	72	73	84	86
Mountain	31	33	55	66	65	82	85
Pacific	30	32	61	67	70	79	80

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 workers with access to one or more of these leave benefits.

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: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20112012.htm.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	58	12	7	23	56	14	1	29
Worker characteristics								
Management, professional, and related	76	12	4	9	77	11	1	12
Management, business, and financial	81	13	2	4	85	9	1	6
Professional and related	73	11	4	11	73	11	1	15
Service	30	11	10	49	27	14	2	57
Protective service	35	5	21	40	33	—	—	49
Sales and office	60	12	9	19	57	15	1	27
Sales and related	53	10	14	23	46	17	1	36
Office and administrative support	65	13	5	17	64	14	1	21
Natural resources, construction, and maintenance	62	14	3	20	57	19	2	22
Construction, extraction, farming, fishing, and forestry	56	14	5	25	48	—	—	29
Installation, maintenance, and repair	68	15	1	16	65	17	—	—
Production, transportation, and material moving	61	14	5	20	62	13	1	24
Production	66	16	2	15	70	13	1	17
Transportation and material moving	56	12	8	24	55	13	1	31
Full time	71	15	3	12	72	14	1	13
Part time	20	4	19	57	12	12	2	74
Union	91	4	2	4	84	10	(¹)	5
Nonunion	55	13	7	25	53	14	1	31
Average wage within the following categories: ²								
Lowest 25 percent	24	10	14	51	21	14	2	64
Lowest 10 percent	11	7	18	64	9	9	2	80
Second 25 percent	60	14	6	20	58	16	1	25
Third 25 percent	72	14	3	11	71	15	1	13
Highest 25 percent	82	10	2	5	81	11	1	7
Highest 10 percent	84	9	2	5	84	9	1	6
Establishment characteristics								
Goods-producing industries	72	14	2	12	71	14	1	14
Construction	56	16	5	23	47	—	—	26
Manufacturing	78	13	2	8	80	11	(¹)	9
Service-providing industries	55	12	8	26	53	14	1	32
Trade, transportation, and utilities	60	11	10	18	54	17	1	28
Wholesale trade	67	17	3	13	64	20	1	16
Retail trade	53	9	15	22	44	19	1	36
Transportation and warehousing	69	14	4	14	74	—	—	17
Utilities	97	—	1	—	94	—	—	—

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	18	52	1	29	53	17	6	24
Worker characteristics								
Management, professional, and related	26	61	(1)	12	72	15	3	9
Management, business, and financial	31	63	(1)	6	78	16	2	4
Professional and related	23	61	(1)	15	70	15	4	11
Service	7	34	(1)	59	27	14	10	49
Protective service	6	33	1	60	33	6	20	40
Sales and office	17	55	1	27	57	15	8	20
Sales and related	10	53	2	36	49	13	13	25
Office and administrative support	21	57	1	21	61	17	4	18
Natural resources, construction, and maintenance	—	53	—	23	55	22	3	20
Construction, extraction, farming, fishing, and forestry	24	46	—	30	47	23	5	25
Installation, maintenance, and repair	23	59	—	—	62	21	1	16
Production, transportation, and material moving	23	53	1	24	52	24	5	20
Production	21	61	—	—	62	21	2	16
Transportation and material moving	24	44	1	30	42	27	7	24
Full time	22	64	(1)	14	66	20	3	12
Part time	7	17	2	74	16	8	17	59
Union	69	26	(1)	5	56	38	1	4
Nonunion	13	54	1	32	53	15	7	26
Average wage within the following categories: ²								
Lowest 25 percent	5	30	1	64	21	13	13	52
Lowest 10 percent	2	16	2	80	10	9	16	65
Second 25 percent	13	61	1	26	56	18	5	21
Third 25 percent	23	63	(1)	14	64	22	3	12
Highest 25 percent	35	57	(1)	8	77	16	2	6
Highest 10 percent	36	57	(1)	7	80	13	2	5
Establishment characteristics								
Goods-producing industries	27	59	—	—	67	19	2	12
Construction	17	56	—	28	49	23	5	23
Manufacturing	30	61	—	—	72	18	2	8
Service-providing industries	17	50	1	33	50	16	7	26
Trade, transportation, and utilities	18	54	2	27	51	20	9	20
Wholesale trade	15	69	1	16	63	20	3	13
Retail trade	12	51	3	35	46	17	13	24
Transportation and warehousing	33	49	—	—	47	35	3	14
Utilities	83	14	—	—	92	—	1	—

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
Information	82	6	3	9	84	4	1	11
Financial activities	79	8	3	10	80	7	1	11
Finance and insurance	88	5	2	5	87	6	1	6
Credit intermediation and related activities	90	4	2	4	90	4	1	5
Insurance carriers and related activities	86	5	2	6	84	7	1	8
Real estate and rental and leasing	51	20	4	26	58	—	—	28
Professional and business services	55	14	5	25	57	12	2	29
Professional and technical services	71	15	4	11	71	—	—	14
Administrative and waste services	32	15	9	44	34	13	3	50
Education and health services	63	13	6	18	61	14	2	23
Educational services	70	11	2	17	66	15	1	18
Junior colleges, colleges, and universities	87	3	3	8	82	—	—	10
Healthcare and social assistance	62	13	7	18	60	14	2	24
Leisure and hospitality	21	10	11	57	18	14	1	67
Accommodation and food services	20	10	11	60	16	—	—	69
Other services	37	14	6	44	36	15	2	47
1 to 99 workers	42	16	8	34	40	17	1	42
1 to 49 workers	38	16	8	38	35	19	1	46
50 to 99 workers	54	15	9	22	56	13	2	29
100 workers or more	77	8	5	10	75	10	1	14
100 to 499 workers	72	10	6	12	69	13	2	17
500 workers or more	84	5	3	8	85	4	1	10
Geographic areas								
New England	61	11	5	23	60	12	1	26
Middle Atlantic	60	11	5	24	53	—	—	28
East North Central	61	11	7	21	62	10	1	26
West North Central	59	9	9	23	60	—	—	31
South Atlantic	57	12	7	24	54	14	1	30
East South Central	59	13	7	21	61	—	—	26
West South Central	56	13	8	23	58	10	2	30
Mountain	55	13	7	24	53	15	1	30
Pacific	54	15	6	26	49	20	1	30

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
Information	42	46	—	—	79	9	3	9
Financial activities	43	44	(¹)	12	78	10	2	10
Finance and insurance	53	39	(¹)	7	86	6	2	5
Credit intermediation and related activities	54	39	(¹)	6	88	6	2	4
Insurance carriers and related activities	52	39	(¹)	8	85	6	2	6
Real estate and rental and leasing	—	61	—	29	48	23	4	26
Professional and business services	—	58	—	31	53	16	5	25
Professional and technical services	11	74	—	15	70	16	4	11
Administrative and waste services	—	41	—	53	30	17	9	44
Education and health services	18	58	(¹)	24	57	18	6	18
Educational services	—	68	—	19	64	17	2	17
Junior colleges, colleges, and universities	14	75	—	—	85	4	3	8
Healthcare and social assistance	19	56	(¹)	25	56	19	7	19
Leisure and hospitality	—	29	—	68	19	12	11	58
Accommodation and food services	—	27	—	70	18	12	11	60
Other services	—	42	—	49	34	17	5	44
1 to 99 workers	8	49	1	42	39	18	8	35
1 to 49 workers	7	47	(¹)	46	35	18	8	39
50 to 99 workers	11	58	1	30	50	19	8	23
100 workers or more	31	54	1	14	70	15	4	11
100 to 499 workers	20	62	1	17	65	16	6	12
500 workers or more	46	43	(¹)	10	76	13	3	8
Geographic areas								
New England	19	53	1	27	57	15	4	24
Middle Atlantic	23	47	1	29	53	18	5	25
East North Central	24	48	1	27	55	17	7	21
West North Central	—	51	—	31	55	13	9	24
South Atlantic	14	55	(¹)	31	54	15	7	24
East South Central	—	55	—	27	52	20	6	21
West South Central	—	54	—	31	54	15	8	23
Mountain	—	57	—	31	53	16	7	25
Pacific	19	50	1	31	48	21	5	26

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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/glossary20112012.htm.

Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	35	32	59	72	67	81	84
Worker characteristics							
Management, professional, and related	52	51	81	85	88	92	93
Management, business, and financial	57	55	90	95	93	97	98
Professional and related	50	49	76	80	86	89	90
Service	20	18	37	46	45	61	64
Protective service	27	22	38	60	47	68	77
Sales and office	39	35	63	74	71	82	86
Sales and related	30	26	50	60	59	71	78
Office and administrative support	45	41	71	84	78	89	92
Natural resources, construction, and maintenance	26	22	51	76	58	84	88
Construction, extraction, farming, fishing, and forestry	17	13	36	64	45	76	82
Installation, maintenance, and repair	33	29	65	87	70	91	93
Production, transportation, and material moving ...	28	21	51	79	61	85	88
Production	28	20	53	87	63	91	94
Transportation and material moving	28	22	48	70	60	79	83
Full time	43	40	73	87	80	93	95
Part time	12	10	18	26	30	44	52
Union	44	37	71	88	83	94	95
Nonunion	34	32	57	70	65	79	82
Average wage within the following categories: ²							
Lowest 25 percent	13	10	25	39	34	54	61
Lowest 10 percent	7	5	14	25	22	44	47
Second 25 percent	37	33	62	78	71	86	89
Third 25 percent	42	38	72	87	80	93	94
Highest 25 percent	53	51	82	88	88	94	94
Highest 10 percent	54	52	84	88	91	94	94
Establishment characteristics							
Goods-producing industries	28	21	56	86	64	91	94
Construction	16	13	38	65	46	77	84
Manufacturing	32	25	62	94	71	96	98
Service-providing industries	37	34	59	69	67	79	81
Trade, transportation, and utilities	32	27	57	70	66	80	85
Wholesale trade	33	29	73	86	79	91	92
Retail trade	29	23	47	61	58	72	81
Transportation and warehousing	39	35	67	78	78	89	90
Utilities	61	60	92	98	94	99	99

See footnotes at end of table.

Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
Information	66	67	88	89	92	94	95
Financial activities	61	59	87	92	93	96	96
Finance and insurance	66	64	90	96	95	98	97
Credit intermediation and related activities	64	61	91	96	95	98	98
Insurance carriers and related activities	71	68	90	96	95	98	98
Real estate and rental and leasing	42	40	77	81	85	89	91
Professional and business services	38	36	64	76	70	82	86
Professional and technical services	50	48	83	89	88	92	93
Administrative and waste services	22	20	41	59	47	68	77
Education and health services	48	48	72	75	81	86	87
Educational services	34	44	56	56	83	84	77
Junior colleges, colleges, and universities	45	49	70	72	88	89	86
Healthcare and social assistance	50	48	74	78	81	86	89
Leisure and hospitality	11	9	23	32	31	51	53
Accommodation and food services	9	6	20	30	28	50	51
Other services	24	21	48	62	54	70	72
1 to 99 workers	25	22	49	62	57	73	77
1 to 49 workers	23	21	47	60	55	72	75
50 to 99 workers	30	26	52	69	62	79	83
100 workers or more	47	44	71	83	79	89	91
100 to 499 workers	41	36	64	79	73	86	90
500 workers or more	56	54	80	88	87	94	94
Geographic areas							
New England	40	37	62	72	73	82	82
Middle Atlantic	45	41	61	72	73	82	85
East North Central	37	33	57	73	65	81	85
West North Central	27	24	57	71	65	78	80
South Atlantic	36	32	57	72	65	81	84
East South Central	35	31	55	73	64	83	86
West South Central	32	29	62	76	70	82	86
Mountain	32	31	55	68	61	81	85
Pacific	28	27	60	67	66	76	79

¹ Includes workers with access to one or more of these leave benefits.

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: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20112012.htm.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	86	1	3	10	78	9	1	12
Worker characteristics								
Management, professional, and related	88	1	3	8	79	10	1	10
Professional and related	88	1	3	8	78	11	1	10
Teachers	88	(1)	3	9	77	11	1	11
Primary, secondary, and special education school teachers	98	—	—	1	85	13	—	—
Service	79	2	4	15	74	7	2	17
Protective service	88	—	—	9	84	5	2	10
Sales and office	86	1	3	10	78	9	1	12
Office and administrative support	87	1	3	10	78	10	1	12
Natural resources, construction, and maintenance	94	—	—	4	90	5	—	—
Production, transportation, and material moving	81	—	6	—	74	9	—	—
Full time	98	1	1	(1)	89	10	(1)	1
Part time	21	3	17	59	17	7	5	71
Union	94	1	3	2	85	10	1	4
Nonunion	79	2	4	16	72	8	1	19
Average wage within the following categories: ²								
Lowest 25 percent	66	2	7	24	59	9	2	29
Lowest 10 percent	50	—	—	37	45	8	2	44
Second 25 percent	90	1	3	6	82	9	1	8
Third 25 percent	92	1	2	5	84	9	1	6
Highest 25 percent	97	(1)	1	2	88	9	1	3
Highest 10 percent	96	1	1	2	89	8	1	2
Establishment characteristics								
Service-providing industries	86	1	3	10	78	9	1	12
Education and health services	87	1	4	9	78	10	1	11
Educational services	87	1	4	8	77	10	1	11
Elementary and secondary schools	88	1	4	7	76	12	1	10
Junior colleges, colleges, and universities	83	1	2	13	81	4	1	15
Healthcare and social assistance	87	1	1	11	79	—	—	12
Hospitals	93	—	—	5	89	—	—	6
Public administration	87	1	3	9	81	7	1	11
1 to 99 workers	71	2	6	21	59	14	3	24
1 to 49 workers	62	2	7	28	55	9	4	32
50 to 99 workers	86	—	—	10	64	—	—	12
100 workers or more	88	1	3	8	81	8	1	10
100 to 499 workers	83	—	—	11	73	12	1	13
500 workers or more	90	1	3	7	83	7	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	80	7	3	10	30	57	1	12
Worker characteristics								
Management, professional, and related	84	6	3	8	31	58	1	10
Professional and related	84	5	3	8	30	59	1	10
Teachers	85	3	3	9	28	60	(1)	11
Primary, secondary, and special education school teachers	97	—	—	1	24	74	—	2
Service	72	9	4	15	27	55	1	18
Protective service	82	7	2	9	31	58	1	10
Sales and office	78	9	2	11	32	55	2	11
Office and administrative support	80	8	2	11	32	55	2	11
Natural resources, construction, and maintenance	87	8	—	—	33	62	—	—
Production, transportation, and material moving ...	73	9	—	—	22	60	—	—
Full time	91	7	1	1	35	64	—	—
Part time	20	4	15	61	4	20	5	71
Union	92	3	3	2	30	65	1	4
Nonunion	70	11	3	17	30	51	1	18
Average wage within the following categories: ²								
Lowest 25 percent	59	10	6	26	23	45	3	29
Lowest 10 percent	43	11	8	39	16	38	3	43
Second 25 percent	83	8	3	6	32	59	1	8
Third 25 percent	87	6	1	6	32	61	1	6
Highest 25 percent	93	4	1	2	33	64	—	—
Highest 10 percent	91	6	1	2	39	58	—	—
Establishment characteristics								
Service-providing industries	80	7	3	10	30	57	1	12
Education and health services	81	6	3	9	29	59	1	11
Educational services	84	4	4	9	26	62	1	11
Elementary and secondary schools	87	2	4	7	20	69	1	10
Junior colleges, colleges, and universities	73	11	2	14	46	38	—	—
Healthcare and social assistance	64	23	1	12	52	35	1	11
Hospitals	67	27	—	—	55	38	1	5
Public administration	83	6	2	9	32	56	1	11
1 to 99 workers	61	12	4	23	26	47	3	24
1 to 49 workers	51	13	4	32	23	41	4	32
50 to 99 workers	76	11	3	10	31	56	—	—
100 workers or more	83	6	3	8	30	59	1	10
100 to 499 workers	76	9	4	11	27	58	1	14
500 workers or more	85	5	2	7	32	59	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
State government	92	1	1	7	85	8	(1)	7
Local government	84	1	4	10	76	10	2	13
Geographic areas								
New England	82	—	—	12	71	16	—	—
Middle Atlantic	86	—	—	9	81	5	3	11
East North Central	79	1	6	14	77	3	2	18
West North Central	84	—	—	9	77	7	2	13
South Atlantic	89	1	1	9	82	7	(1)	10
East South Central	91	—	—	7	84	—	—	—
West South Central	87	—	—	8	76	14	—	—
Mountain	86	—	—	11	79	—	—	12
Pacific	88	(1)	3	9	72	17	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
State government	85	—	—	7	43	50	—	—
Local government	78	7	4	11	26	60	1	13
Geographic areas								
New England	79	—	—	12	—	78	—	13
Middle Atlantic	83	3	4	10	30	55	—	—
East North Central	73	7	6	14	41	39	3	17
West North Central	73	—	—	10	30	55	—	—
South Atlantic	86	4	1	9	46	44	1	10
East South Central	84	—	—	—	23	69	—	—
West South Central	75	15	1	9	22	69	—	—
Mountain	81	6	2	11	20	67	2	12
Pacific	83	5	3	9	19	69	—	—

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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/glossary20112012.htm.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	34	55	59	57	92	92	87
Worker characteristics							
Management, professional, and related	26	60	43	41	93	93	85
Professional and related	21	61	36	34	93	93	84
Teachers	8	64	12	10	92	92	79
Primary, secondary, and special education school teachers	7	75	9	7	98	98	83
Service	41	48	75	73	87	87	86
Protective service	51	53	88	85	91	91	91
Sales and office	48	51	83	82	91	91	90
Office and administrative support	50	53	84	83	92	92	90
Natural resources, construction, and maintenance	46	46	94	94	96	96	97
Production, transportation, and material moving ...	36	56	58	58	91	94	90
Full time	39	62	66	65	99	99	94
Part time	7	18	18	17	50	51	46
Union	38	69	56	55	98	99	92
Nonunion	30	44	61	59	86	86	82
Average wage within the following categories: ²							
Lowest 25 percent	23	37	54	53	79	80	77
Lowest 10 percent	15	29	40	39	68	68	65
Second 25 percent	49	55	84	83	95	95	94
Third 25 percent	43	61	69	68	94	94	91
Highest 25 percent	25	69	36	34	98	98	87
Highest 10 percent	22	65	34	32	98	99	83
Establishment characteristics							
Service-providing industries	34	56	58	57	91	92	87
Education and health services	24	59	42	40	93	93	85
Educational services	20	60	35	33	93	93	84
Elementary and secondary schools	18	67	26	24	94	94	84
Junior colleges, colleges, and universities	29	39	65	64	88	89	85
Healthcare and social assistance	50	51	86	86	90	90	91
Hospitals	47	46	91	92	96	96	95
Public administration	52	52	88	87	91	91	91
1 to 99 workers	33	43	65	64	79	80	79
1 to 49 workers	28	32	64	62	72	73	73
50 to 99 workers	41	59	67	67	90	90	89
100 workers or more	34	57	58	56	93	94	88
100 to 499 workers	33	57	58	56	91	91	87
500 workers or more	34	58	58	56	94	94	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
State government	47	51	84	84	94	94	93
Local government	29	57	50	48	91	91	85
Geographic areas							
New England	45	76	45	46	90	91	86
Middle Atlantic	44	66	57	57	92	92	84
East North Central	33	61	53	52	87	87	84
West North Central	24	47	57	56	91	91	87
South Atlantic	36	55	65	63	93	94	89
East South Central	19	39	66	61	92	92	91
West South Central	25	51	52	49	92	93	87
Mountain	23	45	54	52	90	90	86
Pacific	41	56	67	65	93	93	86

¹ Includes workers with access to one or more of these leave benefits.

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: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20112012.htm.