

Table 655. Percent of Workers in Private Industry With Access to Selected Employee Benefits: 2009

[As of March. Based on National Compensation Survey (NCS). Excludes agricultural establishments, private households, and the self-employed. The NCS benefits survey obtained data from 12,872 private industry establishments of all sizes, representing over 107 million workers. An employee has access to a benefit plan if the plan is made available by the employer, regardless of whether the employee actually participates in the plan. See Appendix III]

Characteristic	Paid holidays	Paid sick leave	Paid vacation	Paid jury duty leave	Paid military leave	Employer assistance for child care ¹	Flexible work-place ²	Subsidized commuting ³	All non-production bonuses ⁴	Cash profit-sharing bonus	Stock options
Total	77	61	78	70	(NA)	9	5	6	46	5	8
WORKER CHARACTERISTIC											
Management, professional, and related occupations	89	84	87	86	(NA)	17	12	11	55	7	14
Service occupations	53	42	61	51	(NA)	8	1	2	33	1	2
Sales and office occupations	81	66	80	73	(NA)	7	5	6	49	5	10
Natural resources, construction, and maintenance occupations	77	49	76	56	(NA)	3	2	4	47	5	6
Production, transportation, and material moving occupations	84	52	83	70	(NA)	5	1	3	47	8	8
Full-time ⁵	89	73	91	78	(NA)	10	6	7	52	6	9
Part-time ⁵	39	26	38	44	(NA)	4	2	2	30	1	5
Union ⁶	86	69	85	83	(NA)	15	2	7	38	8	9
Nonunion ⁶	76	61	77	68	(NA)	8	5	6	47	5	8
AVERAGE HOURLY WAGE ⁷											
Less than \$7.85	36	21	42	37	(NA)	5	1	2	27	1	4
\$7.85 to under \$10.13	52	33	55	47	(NA)	5	1	2	33	2	4
\$10.13 to under \$15.00	84	64	85	73	(NA)	7	2	4	48	4	7
\$15.00 to under \$23.25	89	73	89	78	(NA)	9	5	7	51	6	9
\$23.25 to under \$34.79	88	81	88	85	(NA)	16	12	12	56	9	12
\$34.79 or greater	88	84	88	88	(NA)	19	15	14	58	11	18
ESTABLISHMENT CHARACTERISTIC											
Goods producing ⁸	87	52	86	70	(NA)	7	5	2	52	11	8
Service producing ⁸	75	63	76	70	(NA)	9	5	7	45	4	8
GEOGRAPHIC AREA ⁹											
New England	78	70	77	80	(NA)	9	5	8	52	5	8
Middle Atlantic	81	67	79	79	(NA)	7	6	7	45	3	6
East North Central	77	56	78	71	(NA)	10	5	4	47	8	9
West North Central	75	62	77	67	(NA)	9	4	6	47	6	7
South Atlantic	78	59	80	71	(NA)	8	4	4	50	4	9
East South Central	77	55	79	68	(NA)	(¹⁰)	3	2	50	(¹⁰)	5
West South Central	80	61	79	67	(NA)	8	4	4	46	5	9
Mountain	74	59	75	63	(NA)	7	4	7	43	4	7
Pacific	74	65	77	61	(NA)	10	5	10	42	7	11

NA Not available. ¹ Employer assistance of child care includes employer provided funds, on-site and off-site child care, and child care resource and referral services. ² Arrangements permitting employees to work at home several days of the workweek. ³ Employers subsidize employees' cost of commuting to and from work via public transportation, company-sponsored van pool, discounted subway fares, for example. ⁴ All nonproduction bonuses include cash profit sharing bonuses, holiday bonuses, referral bonuses, and stock options. ⁵ Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. ⁶ Union workers are those whose wages are determined through collective bargaining. ⁷ The National Compensation Survey-Benefits program presents wage data in percentiles rather than dollar amounts; see "Technical Note" in source. ⁸ See Table 631 for composition of goods and service producing industries.

⁹ 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. ¹⁰ No workers in category or data did not meet publication criteria.

Source: U.S. Bureau of Labor Statistics, *Employee Benefits in the United States, March 2009*, Bulletin 2731, September 2009. See also <<http://www.bls.gov/ncs/ebs/benefits/2009/benefits.htm>>.