

**Table 640. Percent of Workers in Private Industry With Access to Selected Employee Benefits: 2008**

[As of March. Based on National Compensation Survey. 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. See also Chapter 8 of the BLS Handbook of Methods at <<http://www.bls.gov/opub/hom/homch8a.htm>>]

Characteristic				Family leave		Paid jury duty leave	Paid military leave	Employer assistance for child care <sup>1</sup>			Flexible work place <sup>2</sup>	Subsidized commutg <sup>3</sup>	All non-production bonuses <sup>4</sup>
	Paid holidays	Paid vacation	Paid personal leave	Paid	Unpaid			Total	Employer-provided funds	On-site and off-site child care			
<b>Total</b> . . . . .	<b>77</b>	<b>78</b>	<b>37</b>	<b>8</b>	<b>83</b>	<b>71</b>	<b>48</b>	<b>15</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>47</b>
<b>WORKER CHARACTERISTIC</b>													
Management, professional, and related occupations . . . . .	89	87	55	15	90	88	66	28	6	11	11	11	55
Service occupations . . . . .	52	61	26	5	78	55	34	10	2	5	1	2	33
Sales and office occupations . . . . .	81	80	39	8	85	75	50	14	3	3	5	6	49
Natural resources, construction, and maintenance occupations . . . . .	76	76	26	6	76	56	38	7	1	2	2	4	48
Production, transportation, and material moving occupations . . . . .	85	83	32	4	84	71	46	10	2	2	2	3	49
Full-time <sup>5</sup> . . . . .	89	90	42	9	86	79	54	17	4	6	5	6	52
Part-time <sup>5</sup> . . . . .	40	39	21	4	73	48	30	10	1	4	2	3	31
Union <sup>6</sup> . . . . .	85	84	47	7	90	83	56	21	4	6	2	7	39
Nonunion <sup>6</sup> . . . . .	76	77	36	8	83	70	47	14	3	5	5	5	48
<b>AVERAGE HOURLY WAGE <sup>7</sup></b>													
Less than \$7.85 . . . . .	38	43	17	2	71	(NA)	(NA)	(NA)	(NA)	(NA)	1	1	29
\$7.85 to under \$10.13 . . . . .	61	63	25	5	79	(NA)	(NA)	(NA)	(NA)	(NA)	1	2	37
\$10.13 to under \$15.00 . . . . .	84	84	38	7	84	(NA)	(NA)	(NA)	(NA)	(NA)	3	3	48
\$15.00 to under \$23.25 . . . . .	89	88	39	9	85	(NA)	(NA)	(NA)	(NA)	(NA)	5	6	52
\$23.25 to under \$34.79 . . . . .	88	87	52	13	88	(NA)	(NA)	(NA)	(NA)	(NA)	8	9	55
\$34.79 or greater . . . . .	89	88	54	14	90	(NA)	(NA)	(NA)	(NA)	(NA)	14	15	59
<b>ESTABLISHMENT CHARACTERISTIC</b>													
Goods producing <sup>8</sup> . . . . .	86	86	33	6	84	70	51	12	2	3	3	4	52
Service producing <sup>8</sup> . . . . .	75	76	38	9	83	72	48	16	3	6	5	6	46
<b>GEOGRAPHIC AREA <sup>9</sup></b>													
New England division . . . . .	78	75	42	9	88	82	53	16	3	8	6	9	53
Middle Atlantic . . . . .	80	79	46	8	84	81	53	15	5	7	7	7	44
East North Central . . . . .	76	76	43	9	81	71	49	18	3	6	5	3	48
West North Central . . . . .	74	77	31	7	82	68	48	15	2	5	3	6	48
South Atlantic . . . . .	78	79	33	9	84	73	50	12	3	4	5	3	51
East South Central . . . . .	80	81	37	6	89	70	43	8	(-)	3	3	2	52
West South Central . . . . .	80	79	34	8	81	67	46	16	3	5	3	3	45
Mountain . . . . .	75	75	35	5	80	68	44	15	3	3	5	9	45
Pacific . . . . .	74	77	34	10	85	64	44	16	2	4	3	10	43

<sup>1</sup> Employer assistance of child care includes employer provided funds, on-site and off-site child care, and child care resource and referral services. <sup>2</sup> Arrangements permitting employees to work at home several days of the workweek. <sup>3</sup> Employers subsidize employees' cost of commuting to and from work via public transportation, company-sponsored van pool, discounted subway fares, etc. <sup>4</sup> All nonproduction bonuses include cash profit sharing bonuses, holiday bonuses, referral bonuses, and stock options. <sup>5</sup> Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. <sup>6</sup> Union workers are those whose wages are determined through collective bargaining. <sup>7</sup> See footnotes 4, Table 639. Table 619, for composition of goods and service producing industries. <sup>8</sup> See footnotes 3 and 4. <sup>9</sup> For composition of divisions, see map, inside front cover.