

# Employer Costs for Employee Compensation

## Supplementary Tables

### National Compensation Survey

September 2020

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**Supplementary table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in goods-producing industries, by occupational group, September 2020**

| Series  | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>   |                    |                    |               |            |                  |           |                        |                           |
| All workers in goods-producing industries <sup>1</sup> .....                | \$40.49            | \$27.27            | \$13.21       | \$2.60     | \$1.71           | \$3.72    | \$1.80                 | \$3.38                    |
| <b>Occupational group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                                 | 70.69              | 48.68              | 22.01         | 6.24       | 2.52             | 5.13      | 3.41                   | 4.71                      |
| Management, business, and financial .....                                   | 72.01              | 50.71              | 21.29         | 6.31       | 2.44             | 4.93      | 2.80                   | 4.81                      |
| Professional and related .....  | 69.28              | 46.49              | 22.79         | 6.16       | 2.60             | 5.36      | 4.08                   | 4.59                      |
| Sales and office .....  | 33.94              | 24.24              | 9.71          | 2.10       | 1.04             | 3.06      | 0.96                   | 2.55                      |
| Office and administrative support .....                                     | 29.74              | 20.73              | 9.01          | 1.86       | 0.94             | 3.05      | 0.85                   | 2.31                      |
| Natural resources, construction, and maintenance .....                      | 38.94              | 26.17              | 12.77         | 1.68       | 1.57             | 3.34      | 2.26                   | 3.91                      |
| Construction, extraction, farming, fishing, and forestry <sup>2</sup> ..... | 39.45              | 26.35              | 13.10         | 1.51       | 1.56             | 3.34      | 2.61                   | 4.08                      |
| Installation, maintenance, and repair .....                                 | 37.31              | 25.60              | 11.71         | 2.23       | 1.62             | 3.36      | 1.15                   | 3.36                      |
| Production, transportation, and material moving .....                       | 30.58              | 19.86              | 10.72         | 1.90       | 1.65             | 3.59      | 0.96                   | 2.62                      |
| Production .....  | 30.47              | 19.78              | 10.69         | 1.95       | 1.68             | 3.63      | 0.87                   | 2.56                      |
| Transportation and material moving .....                                    | 31.07              | 20.21              | 10.86         | 1.70       | 1.48             | 3.42      | 1.38                   | 2.89                      |
| <b>Percent of total compensation</b>  |                    |                    |               |            |                  |           |                        |                           |
| All workers in goods-producing industries <sup>1</sup> .....                | 100.0              | 67.4               | 32.6          | 6.4        | 4.2              | 9.2       | 4.4                    | 8.3                       |
| <b>Occupational group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                                 | 100.0              | 68.9               | 31.1          | 8.8        | 3.6              | 7.3       | 4.8                    | 6.7                       |
| Management, business, and financial .....                                   | 100.0              | 70.4               | 29.6          | 8.8        | 3.4              | 6.8       | 3.9                    | 6.7                       |
| Professional and related .....  | 100.0              | 67.1               | 32.9          | 8.9        | 3.8              | 7.7       | 5.9                    | 6.6                       |
| Sales and office .....  | 100.0              | 71.4               | 28.6          | 6.2        | 3.1              | 9.0       | 2.8                    | 7.5                       |
| Office and administrative support .....                                     | 100.0              | 69.7               | 30.3          | 6.2        | 3.2              | 10.3      | 2.9                    | 7.8                       |
| Natural resources, construction, and maintenance .....                      | 100.0              | 67.2               | 32.8          | 4.3        | 4.0              | 8.6       | 5.8                    | 10.0                      |
| Construction, extraction, farming, fishing, and forestry <sup>2</sup> ..... | 100.0              | 66.8               | 33.2          | 3.8        | 3.9              | 8.5       | 6.6                    | 10.4                      |
| Installation, maintenance, and repair .....                                 | 100.0              | 68.6               | 31.4          | 6.0        | 4.3              | 9.0       | 3.1                    | 9.0                       |
| Production, transportation, and material moving .....                       | 100.0              | 64.9               | 35.1          | 6.2        | 5.4              | 11.7      | 3.1                    | 8.6                       |
| Production .....  | 100.0              | 64.9               | 35.1          | 6.4        | 5.5              | 11.9      | 2.9                    | 8.4                       |
| Transportation and material moving .....                                    | 100.0              | 65.0               | 35.0          | 5.5        | 4.8              | 11.0      | 4.4                    | 9.3                       |

<sup>1</sup> Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

<sup>2</sup> Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, September 2020**

| Series   | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|--|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|  |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                            |                    |                    |               |            |                  |           |                        |                           |
| All workers in manufacturing .....                     | \$39.89            | \$26.51            | \$13.37       | \$3.02     | \$1.88           | \$3.94    | \$1.49                 | \$3.05                    |
| <b>Occupational group</b>                              |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....            | 72.18              | 49.09              | 23.09         | 6.66       | 2.77             | 5.36      | 3.57                   | 4.72                      |
| Management, business, and financial .....              | 74.94              | 52.01              | 22.93         | 6.96       | 2.78             | 5.10      | 3.25                   | 4.83                      |
| Professional and related .....                         | 69.80              | 46.57              | 23.23         | 6.40       | 2.77             | 5.59      | 3.86                   | 4.61                      |
| Sales and office .....                                 | 33.15              | 22.84              | 10.31         | 2.36       | 1.23             | 3.25      | 1.06                   | 2.41                      |
| Office and administrative support .....                | 29.87              | 20.39              | 9.48          | 2.03       | 1.09             | 3.27      | 0.90                   | 2.19                      |
| Natural resources, construction, and maintenance ..... | 40.52              | 26.59              | 13.93         | 2.74       | 2.31             | 4.01      | 1.40                   | 3.46                      |
| Installation, maintenance, and repair .....            | 40.32              | 26.51              | 13.80         | 2.89       | 2.11             | 4.21      | 1.27                   | 3.33                      |
| Production, transportation, and material moving .....  | 29.95              | 19.43              | 10.52         | 1.91       | 1.64             | 3.57      | 0.85                   | 2.55                      |
| Production .....                                       | 30.36              | 19.67              | 10.70         | 1.96       | 1.69             | 3.65      | 0.86                   | 2.55                      |
| Transportation and material moving .....               | 27.47              | 18.02              | 9.44          | 1.64       | 1.38             | 3.08      | 0.81                   | 2.54                      |
| <b>Establishment size</b>                              |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                     | 32.12              | 22.91              | 9.21          | 2.04       | 1.11             | 2.67      | 0.72                   | 2.66                      |
| 1-49 workers .....                                     | 30.18              | 22.16              | 8.02          | 1.71       | 1.02             | 2.23      | 0.49                   | 2.57                      |
| 50-99 workers .....                                    | 35.00              | 24.03              | 10.98         | 2.53       | 1.25             | 3.34      | 1.05                   | 2.81                      |
| 100 workers or more .....                              | 44.18              | 28.50              | 15.68         | 3.55       | 2.31             | 4.64      | 1.91                   | 3.26                      |
| 100-499 workers .....                                  | 38.93              | 26.04              | 12.89         | 3.02       | 1.66             | 3.94      | 1.26                   | 3.01                      |
| 500 workers or more .....                              | 50.38              | 31.41              | 18.97         | 4.18       | 3.08             | 5.45      | 2.68                   | 3.57                      |
| <b>Bargaining status</b>                               |                    |                    |               |            |                  |           |                        |                           |
| Union .....  | 44.25              | 25.16              | 19.09         | 3.30       | 2.86             | 7.24      | 2.23                   | 3.47                      |
| Nonunion .....   | 39.23              | 26.71              | 12.52         | 2.97       | 1.74             | 3.45      | 1.38                   | 2.99                      |
| <b>Percent of total compensation</b>                   |                    |                    |               |            |                  |           |                        |                           |
| All workers in manufacturing .....                     | 100.0              | 66.5               | 33.5          | 7.6        | 4.7              | 9.9       | 3.7                    | 7.6                       |
| <b>Occupational group</b>                              |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....            | 100.0              | 68.0               | 32.0          | 9.2        | 3.8              | 7.4       | 5.0                    | 6.5                       |
| Management, business, and financial .....              | 100.0              | 69.4               | 30.6          | 9.3        | 3.7              | 6.8       | 4.3                    | 6.5                       |
| Professional and related .....                         | 100.0              | 66.7               | 33.3          | 9.2        | 4.0              | 8.0       | 5.5                    | 6.6                       |
| Sales and office .....                                 | 100.0              | 68.9               | 31.1          | 7.1        | 3.7              | 9.8       | 3.2                    | 7.3                       |
| Office and administrative support .....                | 100.0              | 68.3               | 31.7          | 6.8        | 3.6              | 11.0      | 3.0                    | 7.3                       |
| Natural resources, construction, and maintenance ..... | 100.0              | 65.6               | 34.4          | 6.8        | 5.7              | 9.9       | 3.5                    | 8.5                       |
| Installation, maintenance, and repair .....            | 100.0              | 65.8               | 34.2          | 7.2        | 5.2              | 10.4      | 3.1                    | 8.3                       |
| Production, transportation, and material moving .....  | 100.0              | 64.9               | 35.1          | 6.4        | 5.5              | 11.9      | 2.8                    | 8.5                       |
| Production .....                                       | 100.0              | 64.8               | 35.2          | 6.4        | 5.6              | 12.0      | 2.8                    | 8.4                       |
| Transportation and material moving .....               | 100.0              | 65.6               | 34.4          | 6.0        | 5.0              | 11.2      | 2.9                    | 9.2                       |
| <b>Establishment size</b>                              |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                     | 100.0              | 71.3               | 28.7          | 6.4        | 3.5              | 8.3       | 2.2                    | 8.3                       |
| 1-49 workers .....                                     | 100.0              | 73.4               | 26.6          | 5.7        | 3.4              | 7.4       | 1.6                    | 8.5                       |
| 50-99 workers .....                                    | 100.0              | 68.6               | 31.4          | 7.2        | 3.6              | 9.5       | 3.0                    | 8.0                       |
| 100 workers or more .....                              | 100.0              | 64.5               | 35.5          | 8.0        | 5.2              | 10.5      | 4.3                    | 7.4                       |
| 100-499 workers .....                                  | 100.0              | 66.9               | 33.1          | 7.8        | 4.3              | 10.1      | 3.2                    | 7.7                       |
| 500 workers or more .....                              | 100.0              | 62.3               | 37.7          | 8.3        | 6.1              | 10.8      | 5.3                    | 7.1                       |
| <b>Bargaining status</b>                               |                    |                    |               |            |                  |           |                        |                           |
| Union .....  | 100.0              | 56.9               | 43.1          | 7.5        | 6.5              | 16.4      | 5.0                    | 7.8                       |
| Nonunion .....   | 100.0              | 68.1               | 31.9          | 7.6        | 4.4              | 8.8       | 3.5                    | 7.6                       |

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in service-providing industries, by occupational group, September 2020**

| Series   | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|--|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|  |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| Cost per hour worked   |                    |                    |               |            |                  |           |                        |                           |
| All workers in service providing industries <sup>1</sup> ..... | \$35.00            | \$24.80            | \$10.20       | \$2.64     | \$1.13           | \$2.68    | \$1.16                 | \$2.60                    |
| <b>Occupational group</b>                                      |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                    | 61.03              | 42.58              | 18.45         | 5.60       | 2.24             | 4.35      | 2.31                   | 3.96                      |
| Management, business, and financial .....                      | 70.83              | 48.97              | 21.85         | 6.81       | 3.44             | 4.53      | 2.66                   | 4.41                      |
| Professional and related .....                                 | 55.84              | 39.20              | 16.65         | 4.95       | 1.60             | 4.25      | 2.12                   | 3.72                      |
| Sales and office .....   | 26.64              | 19.14              | 7.50          | 1.75       | 0.73             | 2.34      | 0.71                   | 1.98                      |
| Sales and related .....  | 25.29              | 19.28              | 6.01          | 1.40       | 0.67             | 1.46      | 0.53                   | 1.95                      |
| Office and administrative support .....                        | 27.64              | 19.04              | 8.60          | 2.00       | 0.77             | 2.98      | 0.84                   | 2.00                      |
| Service .....  | 17.87              | 13.55              | 4.32          | 0.78       | 0.38             | 1.23      | 0.29                   | 1.64                      |
| Natural resources, construction, and maintenance .....         | 34.90              | 24.22              | 10.68         | 2.26       | 1.10             | 2.83      | 1.40                   | 3.10                      |
| Installation, maintenance, and repair .....                    | 36.23              | 25.17              | 11.05         | 2.46       | 1.15             | 2.94      | 1.36                   | 3.14                      |
| Production, transportation, and material moving .....          | 29.08              | 19.78              | 9.30          | 1.73       | 1.02             | 2.56      | 1.30                   | 2.69                      |
| Production .....   | 22.97              | 16.65              | 6.32          | 1.24       | 0.71             | 1.69      | 0.57                   | 2.11                      |
| Transportation and material moving .....                       | 30.86              | 20.70              | 10.17         | 1.88       | 1.11             | 2.81      | 1.51                   | 2.86                      |
| Percent of total compensation                                  |                    |                    |               |            |                  |           |                        |                           |
| All workers in service providing industries <sup>1</sup> ..... | 100.0              | 70.9               | 29.1          | 7.5        | 3.2              | 7.6       | 3.3                    | 7.4                       |
| <b>Occupational group</b>                                      |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                    | 100.0              | 69.8               | 30.2          | 9.2        | 3.7              | 7.1       | 3.8                    | 6.5                       |
| Management, business, and financial .....                      | 100.0              | 69.1               | 30.9          | 9.6        | 4.9              | 6.4       | 3.8                    | 6.2                       |
| Professional and related .....                                 | 100.0              | 70.2               | 29.8          | 8.9        | 2.9              | 7.6       | 3.8                    | 6.7                       |
| Sales and office .....   | 100.0              | 71.9               | 28.1          | 6.6        | 2.7              | 8.8       | 2.7                    | 7.4                       |
| Sales and related .....  | 100.0              | 76.2               | 23.8          | 5.5        | 2.6              | 5.8       | 2.1                    | 7.7                       |
| Office and administrative support .....                        | 100.0              | 68.9               | 31.1          | 7.2        | 2.8              | 10.8      | 3.1                    | 7.2                       |
| Service .....  | 100.0              | 75.8               | 24.2          | 4.4        | 2.1              | 6.9       | 1.6                    | 9.2                       |
| Natural resources, construction, and maintenance .....         | 100.0              | 69.4               | 30.6          | 6.5        | 3.2              | 8.1       | 4.0                    | 8.9                       |
| Installation, maintenance, and repair .....                    | 100.0              | 69.5               | 30.5          | 6.8        | 3.2              | 8.1       | 3.8                    | 8.7                       |
| Production, transportation, and material moving .....          | 100.0              | 68.0               | 32.0          | 6.0        | 3.5              | 8.8       | 4.5                    | 9.2                       |
| Production .....   | 100.0              | 72.5               | 27.5          | 5.4        | 3.1              | 7.3       | 2.5                    | 9.2                       |
| Transportation and material moving .....                       | 100.0              | 67.1               | 32.9          | 6.1        | 3.6              | 9.1       | 4.9                    | 9.3                       |

<sup>1</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, September 2020**

| Series  | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                               |                    |                    |               |            |                  |           |                        |                           |
| All workers in trade, transportation, and utilities ..... | \$29.71            | \$20.96            | \$8.75        | \$1.90     | \$0.88           | \$2.39    | \$1.17                 | \$2.42                    |
| <b>Occupational group</b>                                 |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....               | 58.61              | 41.63              | 16.97         | 4.97       | 1.91             | 3.72      | 2.40                   | 3.97                      |
| Management, business, and financial .....                 | 64.72              | 46.00              | 18.72         | 5.56       | 2.46             | 3.88      | 2.49                   | 4.32                      |
| Professional and related .....                            | 50.54              | 35.87              | 14.67         | 4.20       | 1.18             | 3.51      | 2.27                   | 3.51                      |
| Sales and office .....                                    | 22.70              | 16.86              | 5.84          | 1.23       | 0.51             | 1.69      | 0.59                   | 1.82                      |
| Sales and related .....                                   | 21.28              | 16.42              | 4.87          | 1.03       | 0.47             | 1.19      | 0.43                   | 1.75                      |
| Office and administrative support .....                   | 25.43              | 17.72              | 7.71          | 1.62       | 0.59             | 2.65      | 0.89                   | 1.96                      |
| Service .....   | 19.99              | 14.31              | 5.69          | 0.96       | 0.56             | 1.58      | 0.81                   | 1.77                      |
| Natural resources, construction, and maintenance .....    | 37.84              | 25.57              | 12.27         | 2.54       | 1.34             | 3.27      | 1.87                   | 3.26                      |
| Installation, maintenance, and repair .....               | 38.03              | 25.77              | 12.27         | 2.57       | 1.35             | 3.27      | 1.83                   | 3.24                      |
| Production, transportation, and material moving .....     | 33.78              | 22.28              | 11.50         | 2.22       | 1.21             | 3.26      | 1.80                   | 3.01                      |
| Transportation and material moving .....                  | 34.26              | 22.52              | 11.74         | 2.23       | 1.23             | 3.31      | 1.89                   | 3.07                      |
| <b>Establishment size</b>                                 |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....  | 26.17              | 19.54              | 6.62          | 1.46       | 0.62             | 1.66      | 0.63                   | 2.26                      |
| 1-49 workers .....  | 25.73              | 19.45              | 6.28          | 1.38       | 0.60             | 1.51      | 0.55                   | 2.24                      |
| 50-99 workers .....                                       | 27.75              | 19.89              | 7.85          | 1.72       | 0.71             | 2.19      | 0.92                   | 2.32                      |
| 100 workers or more .....                                 | 34.58              | 22.91              | 11.67         | 2.50       | 1.23             | 3.38      | 1.91                   | 2.65                      |
| 100-499 workers .....                                     | 28.13              | 19.40              | 8.73          | 1.82       | 0.88             | 2.58      | 1.19                   | 2.27                      |
| 500 workers or more .....                                 | 50.79              | 31.73              | 19.06         | 4.21       | 2.10             | 5.42      | 3.73                   | 3.60                      |
| <b>Bargaining status</b>                                  |                    |                    |               |            |                  |           |                        |                           |
| Union .....   | 47.61              | 28.44              | 19.17         | 3.62       | 1.60             | 6.27      | 4.17                   | 3.51                      |
| Nonunion .....  | 26.99              | 19.82              | 7.16          | 1.63       | 0.77             | 1.79      | 0.71                   | 2.26                      |
| <b>Percent of total compensation</b>                      |                    |                    |               |            |                  |           |                        |                           |
| All workers in trade, transportation, and utilities ..... | 100.0              | 70.5               | 29.5          | 6.4        | 3.0              | 8.0       | 3.9                    | 8.1                       |
| <b>Occupational group</b>                                 |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....               | 100.0              | 71.0               | 29.0          | 8.5        | 3.3              | 6.4       | 4.1                    | 6.8                       |
| Management, business, and financial .....                 | 100.0              | 71.1               | 28.9          | 8.6        | 3.8              | 6.0       | 3.9                    | 6.7                       |
| Professional and related .....                            | 100.0              | 71.0               | 29.0          | 8.3        | 2.3              | 6.9       | 4.5                    | 6.9                       |
| Sales and office .....                                    | 100.0              | 74.3               | 25.7          | 5.4        | 2.3              | 7.4       | 2.6                    | 8.0                       |
| Sales and related .....                                   | 100.0              | 77.1               | 22.9          | 4.8        | 2.2              | 5.6       | 2.0                    | 8.2                       |
| Office and administrative support .....                   | 100.0              | 69.7               | 30.3          | 6.4        | 2.3              | 10.4      | 3.5                    | 7.7                       |
| Service .....   | 100.0              | 71.6               | 28.4          | 4.8        | 2.8              | 7.9       | 4.1                    | 8.8                       |
| Natural resources, construction, and maintenance .....    | 100.0              | 67.6               | 32.4          | 6.7        | 3.5              | 8.6       | 5.0                    | 8.6                       |
| Installation, maintenance, and repair .....               | 100.0              | 67.7               | 32.3          | 6.8        | 3.6              | 8.6       | 4.8                    | 8.5                       |
| Production, transportation, and material moving .....     | 100.0              | 66.0               | 34.0          | 6.6        | 3.6              | 9.6       | 5.3                    | 8.9                       |
| Transportation and material moving .....                  | 100.0              | 65.7               | 34.3          | 6.5        | 3.6              | 9.7       | 5.5                    | 9.0                       |
| <b>Establishment size</b>                                 |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....  | 100.0              | 74.7               | 25.3          | 5.6        | 2.4              | 6.3       | 2.4                    | 8.6                       |
| 1-49 workers .....  | 100.0              | 75.6               | 24.4          | 5.4        | 2.3              | 5.9       | 2.1                    | 8.7                       |
| 50-99 workers .....                                       | 100.0              | 71.7               | 28.3          | 6.2        | 2.6              | 7.9       | 3.3                    | 8.4                       |
| 100 workers or more .....                                 | 100.0              | 66.2               | 33.8          | 7.2        | 3.5              | 9.8       | 5.5                    | 7.7                       |
| 100-499 workers .....                                     | 100.0              | 69.0               | 31.0          | 6.5        | 3.1              | 9.2       | 4.2                    | 8.1                       |
| 500 workers or more .....                                 | 100.0              | 62.5               | 37.5          | 8.3        | 4.1              | 10.7      | 7.4                    | 7.1                       |
| <b>Bargaining status</b>                                  |                    |                    |               |            |                  |           |                        |                           |
| Union .....   | 100.0              | 59.7               | 40.3          | 7.6        | 3.4              | 13.2      | 8.8                    | 7.4                       |
| Nonunion .....  | 100.0              | 73.5               | 26.5          | 6.1        | 2.8              | 6.6       | 2.6                    | 8.4                       |

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in wholesale trade industries, by occupational group and establishment size, September 2020**

| Series  | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                           |                    |                    |               |            |                  |           |                        |                           |
| All workers in wholesale trade .....                  | \$38.34            | \$27.05            | \$11.29       | \$2.81     | \$1.27           | \$2.95    | \$1.33                 | \$2.92                    |
| <b>Occupational group</b>                             |                    |                    |               |            |                  |           |                        |                           |
| Sales and office .....                                | 36.15              | 26.09              | 10.06         | 2.57       | 0.89             | 2.89      | 1.08                   | 2.63                      |
| Office and administrative support .....               | 27.65              | 19.36              | 8.29          | 1.88       | 0.85             | 2.75      | 0.73                   | 2.08                      |
| Production, transportation, and material moving ..... | 28.06              | 18.98              | 9.09          | 1.70       | 1.15             | 2.55      | 1.12                   | 2.57                      |
| Transportation and material moving .....              | 27.51              | 18.68              | 8.83          | 1.61       | 1.11             | 2.36      | 1.15                   | 2.59                      |
| <b>Establishment size</b>                             |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                    | 38.29              | 27.52              | 10.76         | 2.74       | 1.20             | 2.74      | 1.13                   | 2.95                      |
| 1-49 workers .....                                    | 38.36              | 27.67              | 10.69         | 2.69       | 1.15             | 2.71      | 1.18                   | 2.95                      |
| 100 workers or more .....                             | 38.46              | 26.03              | 12.43         | 2.97       | 1.43             | 3.41      | 1.77                   | 2.86                      |
| 100-499 workers .....                                 | 36.10              | 24.88              | 11.23         | 2.71       | 1.14             | 3.06      | 1.56                   | 2.77                      |
| <b>Percent of total compensation</b>                  |                    |                    |               |            |                  |           |                        |                           |
| All workers in wholesale trade .....                  | 100.0              | 70.5               | 29.5          | 7.3        | 3.3              | 7.7       | 3.5                    | 7.6                       |
| <b>Occupational group</b>                             |                    |                    |               |            |                  |           |                        |                           |
| Sales and office .....                                | 100.0              | 72.2               | 27.8          | 7.1        | 2.5              | 8.0       | 3.0                    | 7.3                       |
| Office and administrative support .....               | 100.0              | 70.0               | 30.0          | 6.8        | 3.1              | 9.9       | 2.6                    | 7.5                       |
| Production, transportation, and material moving ..... | 100.0              | 67.6               | 32.4          | 6.1        | 4.1              | 9.1       | 4.0                    | 9.2                       |
| Transportation and material moving .....              | 100.0              | 67.9               | 32.1          | 5.8        | 4.0              | 8.6       | 4.2                    | 9.4                       |
| <b>Establishment size</b>                             |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                    | 100.0              | 71.9               | 28.1          | 7.2        | 3.1              | 7.2       | 3.0                    | 7.7                       |
| 1-49 workers .....                                    | 100.0              | 72.1               | 27.9          | 7.0        | 3.0              | 7.1       | 3.1                    | 7.7                       |
| 100 workers or more .....                             | 100.0              | 67.7               | 32.3          | 7.7        | 3.7              | 8.9       | 4.6                    | 7.4                       |
| 100-499 workers .....                                 | 100.0              | 68.9               | 31.1          | 7.5        | 3.1              | 8.5       | 4.3                    | 7.7                       |

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, September 2020**

| Series  | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                           |                    |                    |               |            |                  |           |                        |                           |
| All workers in retail trade .....                     | \$21.05            | \$15.95            | \$5.10        | \$1.02     | \$0.48           | \$1.37    | \$0.44                 | \$1.79                    |
| <b>Occupational group</b>                             |                    |                    |               |            |                  |           |                        |                           |
| Sales and office .....                                | 18.68              | 14.38              | 4.31          | 0.81       | 0.40             | 1.17      | 0.35                   | 1.57                      |
| Sales and related .....                               | 18.02              | 14.13              | 3.89          | 0.72       | 0.42             | 0.93      | 0.28                   | 1.54                      |
| Office and administrative support .....               | 20.80              | 15.14              | 5.65          | 1.13       | 0.37             | 1.94      | 0.57                   | 1.64                      |
| Production, transportation, and material moving ..... | 21.05              | 15.05              | 6.00          | 1.03       | 0.48             | 1.85      | 0.53                   | 2.12                      |
| Transportation and material moving .....              | 20.70              | 14.79              | 5.90          | 0.99       | 0.48             | 1.81      | 0.48                   | 2.14                      |
| <b>Establishment size</b>                             |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                    | 19.91              | 15.64              | 4.27          | 0.83       | 0.37             | 1.01      | 0.29                   | 1.78                      |
| 1-49 workers .....                                    | 19.72              | 15.68              | 4.04          | 0.80       | 0.37             | 0.87      | 0.23                   | 1.78                      |
| 50-99 workers .....                                   | 20.68              | 15.48              | 5.20          | 0.96       | 0.38             | 1.57      | 0.52                   | 1.77                      |
| 100 workers or more .....                             | 22.88              | 16.45              | 6.43          | 1.33       | 0.66             | 1.95      | 0.68                   | 1.81                      |
| 100-499 workers .....                                 | 22.48              | 16.17              | 6.31          | 1.28       | 0.65             | 1.92      | 0.67                   | 1.79                      |
| <b>Bargaining status</b>                              |                    |                    |               |            |                  |           |                        |                           |
| Union .....   | 25.94              | 15.53              | 10.41         | 1.50       | 0.43             | 4.44      | 2.05                   | 1.98                      |
| Nonunion .....  | 20.66              | 15.98              | 4.68          | 0.98       | 0.49             | 1.13      | 0.31                   | 1.77                      |
| <b>Percent of total compensation</b>                  |                    |                    |               |            |                  |           |                        |                           |
| All workers in retail trade .....                     | 100.0              | 75.8               | 24.2          | 4.9        | 2.3              | 6.5       | 2.1                    | 8.5                       |
| <b>Occupational group</b>                             |                    |                    |               |            |                  |           |                        |                           |
| Sales and office .....                                | 100.0              | 76.9               | 23.1          | 4.4        | 2.2              | 6.3       | 1.9                    | 8.4                       |
| Sales and related .....                               | 100.0              | 78.4               | 21.6          | 4.0        | 2.3              | 5.2       | 1.6                    | 8.6                       |
| Office and administrative support .....               | 100.0              | 72.8               | 27.2          | 5.4        | 1.8              | 9.3       | 2.7                    | 7.9                       |
| Production, transportation, and material moving ..... | 100.0              | 71.5               | 28.5          | 4.9        | 2.3              | 8.8       | 2.5                    | 10.1                      |
| Transportation and material moving .....              | 100.0              | 71.5               | 28.5          | 4.8        | 2.3              | 8.8       | 2.3                    | 10.3                      |
| <b>Establishment size</b>                             |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                    | 100.0              | 78.5               | 21.5          | 4.2        | 1.9              | 5.1       | 1.4                    | 8.9                       |
| 1-49 workers .....                                    | 100.0              | 79.5               | 20.5          | 4.0        | 1.9              | 4.4       | 1.2                    | 9.0                       |
| 50-99 workers .....                                   | 100.0              | 74.9               | 25.1          | 4.6        | 1.8              | 7.6       | 2.5                    | 8.6                       |
| 100 workers or more .....                             | 100.0              | 71.9               | 28.1          | 5.8        | 2.9              | 8.5       | 3.0                    | 7.9                       |
| 100-499 workers .....                                 | 100.0              | 71.9               | 28.1          | 5.7        | 2.9              | 8.6       | 3.0                    | 8.0                       |
| <b>Bargaining status</b>                              |                    |                    |               |            |                  |           |                        |                           |
| Union .....   | 100.0              | 59.9               | 40.1          | 5.8        | 1.7              | 17.1      | 7.9                    | 7.6                       |
| Nonunion .....  | 100.0              | 77.3               | 22.7          | 4.8        | 2.4              | 5.5       | 1.5                    | 8.6                       |

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in transportation and warehousing industries, by establishment size and bargaining status, September 2020**

| Series  | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| Cost per hour worked                                |                    |                    |               |            |                  |           |                        |                           |
| All workers in transportation and warehousing ..... | \$41.11            | \$26.70            | \$14.41       | \$2.98     | \$1.44           | \$4.17    | \$2.41                 | \$3.41                    |
| <b>Establishment size</b>                           |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                  | 29.16              | 21.11              | 8.05          | 1.62       | 0.67             | 2.14      | 0.72                   | 2.91                      |
| 1-49 workers .....                                  | 28.15              | 20.67              | 7.48          | 1.46       | 0.60             | 1.97      | 0.57                   | 2.89                      |
| 100 workers or more .....                           | 48.75              | 30.27              | 18.48         | 3.85       | 1.93             | 5.47      | 3.50                   | 3.73                      |
| 100-499 workers .....                               | 39.89              | 25.41              | 14.48         | 2.80       | 1.47             | 4.40      | 2.31                   | 3.50                      |
| <b>Bargaining status</b>                            |                    |                    |               |            |                  |           |                        |                           |
| Union .....   | 58.90              | 35.23              | 23.67         | 4.74       | 2.24             | 7.29      | 5.14                   | 4.27                      |
| Nonunion .....                                      | 32.06              | 22.36              | 9.70          | 2.08       | 1.03             | 2.59      | 1.03                   | 2.98                      |
| Percent of total compensation                       |                    |                    |               |            |                  |           |                        |                           |
| All workers in transportation and warehousing ..... | 100.0              | 64.9               | 35.1          | 7.2        | 3.5              | 10.1      | 5.9                    | 8.3                       |
| <b>Establishment size</b>                           |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                  | 100.0              | 72.4               | 27.6          | 5.6        | 2.3              | 7.3       | 2.5                    | 10.0                      |
| 1-49 workers .....                                  | 100.0              | 73.4               | 26.6          | 5.2        | 2.1              | 7.0       | 2.0                    | 10.3                      |
| 100 workers or more .....                           | 100.0              | 62.1               | 37.9          | 7.9        | 4.0              | 11.2      | 7.2                    | 7.7                       |
| 100-499 workers .....                               | 100.0              | 63.7               | 36.3          | 7.0        | 3.7              | 11.0      | 5.8                    | 8.8                       |
| <b>Bargaining status</b>                            |                    |                    |               |            |                  |           |                        |                           |
| Union .....   | 100.0              | 59.8               | 40.2          | 8.1        | 3.8              | 12.4      | 8.7                    | 7.2                       |
| Nonunion .....                                      | 100.0              | 69.7               | 30.3          | 6.5        | 3.2              | 8.1       | 3.2                    | 9.3                       |

Note: The sum of individual items may not equal totals due to rounding.



**Supplementary table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in information industries, by occupational group and establishment size, September 2020**

| Series                                      | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| Cost per hour worked                        |                    |                    |               |            |                  |           |                        |                           |
| All workers in information .....            | \$57.13            | \$38.35            | \$18.78       | \$5.18     | \$2.65           | \$5.01    | \$2.21                 | \$3.73                    |
| <b>Occupational group</b>                   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related ..... | 75.78              | 51.27              | 24.51         | 7.20       | 3.85             | 5.91      | 2.80                   | 4.75                      |
| Professional and related .....              | 67.58              | 45.83              | 21.75         | 6.00       | 3.02             | 5.74      | 2.57                   | 4.41                      |
| Sales and office .....                      | 35.60              | 23.73              | 11.87         | 2.88       | 1.28             | 4.05      | 1.20                   | 2.47                      |
| <b>Establishment size</b>                   |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                          | 41.20              | 28.73              | 12.47         | 3.40       | 1.33             | 3.43      | 1.39                   | 2.92                      |
| 100 workers or more .....                   | 69.66              | 45.92              | 23.74         | 6.57       | 3.68             | 6.25      | 2.86                   | 4.37                      |
| 100-499 workers .....                       | 62.29              | 41.48              | 20.81         | 5.67       | 2.69             | 5.79      | 2.57                   | 4.09                      |
| 500 workers or more .....                   | 78.49              | 51.24              | 27.25         | 7.66       | 4.88             | 6.80      | 3.21                   | 4.70                      |
| Percent of total compensation               |                    |                    |               |            |                  |           |                        |                           |
| All workers in information .....            | 100.0              | 67.1               | 32.9          | 9.1        | 4.6              | 8.8       | 3.9                    | 6.5                       |
| <b>Occupational group</b>                   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related ..... | 100.0              | 67.7               | 32.3          | 9.5        | 5.1              | 7.8       | 3.7                    | 6.3                       |
| Professional and related .....              | 100.0              | 67.8               | 32.2          | 8.9        | 4.5              | 8.5       | 3.8                    | 6.5                       |
| Sales and office .....                      | 100.0              | 66.6               | 33.4          | 8.1        | 3.6              | 11.4      | 3.4                    | 6.9                       |
| <b>Establishment size</b>                   |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                          | 100.0              | 69.7               | 30.3          | 8.2        | 3.2              | 8.3       | 3.4                    | 7.1                       |
| 100 workers or more .....                   | 100.0              | 65.9               | 34.1          | 9.4        | 5.3              | 9.0       | 4.1                    | 6.3                       |
| 100-499 workers .....                       | 100.0              | 66.6               | 33.4          | 9.1        | 4.3              | 9.3       | 4.1                    | 6.6                       |
| 500 workers or more .....                   | 100.0              | 65.3               | 34.7          | 9.8        | 6.2              | 8.7       | 4.1                    | 6.0                       |

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in financial activities industries, by occupational group and establishment size, September 2020**

| Series                                      | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                 |                    |                    |               |            |                  |           |                        |                           |
| All workers in financial activities .....   | \$50.68            | \$33.97            | \$16.72       | \$4.45     | \$2.94           | \$4.38    | \$1.75                 | \$3.20                    |
| <b>Occupational group</b>                   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related ..... | 75.48              | 49.94              | 25.54         | 7.32       | 5.28             | 5.58      | 2.86                   | 4.51                      |
| Management, business, and financial .....   | 76.41              | 50.50              | 25.91         | 7.34       | 5.79             | 5.47      | 2.83                   | 4.48                      |
| Professional and related .....              | 72.51              | 48.15              | 24.36         | 7.25       | 3.67             | 5.90      | 2.95                   | 4.60                      |
| Sales and office .....                      | 35.15              | 23.90              | 11.25         | 2.68       | 1.52             | 3.73      | 1.05                   | 2.28                      |
| Sales and related .....                     | 49.18              | 35.82              | 13.36         | 3.59       | 2.35             | 3.10      | 1.33                   | 2.99                      |
| Office and administrative support .....     | 31.17              | 20.52              | 10.65         | 2.42       | 1.29             | 3.90      | 0.97                   | 2.08                      |
| <b>Establishment size</b>                   |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                          | 40.18              | 27.93              | 12.25         | 3.08       | 1.86             | 3.42      | 1.17                   | 2.71                      |
| 1-49 workers .....                          | 38.36              | 26.70              | 11.66         | 2.95       | 1.75             | 3.30      | 1.04                   | 2.63                      |
| 100 workers or more .....                   | 62.61              | 40.82              | 21.79         | 6.01       | 4.16             | 5.46      | 2.40                   | 3.76                      |
| 100-499 workers .....                       | 60.05              | 40.50              | 19.55         | 5.72       | 2.93             | 5.12      | 2.05                   | 3.73                      |
| 500 workers or more .....                   | 64.73              | 41.10              | 23.63         | 6.25       | 5.17             | 5.74      | 2.69                   | 3.79                      |
| <b>Percent of total compensation</b>        |                    |                    |               |            |                  |           |                        |                           |
| All workers in financial activities .....   | 100.0              | 67.0               | 33.0          | 8.8        | 5.8              | 8.6       | 3.4                    | 6.3                       |
| <b>Occupational group</b>                   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related ..... | 100.0              | 66.2               | 33.8          | 9.7        | 7.0              | 7.4       | 3.8                    | 6.0                       |
| Management, business, and financial .....   | 100.0              | 66.1               | 33.9          | 9.6        | 7.6              | 7.2       | 3.7                    | 5.9                       |
| Professional and related .....              | 100.0              | 66.4               | 33.6          | 10.0       | 5.1              | 8.1       | 4.1                    | 6.3                       |
| Sales and office .....                      | 100.0              | 68.0               | 32.0          | 7.6        | 4.3              | 10.6      | 3.0                    | 6.5                       |
| Sales and related .....                     | 100.0              | 72.8               | 27.2          | 7.3        | 4.8              | 6.3       | 2.7                    | 6.1                       |
| Office and administrative support .....     | 100.0              | 65.8               | 34.2          | 7.8        | 4.1              | 12.5      | 3.1                    | 6.7                       |
| <b>Establishment size</b>                   |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                          | 100.0              | 69.5               | 30.5          | 7.7        | 4.6              | 8.5       | 2.9                    | 6.8                       |
| 1-49 workers .....                          | 100.0              | 69.6               | 30.4          | 7.7        | 4.6              | 8.6       | 2.7                    | 6.9                       |
| 100 workers or more .....                   | 100.0              | 65.2               | 34.8          | 9.6        | 6.6              | 8.7       | 3.8                    | 6.0                       |
| 100-499 workers .....                       | 100.0              | 67.4               | 32.6          | 9.5        | 4.9              | 8.5       | 3.4                    | 6.2                       |
| 500 workers or more .....                   | 100.0              | 63.5               | 36.5          | 9.7        | 8.0              | 8.9       | 4.2                    | 5.9                       |

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in professional and business services industries, by occupational group and establishment size, September 2020**

| Series  | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                             |                    |                    |               |            |                  |           |                        |                           |
| All workers in professional and business services ..... | \$43.75            | \$31.37            | \$12.37       | \$3.55     | \$1.58           | \$2.79    | \$1.31                 | \$3.14                    |
| <b>Occupational group</b>                               |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....             | 65.58              | 46.41              | 19.17         | 6.08       | 2.53             | 3.93      | 2.32                   | 4.30                      |
| Management, business, and financial .....               | 71.47              | 50.27              | 21.20         | 6.94       | 3.16             | 4.03      | 2.56                   | 4.51                      |
| Professional and related .....                          | 61.59              | 43.79              | 17.80         | 5.50       | 2.11             | 3.87      | 2.16                   | 4.16                      |
| Sales and office .....                                  | 31.26              | 22.54              | 8.72          | 2.22       | 0.93             | 2.60      | 0.71                   | 2.25                      |
| Office and administrative support .....                 | 28.26              | 19.95              | 8.31          | 2.06       | 0.89             | 2.63      | 0.66                   | 2.07                      |
| Service .....   | 20.03              | 15.20              | 4.83          | 0.86       | 0.55             | 1.29      | 0.25                   | 1.88                      |
| Production, transportation, and material moving .....   | 20.42              | 15.56              | 4.86          | 0.64       | 0.82             | 1.05      | 0.20                   | 2.16                      |
| Transportation and material moving .....                | 22.40              | 16.60              | 5.80          | 0.65       | 1.12             | 1.41      | (*)0.23                | 2.39                      |
| <b>Establishment size</b>                               |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                      | 39.77              | 29.54              | 10.23         | 2.96       | 1.05             | 2.41      | 0.83                   | 2.98                      |
| 1-49 workers .....                                      | 38.55              | 28.94              | 9.61          | 2.73       | 1.02             | 2.20      | 0.73                   | 2.93                      |
| 50-99 workers .....                                     | 44.58              | 31.90              | 12.68         | 3.85       | 1.17             | 3.25      | 1.25                   | 3.15                      |
| 100 workers or more .....                               | 47.69              | 33.19              | 14.50         | 4.15       | 2.11             | 3.16      | 1.77                   | 3.31                      |
| 100-499 workers .....                                   | 39.76              | 28.79              | 10.97         | 3.16       | 1.26             | 2.52      | 1.05                   | 2.98                      |
| 500 workers or more .....                               | 57.12              | 38.43              | 18.70         | 5.32       | 3.12             | 3.92      | 2.63                   | 3.71                      |
| <b>Percent of total compensation</b>                    |                    |                    |               |            |                  |           |                        |                           |
| All workers in professional and business services ..... | 100.0              | 71.7               | 28.3          | 8.1        | 3.6              | 6.4       | 3.0                    | 7.2                       |
| <b>Occupational group</b>                               |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....             | 100.0              | 70.8               | 29.2          | 9.3        | 3.9              | 6.0       | 3.5                    | 6.6                       |
| Management, business, and financial .....               | 100.0              | 70.3               | 29.7          | 9.7        | 4.4              | 5.6       | 3.6                    | 6.3                       |
| Professional and related .....                          | 100.0              | 71.1               | 28.9          | 8.9        | 3.4              | 6.3       | 3.5                    | 6.8                       |
| Sales and office .....                                  | 100.0              | 72.1               | 27.9          | 7.1        | 3.0              | 8.3       | 2.3                    | 7.2                       |
| Office and administrative support .....                 | 100.0              | 70.6               | 29.4          | 7.3        | 3.2              | 9.3       | 2.3                    | 7.3                       |
| Service .....   | 100.0              | 75.9               | 24.1          | 4.3        | 2.8              | 6.4       | 1.3                    | 9.4                       |
| Production, transportation, and material moving .....   | 100.0              | 76.2               | 23.8          | 3.1        | 4.0              | 5.1       | 1.0                    | 10.6                      |
| Transportation and material moving .....                | 100.0              | 74.1               | 25.9          | 2.9        | 5.0              | 6.3       | 1.0                    | 10.7                      |
| <b>Establishment size</b>                               |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                      | 100.0              | 74.3               | 25.7          | 7.4        | 2.6              | 6.1       | 2.1                    | 7.5                       |
| 1-49 workers .....                                      | 100.0              | 75.1               | 24.9          | 7.1        | 2.7              | 5.7       | 1.9                    | 7.6                       |
| 50-99 workers .....                                     | 100.0              | 71.6               | 28.4          | 8.6        | 2.6              | 7.3       | 2.8                    | 7.1                       |
| 100 workers or more .....                               | 100.0              | 69.6               | 30.4          | 8.7        | 4.4              | 6.6       | 3.7                    | 6.9                       |
| 100-499 workers .....                                   | 100.0              | 72.4               | 27.6          | 7.9        | 3.2              | 6.3       | 2.6                    | 7.5                       |
| 500 workers or more .....                               | 100.0              | 67.3               | 32.7          | 9.3        | 5.5              | 6.9       | 4.6                    | 6.5                       |

(\*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, September 2020**

| Series   | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|--|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|  |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                        |                    |                    |               |            |                  |           |                        |                           |
| All workers in education and health services ..... | \$37.56            | \$26.34            | \$11.22       | \$3.16     | \$0.81           | \$3.32    | \$1.32                 | \$2.61                    |
| <b>Occupational group</b>                          |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....        | 53.49              | 37.41              | 16.08         | 4.87       | 1.13             | 4.42      | 2.16                   | 3.50                      |
| Management, business, and financial .....          | 67.54              | 46.93              | 20.61         | 7.42       | 0.85             | 4.87      | 3.25                   | 4.23                      |
| Professional and related .....                     | 51.93              | 36.36              | 15.57         | 4.58       | 1.16             | 4.37      | 2.04                   | 3.42                      |
| Sales and office .....                             | 27.19              | 18.70              | 8.49          | 2.21       | 0.46             | 3.08      | 0.82                   | 1.91                      |
| Office and administrative support .....            | 27.11              | 18.64              | 8.47          | 2.20       | 0.46             | 3.08      | 0.83                   | 1.91                      |
| Service .....                                      | 21.00              | 15.02              | 5.98          | 1.32       | 0.54             | 1.98      | 0.43                   | 1.71                      |
| <b>Establishment size</b>                          |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                 | 30.99              | 23.08              | 7.91          | 2.38       | 0.35             | 2.17      | 0.68                   | 2.34                      |
| 1-49 workers .....                                 | 31.27              | 23.51              | 7.75          | 2.44       | 0.33             | 1.95      | 0.71                   | 2.33                      |
| 50-99 workers .....                                | 30.22              | 21.87              | 8.36          | 2.20       | 0.42             | 2.78      | 0.61                   | 2.35                      |
| 100 workers or more .....                          | 42.69              | 28.88              | 13.81         | 3.77       | 1.18             | 4.22      | 1.82                   | 2.82                      |
| 100-499 workers .....                              | 34.06              | 24.42              | 9.65          | 2.69       | 0.52             | 2.98      | (*)1.08                | 2.38                      |
| 500 workers or more .....                          | 49.39              | 32.35              | 17.04         | 4.61       | 1.68             | 5.19      | 2.39                   | 3.16                      |
| <b>Bargaining status</b>                           |                    |                    |               |            |                  |           |                        |                           |
| Union .....  | 56.40              | 33.61              | 22.80         | 5.22       | 1.83             | 8.28      | 3.73                   | 3.73                      |
| Nonunion .....                                     | 36.46              | 25.91              | 10.55         | 3.04       | 0.76             | 3.03      | 1.18                   | 2.54                      |
| <b>Percent of total compensation</b>               |                    |                    |               |            |                  |           |                        |                           |
| All workers in education and health services ..... | 100.0              | 70.1               | 29.9          | 8.4        | 2.2              | 8.8       | 3.5                    | 6.9                       |
| <b>Occupational group</b>                          |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....        | 100.0              | 69.9               | 30.1          | 9.1        | 2.1              | 8.3       | 4.0                    | 6.5                       |
| Management, business, and financial .....          | 100.0              | 69.5               | 30.5          | 11.0       | 1.3              | 7.2       | 4.8                    | 6.3                       |
| Professional and related .....                     | 100.0              | 70.0               | 30.0          | 8.8        | 2.2              | 8.4       | 3.9                    | 6.6                       |
| Sales and office .....                             | 100.0              | 68.8               | 31.2          | 8.1        | 1.7              | 11.3      | 3.0                    | 7.0                       |
| Office and administrative support .....            | 100.0              | 68.7               | 31.3          | 8.1        | 1.7              | 11.4      | 3.1                    | 7.0                       |
| Service .....                                      | 100.0              | 71.5               | 28.5          | 6.3        | 2.6              | 9.4       | 2.0                    | 8.1                       |
| <b>Establishment size</b>                          |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                 | 100.0              | 74.5               | 25.5          | 7.7        | 1.1              | 7.0       | 2.2                    | 7.5                       |
| 1-49 workers .....                                 | 100.0              | 75.2               | 24.8          | 7.8        | 1.0              | 6.2       | 2.3                    | 7.5                       |
| 50-99 workers .....                                | 100.0              | 72.3               | 27.7          | 7.3        | 1.4              | 9.2       | 2.0                    | 7.8                       |
| 100 workers or more .....                          | 100.0              | 67.7               | 32.3          | 8.8        | 2.8              | 9.9       | 4.3                    | 6.6                       |
| 100-499 workers .....                              | 100.0              | 71.7               | 28.3          | 7.9        | 1.5              | 8.7       | 3.2                    | 7.0                       |
| 500 workers or more .....                          | 100.0              | 65.5               | 34.5          | 9.3        | 3.4              | 10.5      | 4.8                    | 6.4                       |
| <b>Bargaining status</b>                           |                    |                    |               |            |                  |           |                        |                           |
| Union .....  | 100.0              | 59.6               | 40.4          | 9.3        | 3.2              | 14.7      | 6.6                    | 6.6                       |
| Nonunion .....                                     | 100.0              | 71.1               | 28.9          | 8.3        | 2.1              | 8.3       | 3.2                    | 7.0                       |

(\*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in educational services industries, by occupational group and establishment size, September 2020**

| Series                                      | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|---|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|   |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                 |                    |                    |               |            |                  |           |                        |                           |
| All workers in educational services .....   | \$47.03            | \$33.60            | \$13.43       | \$3.73     | \$0.26           | \$3.98    | \$2.30                 | \$3.16                    |
| <b>Occupational group</b>                   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related ..... | 51.54              | 37.38              | 14.16         | 4.01       | 0.26             | 3.98      | 2.49                   | 3.43                      |
| Management, business, and financial .....   | 65.01              | 44.53              | 20.48         | 7.44       | 0.51             | 4.98      | 3.40                   | 4.15                      |
| Professional and related .....              | 49.10              | 36.08              | 13.02         | 3.39       | 0.21             | 3.80      | 2.32                   | 3.30                      |
| Sales and office .....                      | 33.63              | 21.92              | 11.72         | 3.01       | 0.18             | 4.66      | 1.67                   | 2.20                      |
| Office and administrative support .....     | 33.38              | 21.60              | 11.78         | 2.97       | 0.17             | 4.77      | 1.70                   | 2.17                      |
| Service .....                               | 26.85              | 17.92              | 8.93          | 2.17       | 0.32             | 2.96      | 1.45                   | 2.04                      |
| <b>Establishment size</b>                   |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                          | 33.10              | 25.52              | 7.58          | 1.84       | 0.08             | 2.04      | 1.08                   | 2.54                      |
| 100 workers or more .....                   | 56.32              | 38.99              | 17.33         | 4.98       | 0.39             | 5.27      | 3.12                   | 3.58                      |
| 100-499 workers .....                       | 44.63              | 31.34              | 13.29         | 3.90       | 0.11             | 4.13      | 1.98                   | 3.16                      |
| 500 workers or more .....                   | 63.36              | 43.60              | 19.76         | 5.63       | 0.55             | 5.95      | 3.80                   | 3.83                      |
| <b>Percent of total compensation</b>        |                    |                    |               |            |                  |           |                        |                           |
| All workers in educational services .....   | 100.0              | 71.4               | 28.6          | 7.9        | 0.6              | 8.5       | 4.9                    | 6.7                       |
| <b>Occupational group</b>                   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related ..... | 100.0              | 72.5               | 27.5          | 7.8        | 0.5              | 7.7       | 4.8                    | 6.7                       |
| Management, business, and financial .....   | 100.0              | 68.5               | 31.5          | 11.4       | 0.8              | 7.7       | 5.2                    | 6.4                       |
| Professional and related .....              | 100.0              | 73.5               | 26.5          | 6.9        | 0.4              | 7.7       | 4.7                    | 6.7                       |
| Sales and office .....                      | 100.0              | 65.2               | 34.8          | 8.9        | 0.5              | 13.9      | 5.0                    | 6.5                       |
| Office and administrative support .....     | 100.0              | 64.7               | 35.3          | 8.9        | 0.5              | 14.3      | 5.1                    | 6.5                       |
| Service .....                               | 100.0              | 66.7               | 33.3          | 8.1        | 1.2              | 11.0      | 5.4                    | 7.6                       |
| <b>Establishment size</b>                   |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                          | 100.0              | 77.1               | 22.9          | 5.6        | 0.2              | 6.2       | 3.3                    | 7.7                       |
| 100 workers or more .....                   | 100.0              | 69.2               | 30.8          | 8.8        | 0.7              | 9.4       | 5.5                    | 6.4                       |
| 100-499 workers .....                       | 100.0              | 70.2               | 29.8          | 8.7        | 0.3              | 9.3       | 4.4                    | 7.1                       |
| 500 workers or more .....                   | 100.0              | 68.8               | 31.2          | 8.9        | 0.9              | 9.4       | 6.0                    | 6.0                       |

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, September 2020**

| Series   | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|--|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|  |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                            |                    |                    |               |            |                  |           |                        |                           |
| All workers in health care and social assistance ..... | \$36.28            | \$25.36            | \$10.93       | \$3.08     | \$0.89           | \$3.23    | \$1.19                 | \$2.53                    |
| <b>Occupational group</b>                              |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....            | 53.95              | 37.42              | 16.53         | 5.07       | 1.33             | 4.53      | 2.08                   | 3.52                      |
| Professional and related .....                         | 52.55              | 36.42              | 16.13         | 4.85       | 1.37             | 4.50      | 1.98                   | 3.45                      |
| Sales and office .....                                 | 26.39              | 18.31              | 8.09          | 2.11       | 0.50             | 2.89      | 0.71                   | 1.88                      |
| Office and administrative support .....                | 26.35              | 18.28              | 8.07          | 2.11       | 0.49             | 2.88      | 0.72                   | 1.87                      |
| Service .....  | 20.84              | 14.94              | 5.90          | 1.30       | 0.55             | 1.95      | 0.40                   | 1.70                      |
| <b>Establishment size</b>                              |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                     | 30.73              | 22.78              | 7.95          | 2.44       | 0.38             | 2.18      | 0.63                   | 2.31                      |
| 1-49 workers .....                                     | 31.22              | 23.41              | 7.81          | 2.49       | 0.35             | 1.97      | 0.68                   | 2.31                      |
| 50-99 workers .....                                    | 29.28              | 20.90              | 8.38          | 2.29       | 0.48             | 2.81      | 0.50                   | 2.31                      |
| 100 workers or more .....                              | 40.70              | 27.41              | 13.30         | 3.59       | 1.29             | 4.07      | 1.63                   | 2.71                      |
| 100-499 workers .....                                  | 32.77              | 23.57              | 9.20          | 2.54       | 0.57             | 2.83      | (*)0.97                | 2.29                      |
| 500 workers or more .....                              | 47.10              | 30.50              | 16.59         | 4.44       | 1.87             | 5.07      | 2.16                   | 3.05                      |
| <b>Bargaining status</b>                               |                    |                    |               |            |                  |           |                        |                           |
| Union .....  | 55.75              | 32.76              | 22.99         | 5.28       | 2.01             | 8.31      | 3.70                   | 3.69                      |
| Nonunion .....   | 35.13              | 24.92              | 10.21         | 2.95       | 0.82             | 2.93      | 1.04                   | 2.47                      |
| <b>Percent of total compensation</b>                   |                    |                    |               |            |                  |           |                        |                           |
| All workers in health care and social assistance ..... | 100.0              | 69.9               | 30.1          | 8.5        | 2.5              | 8.9       | 3.3                    | 7.0                       |
| <b>Occupational group</b>                              |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....            | 100.0              | 69.4               | 30.6          | 9.4        | 2.5              | 8.4       | 3.9                    | 6.5                       |
| Professional and related .....                         | 100.0              | 69.3               | 30.7          | 9.2        | 2.6              | 8.6       | 3.8                    | 6.6                       |
| Sales and office .....                                 | 100.0              | 69.4               | 30.6          | 8.0        | 1.9              | 10.9      | 2.7                    | 7.1                       |
| Office and administrative support .....                | 100.0              | 69.4               | 30.6          | 8.0        | 1.9              | 10.9      | 2.7                    | 7.1                       |
| Service .....  | 100.0              | 71.7               | 28.3          | 6.2        | 2.6              | 9.4       | 1.9                    | 8.2                       |
| <b>Establishment size</b>                              |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                                     | 100.0              | 74.1               | 25.9          | 7.9        | 1.2              | 7.1       | 2.1                    | 7.5                       |
| 1-49 workers .....                                     | 100.0              | 75.0               | 25.0          | 8.0        | 1.1              | 6.3       | 2.2                    | 7.4                       |
| 50-99 workers .....                                    | 100.0              | 71.4               | 28.6          | 7.8        | 1.6              | 9.6       | 1.7                    | 7.9                       |
| 100 workers or more .....                              | 100.0              | 67.3               | 32.7          | 8.8        | 3.2              | 10.0      | 4.0                    | 6.7                       |
| 100-499 workers .....                                  | 100.0              | 71.9               | 28.1          | 7.7        | 1.7              | 8.6       | 3.0                    | 7.0                       |
| 500 workers or more .....                              | 100.0              | 64.8               | 35.2          | 9.4        | 4.0              | 10.8      | 4.6                    | 6.5                       |
| <b>Bargaining status</b>                               |                    |                    |               |            |                  |           |                        |                           |
| Union .....  | 100.0              | 58.8               | 41.2          | 9.5        | 3.6              | 14.9      | 6.6                    | 6.6                       |
| Nonunion .....   | 100.0              | 70.9               | 29.1          | 8.4        | 2.3              | 8.3       | 3.0                    | 7.0                       |

(\*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Supplementary table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in leisure and hospitality industries, by occupational group and establishment size, September 2020**

| Series                                       | Total compensation | Wages and salaries | Benefit costs |            |                  |           |                        |                           |
|--|--------------------|--------------------|---------------|------------|------------------|-----------|------------------------|---------------------------|
|  |                    |                    | Total         | Paid leave | Supplemental pay | Insurance | Retirement and savings | Legally required benefits |
| <b>Cost per hour worked</b>                  |                    |                    |               |            |                  |           |                        |                           |
| All workers in leisure and hospitality ..... | \$16.25            | \$12.88            | \$3.37        | \$0.52     | \$0.24           | \$0.80    | \$0.23                 | \$1.58                    |
| <b>Occupational group</b>                    |                    |                    |               |            |                  |           |                        |                           |
| Sales and office .....                       | 19.66              | 15.01              | 4.66          | 1.03       | 0.24             | 1.40      | (*)0.40                | 1.59                      |
| Service .....                                | 14.56              | 11.71              | 2.85          | 0.35       | 0.19             | 0.66      | 0.16                   | 1.49                      |
| <b>Establishment size</b>                    |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                           | 14.75              | 12.08              | 2.66          | 0.33       | 0.20             | 0.50      | 0.10                   | 1.53                      |
| 1-49 workers .....                           | 14.32              | 11.79              | 2.52          | 0.31       | 0.19             | 0.46      | (*)0.07                | 1.50                      |
| 50-99 workers .....                          | 16.79              | 13.45              | 3.33          | 0.45       | 0.27             | 0.73      | (*)0.26                | 1.63                      |
| 100 workers or more .....                    | 21.55              | 15.69              | 5.85          | 1.16       | 0.38             | 1.85      | 0.68                   | 1.79                      |
| 100-499 workers .....                        | 21.47              | 15.93              | 5.54          | 1.08       | 0.39             | 1.61      | 0.62                   | 1.84                      |
| 500 workers or more .....                    | 21.72              | 15.15              | 6.57          | 1.35       | 0.35             | 2.41      | 0.80                   | 1.66                      |
| <b>Percent of total compensation</b>         |                    |                    |               |            |                  |           |                        |                           |
| All workers in leisure and hospitality ..... | 100.0              | 79.3               | 20.7          | 3.2        | 1.5              | 4.9       | 1.4                    | 9.7                       |
| <b>Occupational group</b>                    |                    |                    |               |            |                  |           |                        |                           |
| Sales and office .....                       | 100.0              | 76.3               | 23.7          | 5.2        | 1.2              | 7.1       | 2.0                    | 8.1                       |
| Service .....                                | 100.0              | 80.4               | 19.6          | 2.4        | 1.3              | 4.5       | 1.1                    | 10.2                      |
| <b>Establishment size</b>                    |                    |                    |               |            |                  |           |                        |                           |
| 1-99 workers .....                           | 100.0              | 81.9               | 18.1          | 2.3        | 1.4              | 3.4       | 0.7                    | 10.3                      |
| 1-49 workers .....                           | 100.0              | 82.4               | 17.6          | 2.2        | 1.3              | 3.2       | 0.5                    | 10.5                      |
| 50-99 workers .....                          | 100.0              | 80.1               | 19.9          | 2.7        | 1.6              | 4.3       | 1.6                    | 9.7                       |
| 100 workers or more .....                    | 100.0              | 72.8               | 27.2          | 5.4        | 1.8              | 8.6       | 3.1                    | 8.3                       |
| 100-499 workers .....                        | 100.0              | 74.2               | 25.8          | 5.0        | 1.8              | 7.5       | 2.9                    | 8.6                       |
| 500 workers or more .....                    | 100.0              | 69.8               | 30.2          | 6.2        | 1.6              | 11.1      | 3.7                    | 7.6                       |

(\*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.