

Employee Tenure, p. 1

Washington Update, p. 10

EBRI in Focus, p. 12

New Publications & Internet Resources, p. 13

EBRI
EMPLOYEE
BENEFIT
RESEARCH
INSTITUTE®

Notes

Employee Tenure

by Craig Copeland, EBRI

Introduction

A popular perception of the American work force suggests that in the past most workers held lifetime jobs, whereas current workers change jobs more frequently and have less employment security. However, a close inspection of the data on employee tenure—the amount of time an individual has been with his or her present employer—shows that this is not the case: Lifetime jobs did not exist for most workers. Although data on tenure do not measure workers' *security*, generally defined as the workers' perception of being able to continue in their present job, they do show *stability*, the actual length of time workers have been with their current employer.

This article updates previous Employee Benefit Research Institute (EBRI) publications that have examined employee tenure data of American workers and related issues.¹ It provides the latest data on employee tenure from U.S. Census Bureau's Current Population Survey (CPS).²

This data for 2002 shows that the median tenure of workers—the midpoint of wage and salary workers' length of employment in their present job—is only slightly shorter than it was in 1983: 4.7 years in 2002, compared with 5.0 years in 1983. Even among older male workers (ages 55–64), who experienced the most change, the median tenure fell from a level that would not be considered a lifetime—14.7 years in

1963—to a roughly comparable level of 10.2 years in 2002.

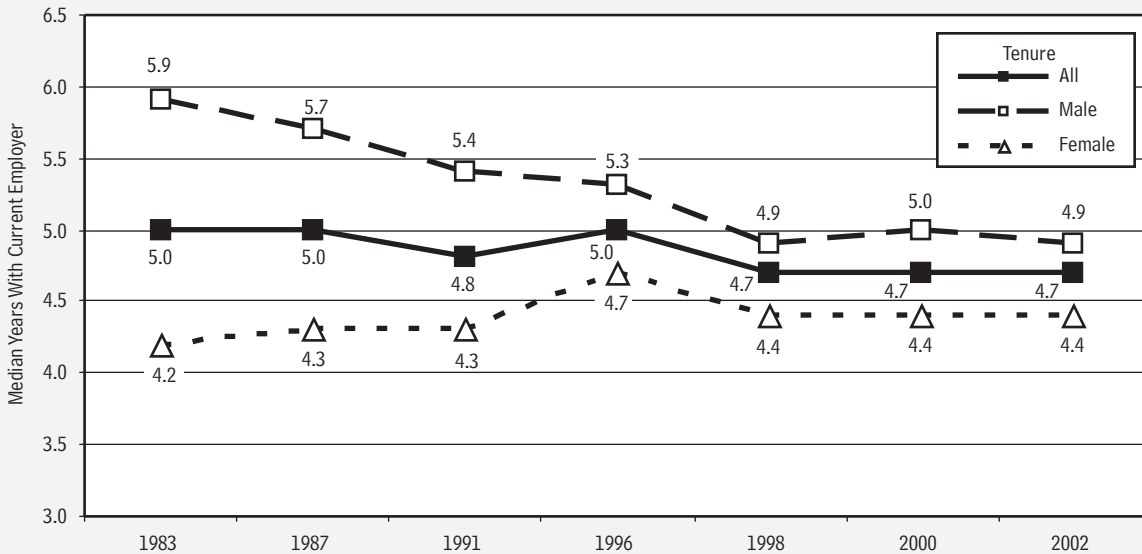
Overall Tenure

The median years of tenure for *all* wage and salary workers age 25 or older was virtually unchanged from 1983 (5.0 years) to 2002 (4.7 years) (Figure 1). However, the median tenure for *male* wage and salary workers declined from 5.9 years in 1983 to 4.9 years in 2002. In contrast, the median tenure for *female* workers increased slightly, from 4.2 years in 1983 to 4.4 years in 2002. Consequently, the increase in the median tenure of female workers offset much of the decline in the median tenure of male workers, leaving the overall level with a very small decline.

Age and Gender—A closer examination of age and gender median tenures using a longer time series shows that the median tenure for the oldest working males (ages 55–64) has declined steadily from a peak of 15.3 years in 1983 to 10.2 years in 2002 (Figure 2).³ However, since a median tenured worker would not have started this job until he reached his 40s, it would not constitute a lifetime job. As the age category decreases, the median tenure line becomes flatter, showing a smaller change in the tenure level across time. The 25–34-year-old line is virtually flat at three years.

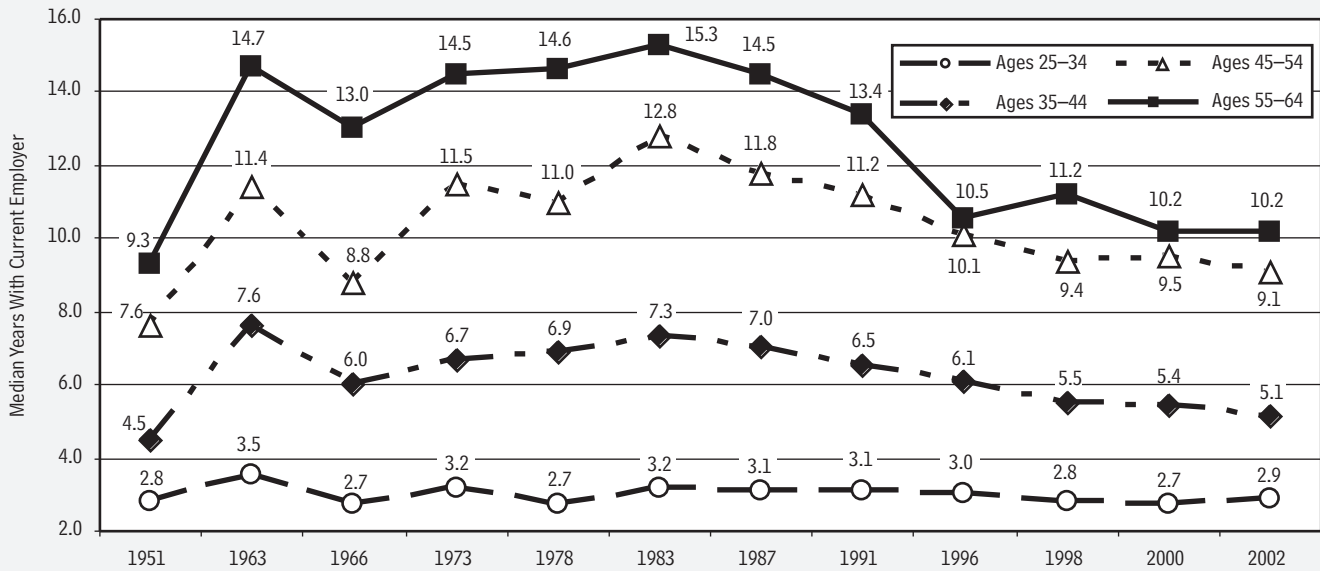
The median tenure for females has been increasing or flat across all age groups (Figure 3). The largest increase is among those ages 55–64, whose median tenure increased from 7.8 years in 1963 to 9.6 years in 2002. Despite the increase in females'

Figure 1
MEDIAN YEARS OF TENURE FOR WAGE AND SALARY WORKERS AGES 25 OR OLDER, BY GENDER, 1983-2002



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

Figure 2
MALE PRIME-AGE (25-64) WORKERS' MEDIAN TENURE TRENDS, BY AGE, 1951-2002



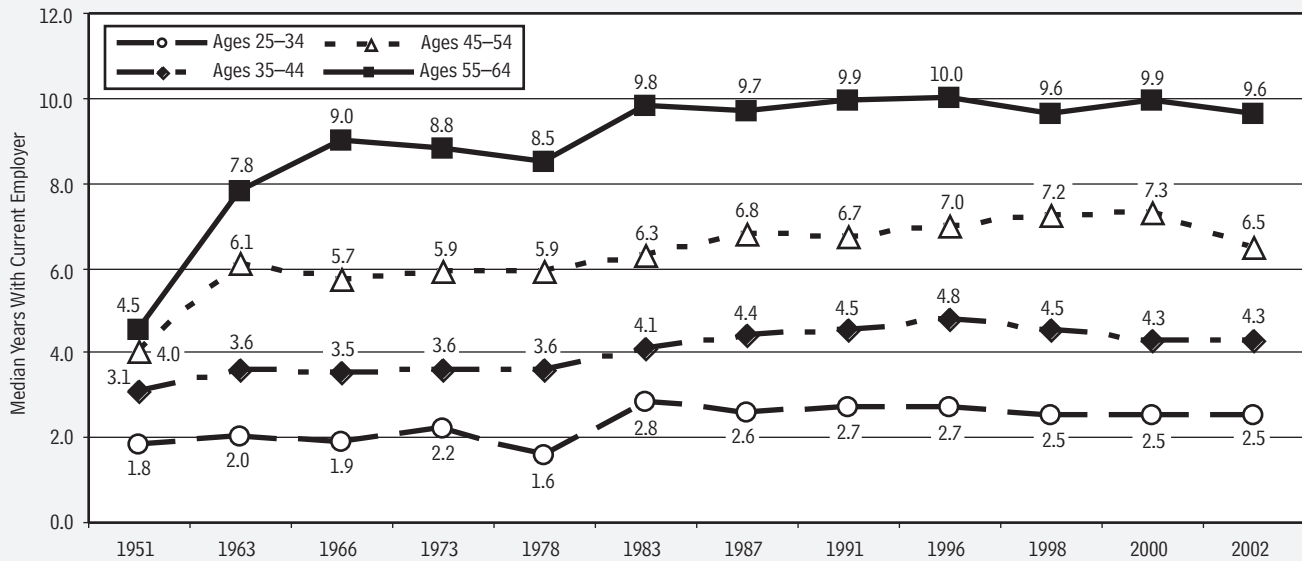
Source: Data (for 1951, 1963, 1966, 1973, and 1978) from the *Monthly Labor Review* (September 1952, October 1963, January 1967, December 1974, and December 1979); and (for 1983, 1987, 1991, 1996, 1998, 2000, and 2002) from press releases, U.S. Department of Labor, Bureau of Labor Statistics.

median tenures over the entire time series, their median tenures fell or remained unchanged across the various age groups in 2002 relative to 2000.

Public Vs. Private Sector—Among wage and salary workers age 20 or older, the median tenure level held steady at 4.0 years or slightly more from 1983 to 2002 (Figure 4). Pri-

vate-sector workers' median tenure also held steady over that period at around 3.6 years. However, the median tenure for public-sector workers increased from 6.0 years in

Figure 3
FEMALE PRIME-AGE (25-64) WORKERS' MEDIAN TENURE TRENDS, BY AGE, 1951-2002



Source: Data (for 1951, 1963, 1966, 1973, and 1978) from the *Monthly Labor Review* (September 1952, October 1963, January 1967, December 1974, and December 1979); and (for 1983, 1987, 1991, 1996, 1998, 2000, and 2002) from press releases, U.S. Department of Labor, Bureau of Labor Statistics.

1983 to 7.5 years in 1998 before falling to 6.9 years in 2002.

For male private-sector wage and salary workers age 20 or older, the median tenure trended slightly downward, from 4.2 years in 1983 to 3.8 years in 2002 (Figure 5). In contrast, female private-sector

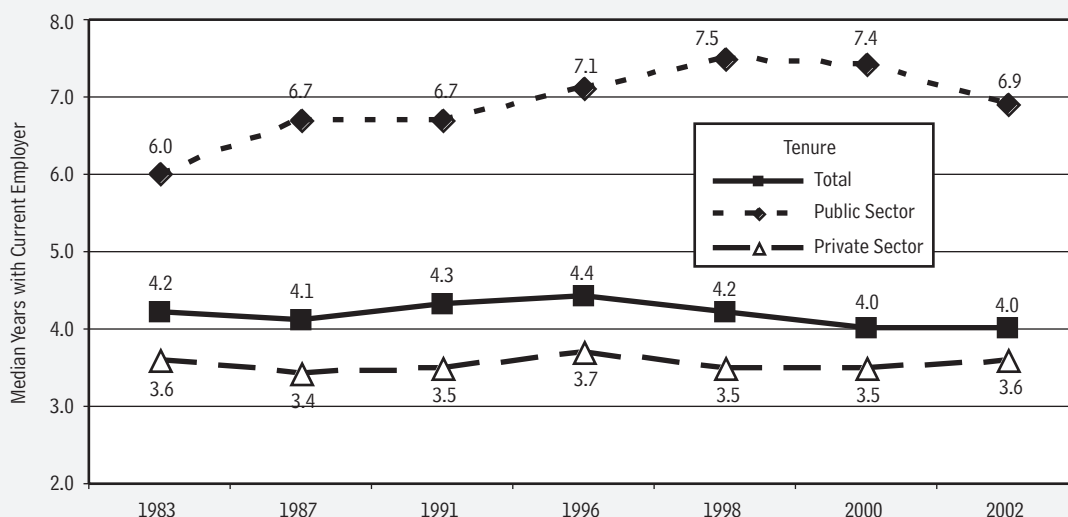
workers had a slight upward trend in their median tenure, from 3.1 years in 1983 to 3.4 years in 2002. For male public-sector workers, the median tenure had a flat to upward trend from 7.9 years in 1983 to 8.5 years in 2002. Female public-sector workers' median tenure level

had an overall upward trend during the 1983-2002 period. It reached a peak of 6.9 years in 1998 before falling to 5.9 years in 2002.

Tenure Distribution

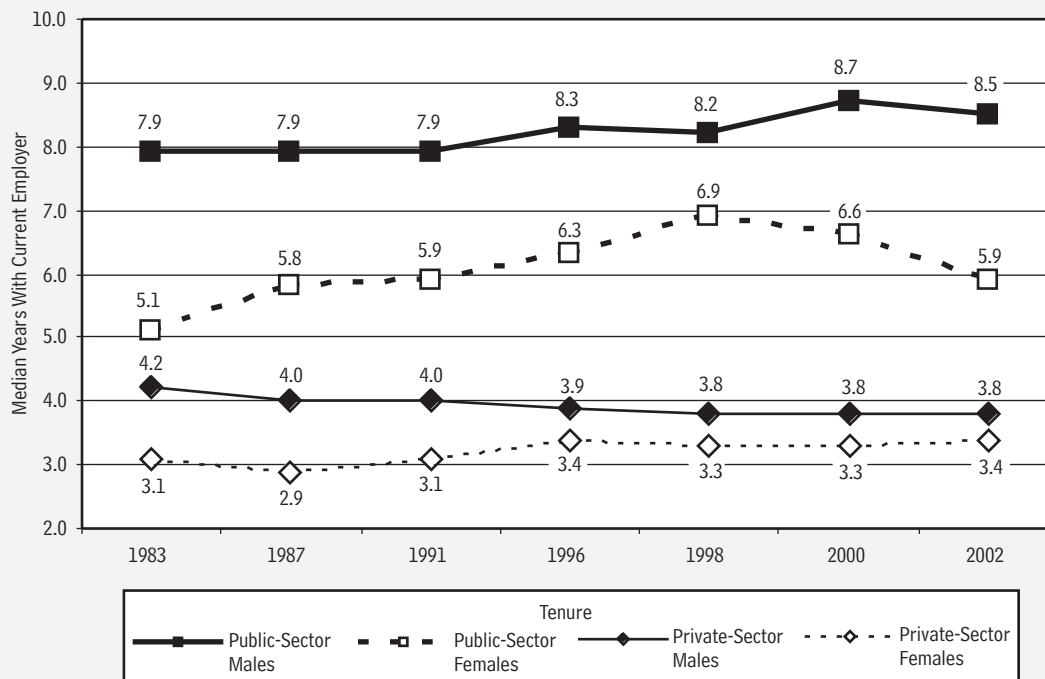
The distribution of all wage and

Figure 4
MEDIAN TENURE LEVELS FOR WAGE AND SALARY WORKERS (AGE 20 OR OLDER), BY SECTOR, 1983-2002



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

Figure 5
MEDIAN TENURE LEVELS FOR WAGE AND SALARY WORKERS (AGE 20 OR OLDER), BY SECTOR AND GENDER, 1983–2002



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

salary workers age 20 or older across various levels of tenure was quite stable from 1983 through 2002 (Figure 6). The small changes that appeared to be consistent over the period were a slight increase in the percentage of workers with 20 or more years of tenure, from 8.9 percent to 10.3 percent, and a decrease in the percentage with one year or less of tenure, from 25.7 percent to 22.1 percent. The tenure level categories in between varied inconsistently within a fairly small range.

Tenure distributions by gender do not follow this same virtually unchanged distribution of all workers. While the percentage of male workers with the longest tenure (20 or more years) was basically the same in 2002 as it was in 1983, there appears to be an upward trend in the percentage of male workers with less than five years of tenure (Figure 7). In 1983, the percentage of male workers with

less than five years of tenure was 49.4 percent, and by 2002 this percentage had increased to 52.1 percent.

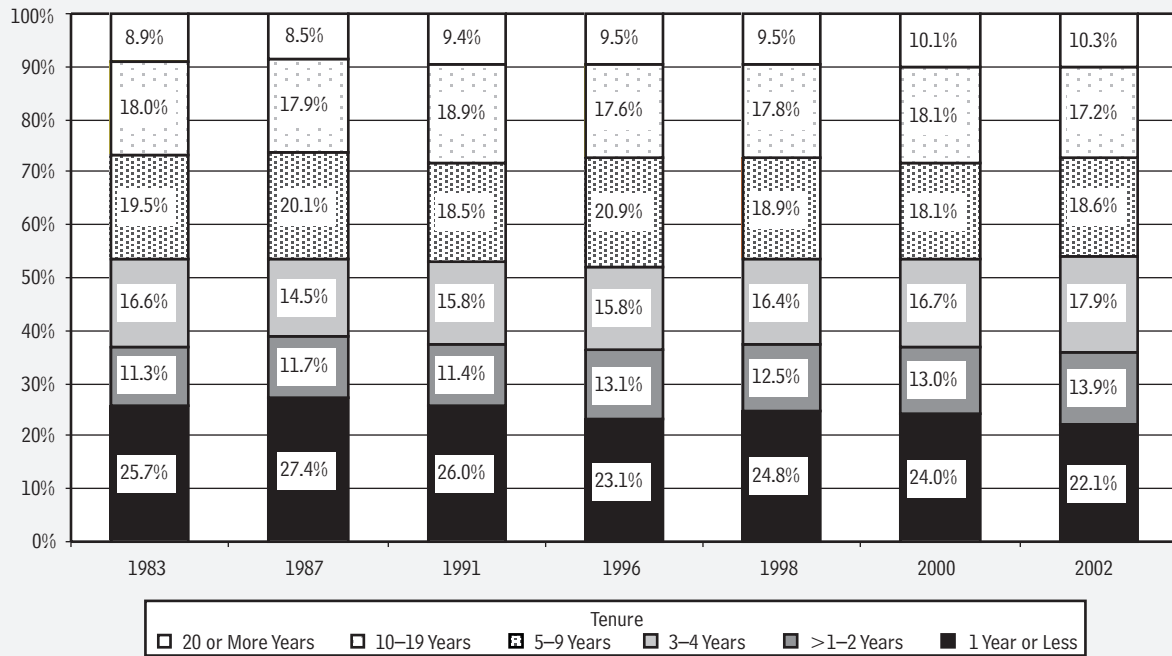
Female workers' tenure distribution had a clearly different pattern, as the percentage with 20 or more years of tenure increased substantially, from 4.9 percent in 1983 to 8.7 percent in 2002 (Figure 8). Furthermore, the percentage of female workers who had 10 or more years of tenure increased nearly five percentage points, or approximately 25 percent. Consequently, the percentage of female workers with less than five years of tenure decreased, particularly for those with one year or less years of tenure.

In the older portion (ages 45–64) of the work force with 10 or more years of tenure, male and female workers again show different tenure patterns. All male age groups examined experienced at least a 10-percentage point drop from 1983

to 2002 in the percentage of workers with 10 or more years of tenure. Males ages 60–64 experienced the largest decline: from 65.6 percent in 1983 to 48.3 percent in 2002 (Figure 9). In contrast, the percentage of female workers of this age who had 10 or more years of tenure either increased or was virtually unchanged during the 1983 to 2002 period (Figure 10). The percentage of female workers ages 45–49 who had 10 or more years of tenure increased the most: from 33.0 percent in 1983 to 37.1 percent in 2002.

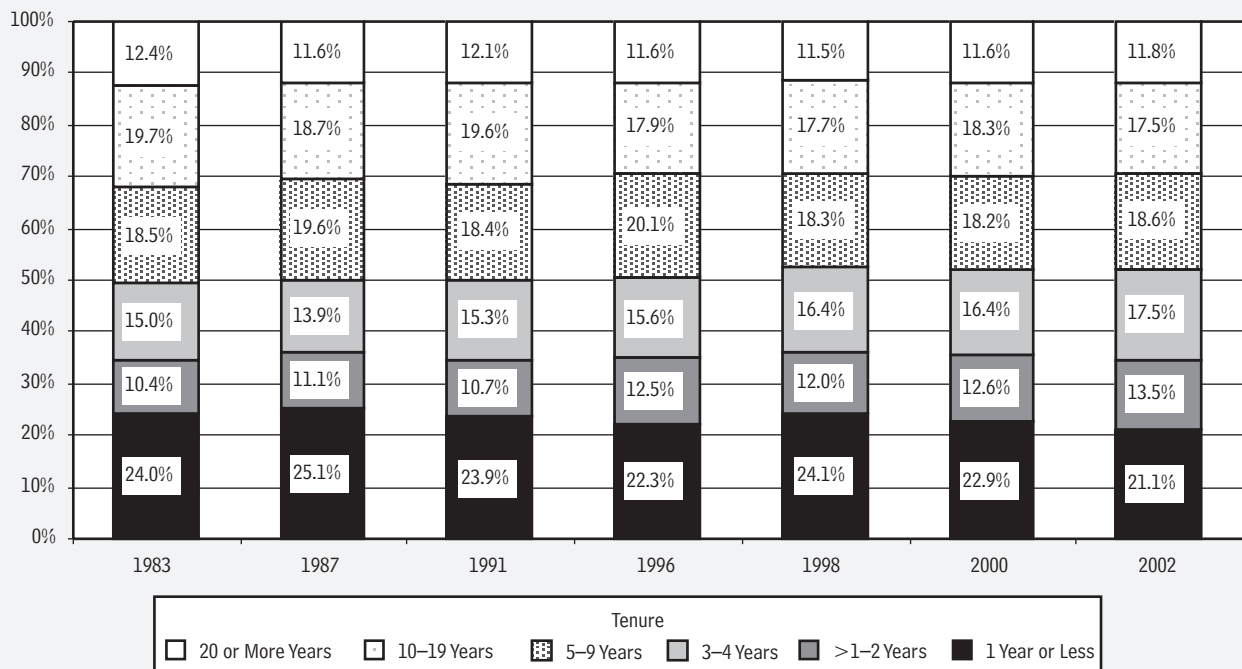
Among older workers (ages 45–64), the percentage having tenure of 25 years or more declined from 1983 to 2002, particularly for those ages 60–64 (Figure 11). In 1983, 23.3 percent of wage and salary workers ages 60–64 had tenure of 25 or more years, compared with 17.5 percent doing so in 2002. The percentage of workers ages 45–54 with 25 or more years of

Figure 6
EMPLOYEE TENURE DISTRIBUTION: ALL WAGE AND SALARY WORKERS (AGE 20 OR OLDER), 1983-2002



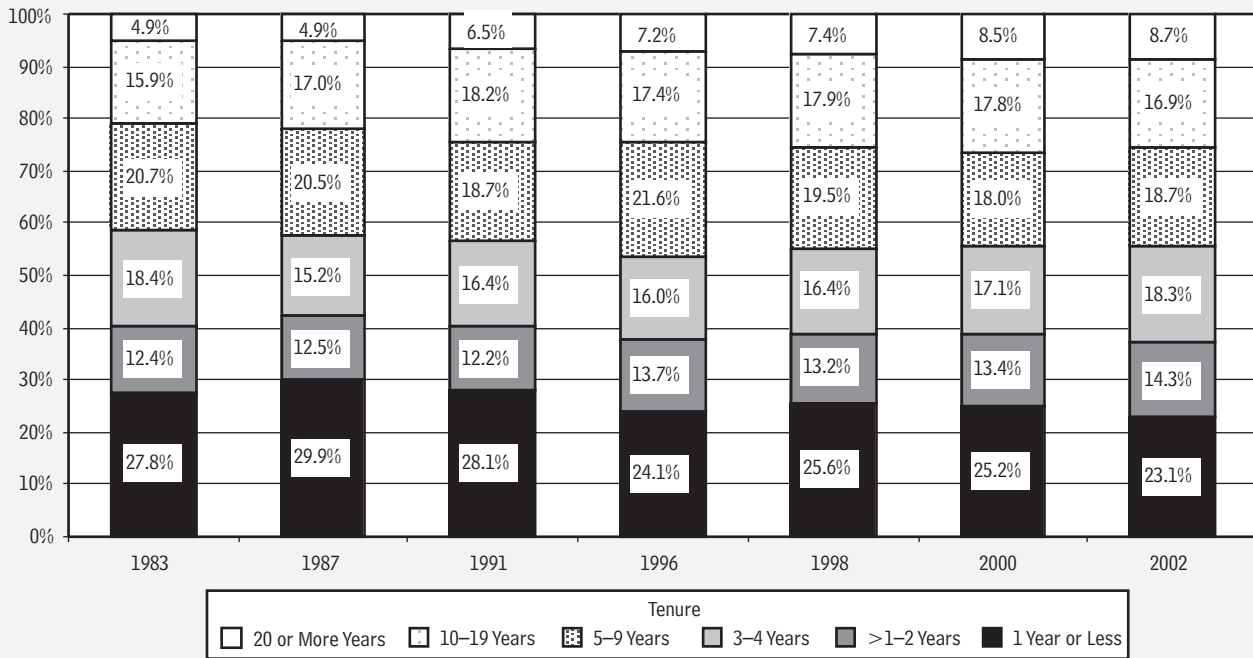
Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

Figure 7
EMPLOYEE TENURE DISTRIBUTION: MALE WAGE AND SALARY WORKERS (AGE 20 OR OLDER), 1983-2002



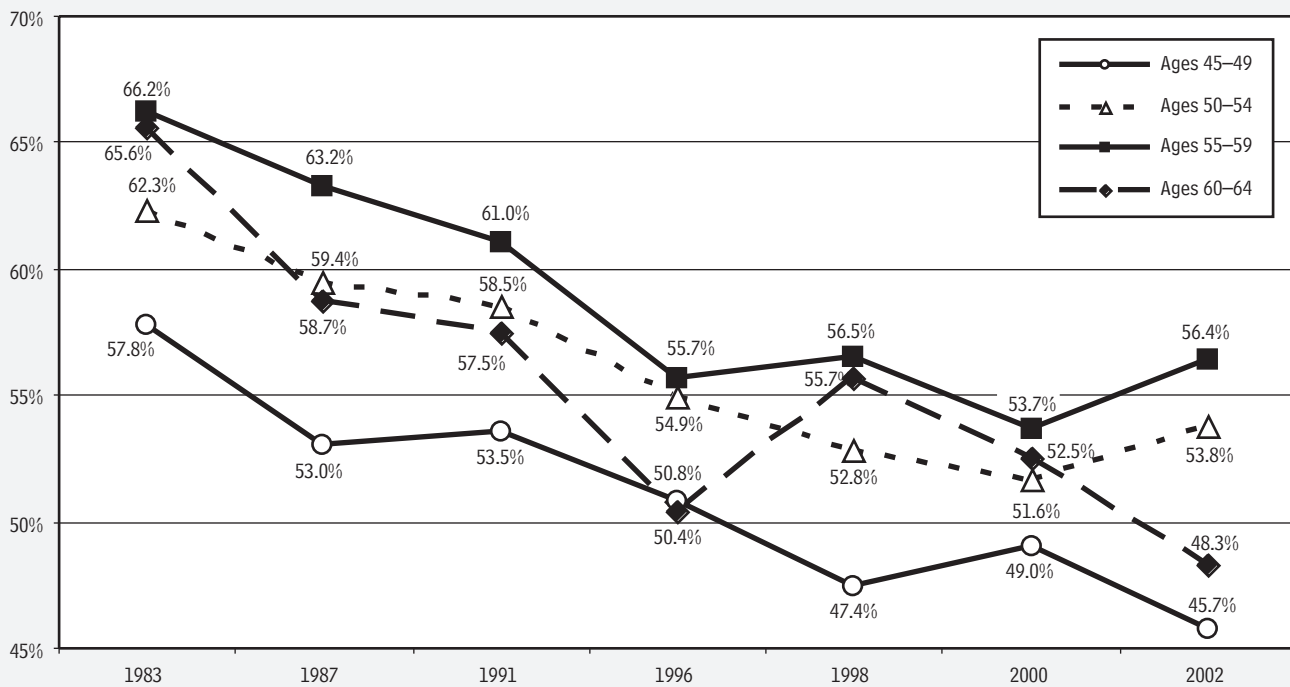
Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

Figure 8
EMPLOYEE TENURE DISTRIBUTION: FEMALE WAGE AND SALARY WORKERS (AGE 20 OR OLDER), 1983-2002



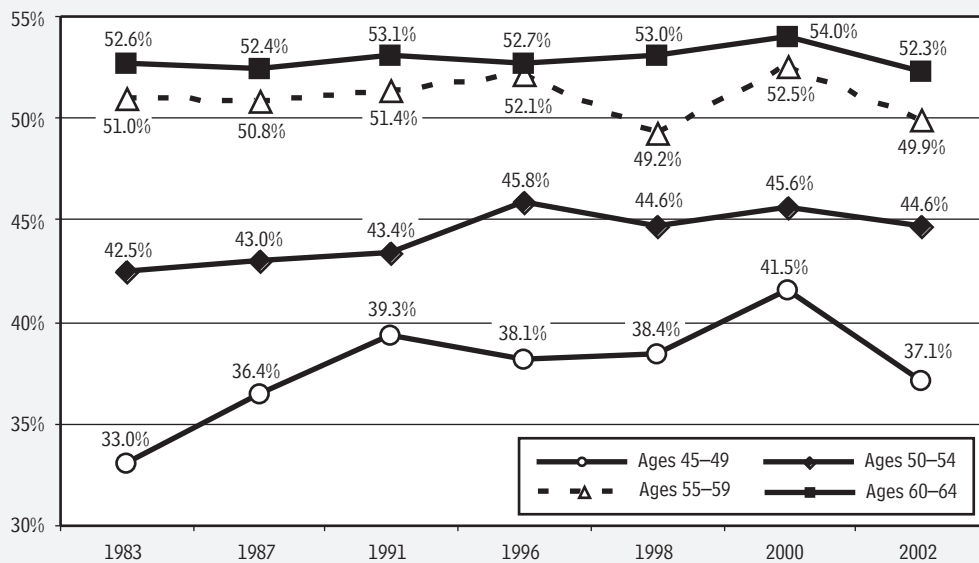
Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

Figure 9
PERCENTAGE OF MALE WAGE AND SALARY WORKERS AGES 45-64 WITH 10 OR MORE YEARS OF TENURE, BY AGE, 1983-2002



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

Figure 10
PERCENTAGE OF FEMALE WAGE AND SALARY WORKERS AGES 45-64 WITH 10 OR MORE YEARS OF TENURE, BY AGE, 1983-2002



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2003.

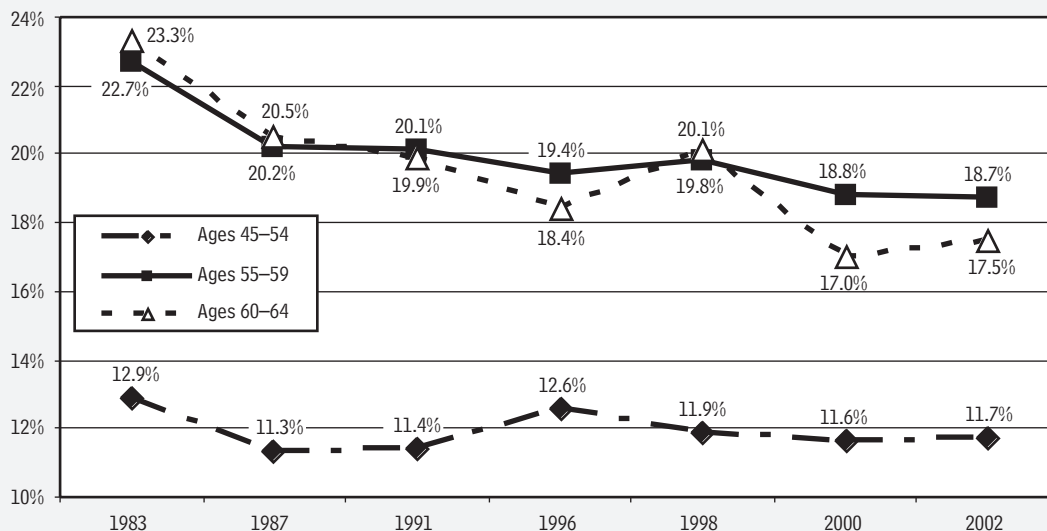
tenure declined much less: from 12.9 percent in 1983 to 11.7 percent in 2002.

In addition to differences in tenure distribution of workers by age and gender, the tenure distribution is also significantly different across the sectors in which they are em-

ployed. Among the longest-tenure workers (25 or more years), the percentage of workers, both male and female, in the private sector who had this level of tenure remained virtually unchanged from 1987 to 2002 (Figure 12). However, the percentage of public-sector workers

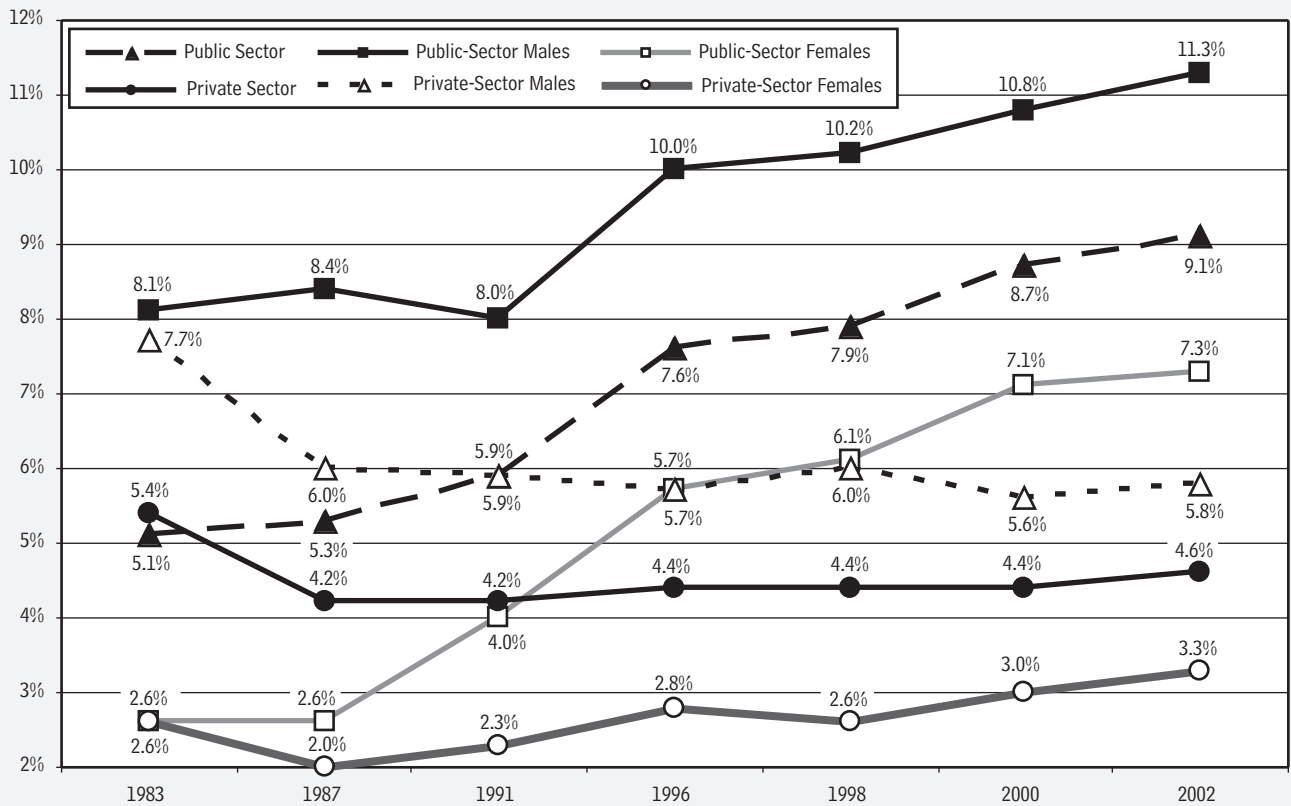
(again both male and female) who had 25 or more years of tenure increased sharply during this period. The percentage of male workers went from 8.1 percent to 11.3 percent, while the percentage of female workers increased even more substantially, from 2.6 percent to

Figure 11
PERCENTAGE OF WAGE AND SALARY WORKERS AGES 45-64 WITH 25 OR MORE YEARS OF TENURE, BY AGE, 1982-2002



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Figure 12
PERCENTAGE OF WAGE AND SALARY WORKERS (AGE 20 OR OLDER) WITH 25 YEARS OR MORE OF TENURE, BY SECTOR AND GENDER, 1983-2002



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure," at www.bls.gov/news.release/tenure.toc.htm, last reviewed January 2002.

7.3 percent.⁴ This fact could significantly affect public-sector employers, as a considerable portion of their work force will be approaching retirement in the near future. Thus, at a time of growth in the elderly population, which is more likely to need social services than the nonelderly, the most experienced employees within the state and federal agencies providing these services will be retired or retiring. However, private-sector employers, in general, do not appear to be facing this issue, as a consistent percentage of long-term workers have retired during the last 20 years, in contrast to the growing percentage within the public sector.

Discussion

The median tenure of all wage and

salary workers age 20 or older fell, at most, only slightly from 1983 to 2002. However, the overall trend masks the small but significant decrease in the median tenure of males, as it is being offset by the increase in the median tenure of females (caused by their increased participation rate in the work force, as well as a declining participation rate by men).⁵ Furthermore, the tenure distribution of these workers has also remained relatively constant over this time period. Consequently, over the past 20 years, employee tenure has been remarkably stable, although there have been changes between the genders in opposite directions and the percentage of older workers with the longest tenure has declined, particularly among those ages 60–

64. As for lifetime jobs, the highest median tenure level for any age group (15.3 years in 1983 for males ages 55–64) is certainly not a lifetime, as the median worker would not have started his or her present job until after age 40.

The difference between private-sector and public-sector workers' tenure distribution is quite striking. While private-sector employers in general have been able to maintain a fairly constant, if not declining, percentage of long-term employees (25 or more years of tenure), public-sector employers have had an increasing percentage. Consequently, public-sector employers are soon going to be facing, if they are not already facing, a need to replace numerous workers who have a significant amount of experience.

While the tenure levels presented in this article show that job stability has remained relatively constant over the last two decades, these data do not measure job security. An increase in workers' median tenure may be interpreted to mean that job security has declined because those with shorter tenures have been let go, leaving the longer-tenured workers less secure. Furthermore, the median tenure could decline when workers feel more secure and have an increased ability to find other employment, so more workers switch to better jobs—lowering the median tenure. Conversely, workers who feel more secure in their present job may not be motivated to switch employers due to their security, which could lead to a higher median tenure. Consequently, although tenure is not a good measure of job security, it does provide insight into the lengths of time that employees will remain with their current employer.

These tenure results indicate that, historically, most workers have changed jobs during their working careers, and all evidence suggests that workers will continue to do so in the future. This persistence of job changing has important implications for a worker's potential income in retirement.

A worker who changes employers must decide what to do with any retirement plan assets he or she has accumulated, a situation that has become more prevalent with the growth in plans that allow a lump-sum distribution (LSD).⁶ Thus, benefit preservation becomes

an important concern for these employees as well as for their plan sponsors. If employees do not retain these assets in some type of savings vehicle for retirement, they will forgo an important source of supplemental income to their Social Security benefits or be forced to remain in the work force. Without this source of income, many workers will be faced with a difficult retirement financially as health care costs continue to rise and both Medicare and Social Security are experiencing financing issues. These decisions on benefit preservation also have important implications for public policy, as enrollments in means-tested welfare programs could increase significantly if large numbers of retirees prematurely exhaust their own savings reserves.

Endnotes

¹ See Paul Yakoboski, "Debunking the Retirement Policy Myth: Lifetime Jobs Never Existed for Most Workers," *EBRI Issue Brief*, no. 197 (Employee Benefit Research Institute, May 1998); Paul Yakoboski, "Male and Female Tenure Continues to Move in Opposite Directions," *EBRI Notes*, no. 2 (Employee Benefit Research Institute, February 1999): 1–4; and David Rajnes, "Update on Employee Tenure," *EBRI Notes*, no. 3 (Employee Benefit Research Institute, March 2001): 1–8.

² The updated data come from the supplement to the January 2002 Current Population Survey, a monthly survey of approximately 60,000 households on demographics,

labor force status and other characteristics of the civilian noninstitutionalized American population. The U.S. Census Bureau conducts this CPS supplement for the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Tenure levels for previous years come from various other supplements to the CPS. For a further discussion of the data sources, see the Bureau of Labor Statistics' "Employee Tenure Explanatory Note," at www.bls.gov/news.release/tenure.tn.htm (last reviewed January 2003). Results of research from BLS and previous EBRI publications are compiled in this article to present various trends in employee tenure. See the EBRI publications, *op. cit.*, and the Bureau of Labor Statistics' "Employee Tenure" at www.bls.gov/news.release/tenure.toc.htm (last reviewed January 2003).

³ The BLS reports that the results prior to 1983 are not directly comparable to those in 1983 and after. See "Employee Tenure Explanatory Note," *op. cit.*, for a discussion of the issue. The results from those prior years are presented here to give an idea of the best estimate for tenure during that time.

⁴ It is important to differentiate this result from the previous result for workers with 25 or more years of tenure. In the result in the previous paragraph, the percentage of workers with the 25 or more years of tenure declined. However, the result here shows that the percentage of all workers in the public sector with

longer tenure has increased. The age demographic (age 45 or older) able to have 25 or more years of tenure is a larger segment of the work force today than it was 20 years ago. Consequently, despite a smaller percentage of that age group actually having 25 or more years of tenure, the percentage of all workers age 20 or older with 25 or more years of tenure has increased.

⁵ The Bureau of Labor Statistics' Web site allows users to retrieve the labor force participation rates for various workers age 20 or older. It shows that at year-end 1970, 41.0 percent of females age 20 or older participated in the labor force, compared with nearly 58.0 percent at year end 2002. In contrast, the male labor force participation rate declined from 78.7 percent at year-end 1970 to 71.4 percent at year-end 2002. See the "Civilian Labor Force Participation Rate" datasheets for males and females at <<http://data.bls.gov/cgi-bin/surveymost?lf>> (last reviewed February 2003).

⁶ See Jack VanDerhei and Craig Copeland, "The Changing Face of Private Retirement Plans," *EBRI Issue Brief*, no. 232 (Employee Benefit Research Institute, April 2001) for a presentation of the increased reliance of retirees on assets from defined contribution plans. The *Issue Brief* also discusses the growth of cash balance plans, which typically allow retirees the ability to take lump-sum distributions.

Washington Update

by Jim Jaffe

Reaction Lukewarm to Bush Retirement Plan

President Bush's proposal to merge multiple types of employer retirement plans and transform 401(k)s, individual retirement accounts (IRAs) and most other tax-favored retirement plans has been met with lukewarm reaction in many arenas. Interestingly, the biggest question seems to be: "where did this come from?" The dynamic may change, but at this point the proposals are in a stall. President Bush, speaking in mid-February at a retirement savings event at the Society for Human Resources Management (SHRM), did not even mention the new account proposals.

The proposed White House budget for fiscal 2004 calls for existing 401(k)s and several other types of job-based, tax-deferred retirement plans to be merged into Employer Retirement Savings Accounts (ERSAs). Advocates say this would greatly simplify a complex retirement system by creating a common set of rules and simplifying anti-discrimination regulations. Critics say the Bush plan would provide less protection for low-income workers and result in lower overall retirement savings.

Perhaps the key element of the administration's plan is the proposed Lifetime Savings Account (LSA), which would allow all Americans to set aside \$7,500

annually (after-tax), with earnings tax-free. These accounts could be tapped at any time for any purpose. EBRI research suggests that many low-income individuals do not contribute to employer plans or IRAs because they need savings available for emergency use. For this group, which includes the 24 percent of eligible participants who do not contribute to a plan at work, the LSA could actually build savings among low- and moderate-income households.

Additionally, workers would be permitted to contribute \$7,500 annually to a Retirement Savings Account (RSA), which would also have tax-free earnings but couldn't be freely accessed until after age 58. The existing IRA program would be frozen with no new contributions, and current balances could be "converted" to an RSA. Workers who left their jobs would still be able to transfer 401(k) savings into a tax-deferred IRA.

New Portman-Cardin Bill Anticipated

House Ways and Means Committee members Rob Portman (R-OH) and Ben Cardin (D-MD) plan to again offer legislation that would allow larger contributions to individual retirement savings accounts by accelerating the changes included in the 2001 tax-cut law (EGTRRA).

Congress Completes Work on FY 2003 Budget

Facing big anticipated deficits for

the next few years, a weak economy, and unpredictable military costs, Congress last month completed work on the budget for fiscal 2003, which began last Oct. 1. The deal ultimately agreed to raised discretionary spending by 10 percent from the prior year. That means Congress can now turn its attention to the White House budget proposal for fiscal 2004 (starting next Oct. 1), which includes significant tax cuts and would relieve stockholders of the responsibility for paying taxes on dividends paid out of taxed corporate profits.

Republicans Struggle With Medicare Approach

The new Senate Majority Leader, Bill Frist (R-TN), has proposed an agenda that includes several health policy issues, but confusion remained about a key element: reform of the Medicare program and addition of a drug benefit. While the White House says that improving the financial stability of the popular program and adding prescription drug reimbursement are top priorities, it has yet to announce specifics. There's bipartisan opposition on Capitol Hill to a rumored White House initiative that would provide the drug aid only to Medicare beneficiaries who joined a managed care program.

Keeping on Track

PBGC Surplus Disappears—The Pension Benefit Guaranty Corporation (PBGC) reported a net loss of \$11.4 billion in 2002, but also said it had adequate resources to pay promised benefits to workers for years to come. During the past year, PBGC had a \$3.64 billion deficit, compared with a \$7.7 billion surplus at the end of the previous fiscal year. PBGC officials said the red ink was caused by a growing number of underfunded insured pension plans, which was exacerbated by market performance; PBGC said it posted a small gain last year in its investment earnings. The PBGC announcement and annual report (with details) are available on the Internet at www.pbgc.gov/news/press_releases/2003/pr03_20.htm

FASB Considers for Greater Pension Transparency—The Financial Accounting Standards Board (FASB) is considering whether to add reform of pension accounting rules to its formal agenda. The suggestion was made in mid-February by a group of investment bankers and analysts who called for more frequent disclosure of pension finances. The suggestion came at the first meeting of a new FASB advisory group. Proponents of reform say the current annual statements don't provide timely enough information.

Meanwhile, FASB became involved in a funding dispute during the waning days of outgoing Securities and Exchange Commission Chairman Harvey Pitt's service. Pitt wanted to use the new mechanism that funds FASB to allow the SEC greater control over the accounting panel's operations. By the end of February, Pitt had been replaced by incoming SEC Chairman William Donaldson, which immediately helped ease the quarrel.

Recommended Replacement for Long-Bond Standard Promised Soon—Bill Sweetnam, the Treasury Department's benefits tax counsel, has promised that a recommended benchmark to replace the 30-year Treasury bond rate would be announced soon. The so-called "long-bond" rate has long been a benchmark for pension funding calculations, and the Treasury decision to eliminate such long-term borrowing created the need for a new standard.

Industry advocates say the current rate is artificially low because the 30-year product is disappearing. But critics are concerned that the new standard could result in a windfall for plans by significantly reducing funding requirements. The Treasury recommendation will mark the start of the formal debate that will ultimately require congressional action.

PWBA Succeeded by EBSA—The Labor Department in February changed the name of the Pension and Welfare Benefits Administration to the Employee Benefits Security Administration (EBSA). To keep things consistent, the relevant DOL assistant secretary (Ann Combs) will henceforth be known as the Assistant Secretary for Employee Benefits Security.

EBRI in Focus

EBRI Education on the Road

EBRI CEO Dallas Salisbury continued to travel the nation in March to carry forward the EBRI mission of education on financial security issues:

- March 3, he delivered a keynote speech to more 12,000 attendees at the National Rural Electric Cooperative Association annual conference in Nashville, TN. The topic: "Health Care Inflation: Challenge or Crisis?"
- Also March 3, he moderated a dinner session on pension issues featuring Professor Robert Pozen of Harvard University at the Institutional Investor conference at the Canadian Embassy in Washington, DC.
- On March 6, he participated in a roundtable hosted by Health and Human Services (HHS) Secretary Thompson on "The Role of Private Insurance in Financing Long-Term Care for the Baby Boom Generation."
- On March 19, he spoke on health benefit issues at the Consortium Health Care Annual Healthcare Forum in Charleston, SC.

EBRI at Healthcare Cost Conference

EBRI is scheduled to participate in the Fourth Annual U.S. Employers Summit and Expo on Healthcare Costs March 26–28 in Arlington, VA, with Salisbury delivering a keynote presentation March 27. Other EBRI

staff, including Paul Fronstin and Ray Werntz of the Consumer Health Education Council, will lead meetings on March 26 and March 28, respectively. To register for this conference, call (516) 594-3000 or visit www.ibfconferences.com on the Internet. Mention EBRI when you register and get 25 percent off the registration fee.

ASEC at NAST Legislative Conference

The American Savings Education Council (ASEC) participated in the 2003 National Association of State Treasurers (NAST) Legislative Conference March 2–5 in Washington, DC. ASEC President Don Blandin made a presentation to state treasurers highlighting some of ASEC's ongoing initiatives and programs, and provided ideas on how state treasurers can work with organizations on issues related to financial literacy. The 2003 NAST Legislative Conference brings together federal and state officials to discuss important financial issues affecting state and local governments.

New Publications & Internet Resources

[Note: To order publications from the U.S. Government Printing Office (GPO), call (202) 512-1800; to order congressional publications published by GPO, call (202) 512-1808. To order U.S. General Accounting Office (GAO) publications, call (202) 512-6000; to order from the Congressional Budget Office (CBO), call (202) 226-2809.]

Aging

England, Robert Stowe. The Macroeconomic Impact of Global Aging: A New Era of Economic Frailty? \$18.95. The CSIS Press, Center for Strategic and International Studies, 1800 K St., NW, Washington, DC 20006, (202) 775-3119, e-mail: books@csis.org.

Demographics

Howe, Neil, and William Strauss. Millennials Rising: The Next Great Generation. \$14.95. Mail Sales Department, Dept. #05001, Random House Distribution Center, 400 Hahn Rd., Westminster, MD 21157, (800) 793-2665.

Smith, Norris. Changing U.S. Demographics. The Reference Shelf, Vol. 74, No. 1. \$45. The H.W. Wilson Company, 950 University Ave., Bronx, NY 10452-4297, (800) 367-6770, www.hwwilson.com.

Employee Benefits

Crain Communications Inc. 2002/2003 Market Sourcebook. \$40. Circulation Dept., Business Insurance, 1155 Gratiot Ave., Detroit, MI 48207-2912, (888) 446-1422, fax: (313) 446-6777.

Mercer Human Resource Consulting. Spotlight on Benefits: A 2002 Study of Benefit Plans. \$450. Mercer Human Resource Consulting, 462 S. 4th St., Suite 1500, Louisville, KY 40202-3431, (800) 333-3070, www.imercer.com.

Thomson Media. Benefits Sourcebook 2003. \$36.95. Thomson Media, 11 Penn Plaza, 17th Floor, New York, NY 10001, Attn: Customer Services, (888) 280-4820. Available free online at: www.benefitnews.com/sb/.

Health Care

Berenson, Robert A., and Bryan E. Dowd. The Future of Private Plan Contracting in Medicare. Free. AARP, 601 E St., NW, Washington, DC 20049, (202) 434-2277, www.aarp.org/ppi.

Draper, Debra A., Marsha R. Gold, and John McCoy. The Role of National Firms in Medicare+Choice. Free. Henry J. Kaiser Family Foundation, 2400 Sand Hill Rd., Menlo Park, CA 94025, (800) 656-4533, www.kff.org.

Fidelity Investments. Retiree Health Care Costs: Addressing the Growing Gap. Available free online at: www.fidelity.com/workplace.

U.S. Agency for Healthcare Research and Quality. Annual Report of the National CAHPS Benchmarking Database 2000: What Consumers Say About the Quality of Their Health Plans and Medical Care. Free. AHRQ Pub. No. 01-0005. AHRQ Publications Clearinghouse, P.O. Box 8547, Silver Spring, MD 20907, (800) 358-9295.

U.S. General Accounting Office. (1) Defense Health Care: Most Reservists Have Civilian Health Coverage but More Assistance Is Needed When TRICARE Is Used. (2) Health Insurance: States' Protections and Programs Benefit Some Unemployed Individuals. (3) Medicare+Choice: Selected Program Requirements and Other Entities' Standards for HMOs. Order from GAO.

Watson Wyatt Worldwide. Retiree Health Benefits: Time to Resuscitate? \$20. Watson Wyatt Worldwide, 1717 H St., NW, Suite 800, Washington, DC 20006, (202) 715-7000.

Labor Force Participation

Gruber, Jonathan, and Brigitte C. Madrian. Health Insurance, Labor Supply, and Job Mobility: A Critical Review of the Literature. NBER Working Paper no. 8817. \$5. Available online in .pdf format at: www.ssrn.com.

Pension Plans/Retirement

Gustman, Alan L., and Thomas L. Steinmeier. Social Security,

Pensions and Retirement Behavior within the Family. NBER Working Paper no. 8772. \$5. Available online in .pdf format at: www.ssrn.com.

Healey, Thomas J., and Rossen Rozenov. Two Decades of US Pension Fund Investing. Free. Goldman Sachs Asset Management, 32 Old Slip, 18th Floor, New York, NY 10005, (212) 902-9220.

Lachance, Marie-Eve, and Olivia S. Mitchell. Guaranteeing Defined Contribution Pensions: The Option to Buy-back a Defined Benefit Promise. NBER Working Paper no. 8731. \$5. Available online in .pdf format at: www.ssrn.com.

Penner, Rudolph G., Pamela Perun, and Eugene Steuerle. Legal and Institutional Impediments to Partial Retirement and Part-Time Work by Older Workers. \$15.50. The Urban Institute Press, P.O. Box 7273, Dept. C., Washington, DC 20044, Toll-free: (877) 847-7377, fax: (202) 467-5775, pubs@ui.urban.org.

U.S. General Accounting Office. (1) Answers to Key Questions about Private Pension Plans. (2) Private Pensions: Participants Need Information on the Risks of Investing in Employer Securities and the Benefits of Diversification. Order from GAO.

Wolman, William, and Anne Colamosca. The Great 401(k) Hoax: Why Your Family's Financial Security Is at Risk, and

What You Can Do About It. \$26. Perseus Publishing, Eleven Cambridge Ct., Cambridge, MA 02142, (617) 252-5200.

Women's Institute for a Secure Retirement. *Minority Women and Retirement Income: Your Future Paycheck*. \$5. WISER, 1920 N St., NW, Suite 300, Washington, DC 20036, (202) 393-5452, www.wiser.heinz.org.

Reference

Omnigraphics, Inc. (1) *FaxUSA*, 2003. \$155. (2) *Toll-Free Phone Book USA*, 2003. \$145. Omnigraphics, Inc., Order Department, 615 Griswold St., Detroit, MI 48226, (800) 234-1340, fax: (800) 875-1340.

Social Security

Attarian, John. *Social Security: False Consciousness and Crisis*. \$44.95. Transaction Publishers Distribution, 390 Campus Dr., Somerset, NJ 08873, (888) 999-6778 or (732) 445-1245, fax: (732) 748-9801.

Sigg, Roland, and Christina Behrendt. *Social Security in the Global Village*. \$29.95. Transaction Publishers Distribution, 390 Campus Dr., Somerset, NJ 08873, (888) 999-6778 or (732) 445-1245, fax: (732) 748-9801.

Work Patterns

CCH Incorporated. 2002 CCH *Unscheduled Absence Survey*.

\$29.95. CCH Incorporated, 2700 Lake Cook Rd., Riverwoods, IL 60015, (800) 449-9525.

Circadian Technologies, Inc. *Shiftwork Practices Survey 2002*. \$95. Circadian Technologies, Inc., 24 Hartwell Ave., Lexington, MA 02421, (800) 284-5001 or (781) 676-6900, www.circadian.com.

Internet Documents

Demographic Trends in the 20th Century
www.census.gov/prod/2002pubs/censr-4.pdf

Employee Benefits Fall Market Survey
www.ciab.com/resources/docs/fall02_eb_marketsurvey_all.doc

Impact of Stock Market Decline on 50-70 Year Old Investors
research.aarp.org/econ/market_decline.pdf

Is Working Longer the Answer for an Aging Workforce?
www.bc.edu/centers/crr/ib_11.shtml

Pay-As-You-Go Social Security and the Aging of America: An Economic Analysis
www.dallasfedreview.org/pdfs/v01_n04_a01.pdf

Priority Areas for National Action: Transforming Health Care Quality
www.nap.edu/books/0309085438/html/

Retirement Savings and Household Wealth in 2000: Analysis of Census Bureau Data
benefitslink.com/articles/RL30922_update.pdf

Social Security Reform: The Use of Private Securities and the Need for Economic Growth
www.cbo.gov/showdoc.cfm?index=4011&sequence=0&from=7

Understanding the Funding Challenge
www.plansponsor.com/uploadfiles/FidelitySrvyPS12.02_p1.pdf

Salary Information Sites

AFL-CIO: Equal Pay
www.aflcio.org/issuespolitics/equalpay/

America's Career InfoNet
www.acinet.org/

Bureau of Labor Statistics
www.bls.gov/bls/wages.htm

Economic Research Institute
www.erieri.com/

JobStar
jobstar.org/tools/salary/

Occupational Outlook Handbook, 2002-03 Edition
www.bls.gov/oco/

The Salary Calculator
www.homefair.com/homefair/calc/salcalc.html

Salary.com
www.salary.com/

SalaryExpert.com
www.salaryexpert.com/

Wageweb
www.wageweb.com/

WorldatWork
www.worldatwork.org/

EBRI offers no endorsement of, and assumes no liability for, the currency, accuracy, or availability of any information on these sites.

EBRI

EMPLOYEE

BENEFIT

RESEARCH

INSTITUTE®

for employee benefits research

The premier organization

Established in 1978, the Employee Benefit Research Institute (EBRI) is the only nonprofit, nonpartisan organization committed to original public policy research and education on economic security and employee benefits.

EBRI's overall goal is to promote soundly conceived employee benefit programs. EBRI does not lobby or endorse specific approaches. Rather, it provides balanced analysis of alternatives based on the facts. Through its activities, EBRI is able to fulfill its mission to advance the public's, the media's, and policymakers' knowledge and understanding of employee benefits and their importance to our nation's economy.

Since its inception, EBRI's membership has grown to represent a cross section of pension funds; businesses; trade associations; labor unions; health care providers and insurers; government organizations; and service firms, including actuarial firms, employee benefit consulting firms, law firms, accounting firms, and investment management firms.

Today, EBRI is recognized as one of the most authoritative and objective resources in the world on employee benefit issues—health care, pensions, and economic security.

EBRI**EMPLOYEE****BENEFIT****RESEARCH****INSTITUTE®**

Notes

© 2003.
 Employee
 Benefit
 Research
 Institute-
 Education
 and Research
 Fund.
 All rights
 reserved.

EBRI Notes (ISSN 1085-4452) is published monthly at \$300 per year or is included as part of a membership subscription by the Employee Benefit Research Institute, 2121 K Street, NW, Suite 600, Washington, DC 20037-1896. Periodicals postage rate paid in Washington, DC. POSTMASTER: Send address changes to: *EBRI Notes*, 2121 K Street, NW, Suite 600, Washington, DC 20037-1896. Copyright 2003 by Employee Benefit Research Institute. All rights reserved, Vol. 24, no. 3.

Who we are The Employee Benefit Research Institute (EBRI) was founded in 1978. Its mission is to contribute to, to encourage, and to enhance the development of sound employee benefit programs and sound public policy through objective research and education. EBRI is the only private, nonprofit, nonpartisan, Washington, DC-based organization committed exclusively to public policy research and education on economic security and employee benefit issues. EBRI's membership includes a cross-section of pension funds; businesses; trade associations; labor unions; health care providers and insurers; government organizations; and service firms.

What we do EBRI's work advances knowledge and understanding of employee benefits and their importance to the nation's economy among policymakers, the news media, and the public. It does this by conducting and publishing policy research, analysis, and special reports on employee benefits issues; holding educational briefings for EBRI members, congressional and federal agency staff, and the news media; and sponsoring public opinion surveys on employee benefit issues. **EBRI's Education and Research Fund (EBRI-ERF)** performs the charitable, educational, and scientific functions of the Institute. EBRI-ERF is a tax-exempt organization supported by contributions and grants. **The American Savings Education Council (ASEC)** and the **Consumer Health Education Council (CHEC)** are programs of EBRI-ERF. They are coalitions of private- and public-sector institutions with the goals of public education on saving, retirement planning, health insurance, and health quality.

Our publications *EBRI Issue Briefs* are monthly periodicals providing expert evaluations of employee benefit issues and trends, as well as critical analyses of employee benefit policies and proposals. *EBRI Notes* is a monthly periodical providing current information on a variety of employee benefit topics. *EBRI's Pension Investment Report* provides detailed financial information on the universe of defined benefit, defined contribution, and 401(k) plans. *EBRI Fundamentals of Employee Benefit Programs* offers a straightforward, basic explanation of employee benefit programs in the private and public sectors. *EBRI Databook on Employee Benefits* is a statistical reference volume on employee benefit programs and work force related issues.

Subscriptions/orders Contact EBRI Publications, (202) 659-0670; fax publication orders to (202) 775-6312. Subscriptions to *EBRI Issue Briefs* are included as part of EBRI membership, or as part of a \$199 annual subscription to *EBRI Notes* and *EBRI Issue Briefs*. Individual copies are available with prepayment for \$25 each (for printed copies) or for \$7.50 (as an e-mailed electronic file) by calling EBRI or from www.ebri.org. **Change of Address:** EBRI, 2121 K Street, NW, Suite 600, Washington, DC 20037, (202) 659-0670; fax number, (202) 775-6312; e-mail: PublicationsSubscriptions@ebri.org. **Membership Information:** Inquiries regarding EBRI membership, ASEC partnership, and/or contributions to EBRI-ERF should be directed to EBRI President/ASEC Chairman Dallas Salisbury at the above address, (202) 659-0670; e-mail: salisbury@ebri.org. **Editorial Board:** Dallas L. Salisbury, publisher; Steve Blakely, managing editor; Cindy O'Connor, production. Any views expressed in this publication and those of the authors should not be ascribed to the officers, trustees, members, or other sponsors of the Employee Benefit Research Institute, the EBRI Education and Research Fund, or their staffs. Nothing herein is to be construed as an attempt to aid or hinder the adoption of any pending legislation, regulation, or interpretative rule, or as legal, accounting, actuarial, or other such professional advice.

EBRI Notes is registered in the U.S. Patent and Trademark Office. ISSN: 1085-4452 1085-4452/90 \$.50+.50

Could we send a friend or colleague a complimentary copy of *EBRI Notes*?

Send an issue to _____

Organization _____

Address _____

City/State/ZIP _____

Your Name _____

Mail to: EBRI, 2121 K Street, NW, Suite 600, Washington, DC 20037
 or Fax to: (202) 775-6312

Did you read this as a pass-along? Stay ahead of employee benefit issues with your own subscription to *EBRI Notes* for only \$49/year electronically e-mailed to you or \$99/year printed and mailed. For more information about subscriptions, visit our Web site at www.ebri.org or complete the form below and return it to EBRI.

Name _____

Organization _____

Address _____

City/State/ZIP _____

Mail to: EBRI, 2121 K Street, NW, Suite 600, Washington, DC 20037
 or Fax to: (202) 775-6312