

**Table 656. Percent of Workers in Private Industry With Access to Selected Employee Benefits: 2010**

[As of March. Based on National Compensation Survey (NCS). The NCS benefits survey obtained data from 9,018 private industry establishments of all sizes, representing over 98 million workers. Excludes agricultural establishments, private households, and the self-employed. An employee has access to a benefit plan if the plan is made available by the employer, regardless of whether the employee participates in the plan. See Appendix III]

Characteristic	Leave benefits				Family leave <sup>1</sup>			Quality of life benefits			Nonproduction bonuses	
	Paid holidays	Paid sick leave	Paid vacation	Paid jury duty leave	Family leave <sup>1</sup>		Employer assistance for child care <sup>2</sup>	Flexible workplace <sup>3</sup>	Subsidized commuting <sup>4</sup>	All non-production bonuses <sup>5</sup>	End of year bonus	
					Paid	Unpaid						
<b>Total</b> .....	<b>78</b>	<b>62</b>	<b>77</b>	<b>68</b>	<b>10</b>	<b>85</b>	<b>9</b>	<b>5</b>	<b>5</b>	<b>44</b>	<b>11</b>	
<b>WORKER CHARACTERISTIC</b>												
Management, professional, and related occupations .....	89	86	87	85	17	90	18	13	11	52	13	
Service occupations .....	54	42	59	49	6	79	9	1	2	30	6	
Sales and office occupations .....	81	67	80	72	11	86	7	5	5	48	12	
Natural resources, construction, and maintenance occupations .....	79	51	78	57	7	77	4	2	3	47	14	
Production, transportation, and material moving occupations .....	84	54	83	69	5	85	5	1	3	44	10	
Full-time <sup>6</sup> .....	90	74	91	77	12	88	11	6	7	50	13	
Part-time <sup>6</sup> .....	40	26	37	42	5	76	6	2	2	27	6	
Union <sup>7</sup> .....	88	71	87	85	10	91	14	1	6	37	4	
Nonunion <sup>7</sup> .....	76	61	76	66	10	84	9	5	5	45	12	
<b>AVERAGE HOURLY WAGE <sup>8</sup></b>												
Less than \$8.10 .....	35	19	39	33	3	72	6	(Z)	1	24	5	
\$8.10 to under \$10.63 .....	52	32	53	44	4	78	5	1	1	30	6	
\$10.63 to under \$15.70 .....	85	66	84	71	9	85	7	3	3	46	11	
\$15.70 to under \$24.53 .....	90	75	89	78	12	88	9	6	7	51	13	
\$24.53 to under \$37.02 .....	89	84	89	85	16	90	17	12	11	54	14	
\$37.02 or greater .....	89	86	89	87	18	91	19	16	14	56	15	
<b>ESTABLISHMENT CHARACTERISTIC</b>												
Goods producing <sup>9</sup> .....	88	54	88	70	8	86	7	4	2	52	14	
Service producing <sup>9</sup> .....	75	64	75	68	11	84	10	5	6	43	10	
<b>GEOGRAPHIC AREA <sup>10</sup></b>												
New England .....	76	69	75	80	12	88	9	7	9	47	9	
Middle Atlantic .....	80	67	77	78	9	83	9	6	6	42	11	
East North Central .....	79	58	78	69	11	83	11	5	4	45	12	
West North Central .....	75	62	76	66	9	86	9	5	5	45	13	
South Atlantic .....	78	60	79	69	11	83	9	5	4	47	10	
East South Central .....	79	55	77	69	6	90	(NA)	3	2	48	13	
West South Central .....	80	63	78	65	9	82	9	5	3	46	9	
Mountain .....	75	62	77	62	8	84	8	5	7	44	11	
Pacific .....	75	65	76	59	12	87	10	4	9	39	11	

NA Not available. Z Less than 0.5 percent. <sup>1</sup> Some workers may have access to both types of plans. <sup>2</sup> 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. <sup>3</sup> Permits employees to set their own schedules within a general set of parameters. Employees generally are required to work a minimum number of core hours each day. <sup>4</sup> Employers subsidize employees' cost of commuting to and from work via public transportation, company-sponsored van pool, discounted subway fares, for example. <sup>5</sup> All nonproduction bonuses include cash profit sharing bonuses, employee recognition bonuses, holiday bonuses, end of year bonuses, payment in lieu of benefits bonuses referral bonuses, and others bonuses. <sup>6</sup> Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. <sup>7</sup> Union workers are those whose wages are determined through collective bargaining. <sup>8</sup> The National Compensation Survey—Benefits program presents wage data in percentiles rather than dollar amounts; see "Technical Note" in source. <sup>9</sup> See Table 632, for composition of goods and service producing industries. <sup>10</sup> Composition of divisions: New England = Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic = New Jersey, New York, and Pennsylvania; East North Central = Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central = Iowa, Kansas, Minnesota, Nebraska, North Dakota, and Missouri; South Atlantic = Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central = Alabama, Kentucky, Mississippi, and Tennessee; West South Central = Arkansas, Louisiana, Oklahoma, and Texas; Mountain = Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific = Alaska, California, Hawaii, Oregon, and Washington.

Source: U.S. Bureau of Labor Statistics, *Employee Benefits in the United States*, March 2010, Bulletin 2752, September 2010. See also <<http://www.bls.gov/ncs/ebs/benefits/2010/>>.