PREVALENCE OF VESTING IN 1967

About four-fifths of the workers covered by contributory plans in 1967 had vesting protection compared to three-fifths of the workers covered by noncontributory plans.

TABLE 2

	Total		With vesting		Without vesting	
	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)
All plans	16,852	17,326	11,782	10,842	5,070	6,484
Single employer	15,595	12,521	11,221	9,606	4,374	2,915
Multiemployer	1,257	4,806	561	1,236	696	3,570
Noncontributory	12,439	13,198	8,482	7,548	3,957	5,650
Contributory	4,413	4,127	3,300	3,294	1,113	833
Negotiated	6,176	12,423	4,591	7,279	1,585	5,144
Not negotiated	10,676	4,903	7,191	3,563	3,485	1,340

This disparity results from the heavy concentration in the latter group of multiemployer plans without vesting. If limited to single employer plans, nine out of 10 workers in contributory plans had vested compared to seven out of 10 in noncontributory plans.

Vesting was provided more frequently to workers in nonnegotiated than in negotiated plans: About 73 percent of the workers in nonbargained plans were in plans with vesting provisions compared to 59 percent of the workers in bargained plans.

The low incidence of vesting in negotiated multiemployer plans accounted for most of the difference between bargained and nonbargained plans. Among single employer plans, about three-fourths of the workers had vesting both in bargained plans and in nonbargained plans.

Vesting was prevalent in manufacturing industries, especially in the durable goods sector, where almost seven out of 10 workers participated in plans with vesting. Since large proportions of the employees in the transportation, retail trade, mining, construction, and service industries were covered by multiemployer plans which did not include vesting, fewer than half of the workers in those industries were under plans with vesting. In finance, where nonbargained white-collar plans predominate, three out of four workers were in plans with vesting. Reflecting the influence of the Bell Telephone System plans, fewer than one-third of the workers in the communications and public utilities industries had vesting. These plans have liberal early retirement provisions, however, which protect accrued benefits for older workers in much the same way that vesting provisions do.