

Table 3. Medical care benefits: Eligibility requirements, private industry workers, 2015

(All workers participating in medical care plans = 100 percent)

| Characteristics | With service requirement | Service requirement | | | | | | With no service requirement | Not determinable |
|---|--------------------------|---------------------|----------|----------|-----------------------|------------------|--|-----------------------------|------------------|
| | | 1 month | 2 months | 3 months | Greater than 3 months | Not determinable | Median service requirement (in months) | | |
| Worker characteristics | | | | | | | | | |
| All workers | 53 | 20 | 11 | 17 | 5 | — | 2 | 29 | 19 |
| Management, professional, and related | 46 | 25 | 9 | 11 | 1 | — | 1 | 36 | 18 |
| Management, business, and financial | 54 | 28 | 9 | 15 | — | — | — | 33 | 13 |
| Sales and office | 55 | 20 | 10 | 19 | 6 | — | 2 | 28 | 16 |
| Office and administrative support | 54 | 24 | 10 | 15 | 4 | — | 2 | 32 | 14 |
| Natural resources, construction, and maintenance | 63 | 17 | 14 | 21 | 11 | — | — | 21 | 17 |
| Installation, maintenance, and repair | 59 | 15 | 14 | 27 | 4 | — | — | 27 | 13 |
| Full time | 52 | 20 | 11 | 17 | 4 | — | 2 | 30 | 19 |
| Part time | 69 | 14 | 11 | 16 | 27 | — | 3 | 13 | 18 |
| Nonunion | 53 | 22 | 11 | 17 | 4 | — | 2 | 28 | 19 |
| Average wage within the following categories ¹ : | | | | | | | | | |
| Second 25 percent | 58 | 20 | 11 | 21 | 6 | — | 2 | 24 | 18 |
| Highest 25 percent | 45 | 23 | 9 | 11 | 3 | — | — | 36 | 19 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 55 | 23 | 11 | 15 | 6 | — | 2 | 25 | 19 |
| Manufacturing | 53 | 25 | — | 15 | — | — | — | 28 | 19 |
| Service-providing industries | 52 | 19 | 11 | 17 | 5 | — | 2 | 30 | 19 |
| Trade, transportation, and utilities: | | | | | | | | | |
| Retail trade | 71 | 5 | 8 | 41 | 17 | — | 3 | 10 | 19 |
| Financial activities | 52 | 33 | 12 | 6 | — | — | 1 | 35 | 13 |
| Finance and insurance | 49 | 40 | 4 | 5 | — | — | 1 | 36 | 15 |
| Credit intermediation and related activities .. | 57 | 48 | — | — | — | — | 1 | 29 | 14 |
| Insurance carriers and related activities | 44 | 34 | — | — | — | — | 1 | 38 | 18 |
| Education and health services | 52 | 26 | 14 | 10 | — | — | — | 33 | 16 |
| Educational services | 29 | 21 | — | 4 | — | — | 1 | 58 | 13 |
| Junior colleges, colleges, and universities ... | 30 | 21 | — | 5 | — | — | 1 | 56 | 14 |
| Health care and social assistance | 56 | 27 | 16 | 11 | — | — | — | 28 | 16 |
| 100 workers or more | 52 | 17 | 12 | 17 | 6 | — | 2 | 32 | 15 |
| 100 to 499 workers | 58 | 16 | 13 | 21 | 8 | — | — | 29 | 13 |
| 500 workers or more | 45 | 18 | 10 | 12 | 5 | — | 2 | 36 | 19 |
| Geographic areas | | | | | | | | | |
| South | 56 | 19 | 13 | 18 | 6 | — | 2 | 30 | 14 |
| South Atlantic | 51 | 16 | 13 | 17 | 5 | — | 2 | 34 | 14 |
| East South Central | 61 | 17 | 12 | 23 | 9 | — | 3 | 25 | 14 |
| West South Central | 61 | 24 | 13 | 17 | 6 | — | 2 | 27 | 13 |
| Midwest: | | | | | | | | | |
| West North Central | 57 | 20 | 15 | 18 | 5 | — | 2 | 28 | 15 |
| West: | | | | | | | | | |
| Mountain | 67 | 37 | 8 | 20 | — | — | 1 | 16 | 18 |

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2015."

Note: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported or that data do not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/eps/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.