

**Table 639. Percent of Workers in Private Industry With Access to Retirement and Health Care Benefits by Selected Characteristics: 2008**

[As of March. Based on National Compensation Survey. See headnote, Table 640]

Characteristic	Retirement benefits			Healthcare benefits			
	All plans <sup>1</sup>	Defined benefit	Defined contribution	Medical care	Dental care	Vision care	Outpatient prescription drug coverage
<b>Total</b> . . . . .	<b>61</b>	<b>21</b>	<b>56</b>	<b>71</b>	<b>47</b>	<b>28</b>	<b>68</b>
<b>WORKER CHARACTERISTICS</b>							
Management, professional, and related occupations . . . . .	76	29	72	86	62	37	83
Service occupations . . . . .	37	9	33	46	29	20	45
Sales and office occupations . . . . .	65	20	61	71	47	25	68
Natural resources, construction, and maintenance occupations . . . . .	62	26	53	77	44	31	72
Production, transportation, and material moving occupations . . . . .	65	26	57	78	49	30	74
Full-time <sup>2</sup> . . . . .	71	25	65	85	56	34	82
Part-time <sup>2</sup> . . . . .	32	11	27	24	16	10	23
Union <sup>3</sup> . . . . .	85	69	50	88	68	54	86
Nonunion <sup>3</sup> . . . . .	59	16	57	69	44	25	66
<b>AVERAGE HOURLY WAGE<sup>4</sup></b>							
Less than \$7.85 . . . . .	25	4	24	25	(S)	(S)	24
\$7.85 to under \$10.13 . . . . .	41	9	38	48	27	15	45
\$10.13 to under \$15.00 . . . . .	63	16	58	77	48	27	73
\$15.00 to under \$23.25 . . . . .	70	25	63	84	53	32	80
\$23.25 to under \$34.79 . . . . .	79	40	70	88	62	42	84
\$34.79 or greater . . . . .	84	39	80	91	71	43	88
<b>ESTABLISHMENT CHARACTERISTIC</b>							
Goods producing <sup>5</sup> . . . . .	71	30	64	85	55	34	81
Service producing <sup>5</sup> . . . . .	59	19	54	68	44	27	65

S Figure does not meet publication standards. <sup>1</sup> Employees may have access to both defined benefit and defined contribution plans. Total excludes duplication. <sup>2</sup> Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. <sup>3</sup> See footnote 3, Table 640. <sup>4</sup> The National Compensation Survey—Benefits program presents wage data in percentiles rather than dollar amounts; see “Technical Note” in source. <sup>5</sup> See footnotes 3 and 4, Table 619, for composition of goods and service producing industries.

Source: U.S. Bureau of Labor Statistics, *Employee Benefits in the United States, March 2008 News*, USDL 08-1122, August 7, 2008. See also <<http://www.bls.gov/ncs/ebs/home.htm>>.