

# 2026 Labor and Benefits



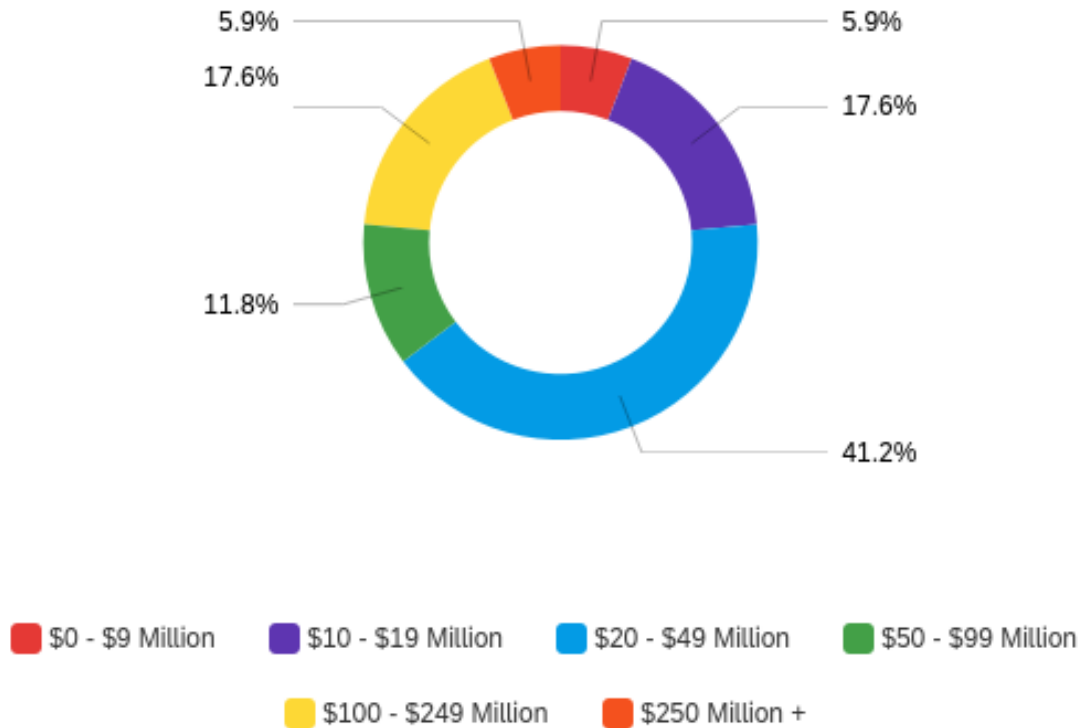
**Objective:** To gather information on labor costs, workforce practices, employee benefits, and other employment-related programs member companies are offering to their employees.

**Respondents = 17**

### Summary

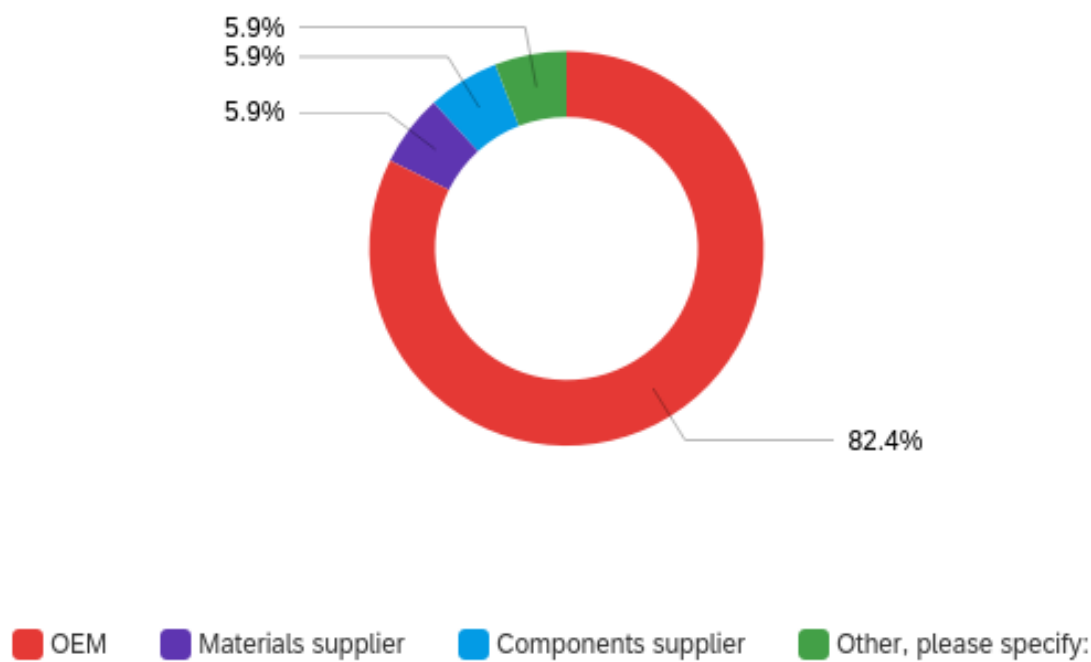
Based on a limited sample of 17 respondents, the findings should be viewed as directional and are not necessarily representative of the broader packaging and processing industry. Total labor cost most often fell between 20% and 40% of revenue (70.6% combined), with production accounting for a larger share of revenue than any other single function (mean of 17.7%). Production labor was roughly 70% direct and 30% indirect, and outsourced or temporary labor represented a small portion of total labor cost (mean of 2.9%). Job websites and referrals were both the most widely used and the most successful sources for entry-level hiring. All respondents offered medical and dental coverage for full-time employees, while 70.6% offered no benefits at all to part-time employees.

### Annual Revenue



|                       | Total | \$0 - \$9 Million | \$10 - \$19 Million | \$20 - \$49 Million | \$50 - \$99 Million | \$100 - \$249 Million | \$250 Million + |
|-----------------------|-------|-------------------|---------------------|---------------------|---------------------|-----------------------|-----------------|
| Number of Respondents | 17    | 1                 | 3                   | 7                   | 2                   | 3                     | 1               |

Company Type

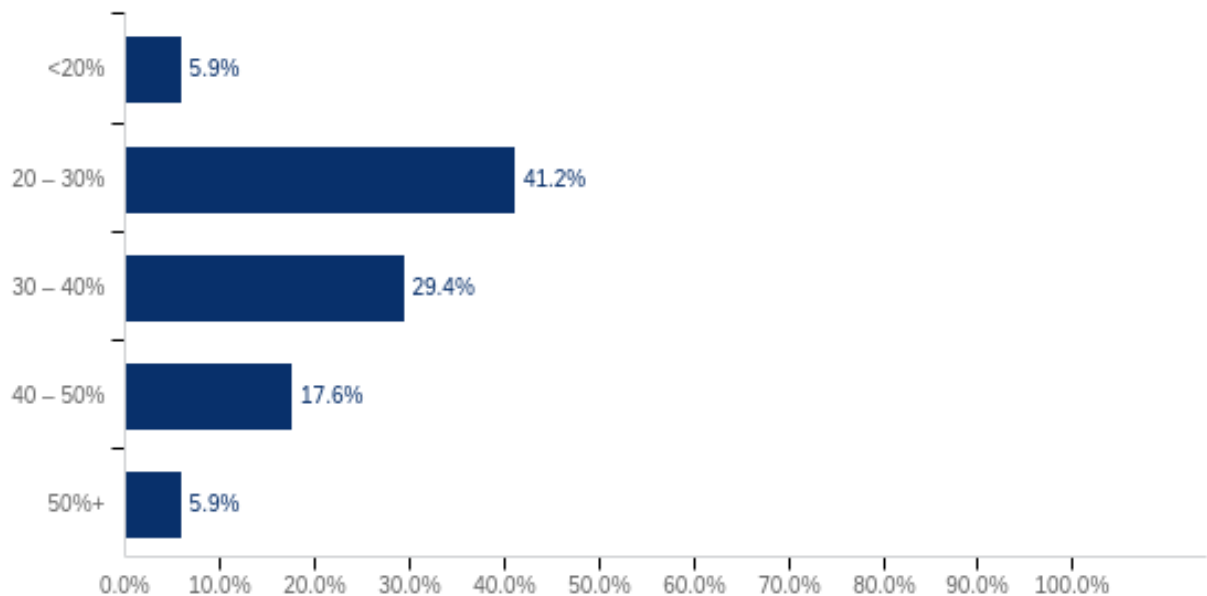


|                       | Total | OEM | Materials supplier | Components Supplier | Other |
|-----------------------|-------|-----|--------------------|---------------------|-------|
| Number of Respondents | 17    | 14  | 1                  | 1                   | 1     |

Other: write-in

- Manufacturer

1. For your most recently completed fiscal year, what was your total labor cost as a percentage of revenue? (Include all direct and indirect labor: wages, salaries, bonuses, payroll taxes, benefits, temporary labor, and outsourced labor that substitutes for internal labor.)



|          | Percentage |
|----------|------------|
| <20%     | 5.9%       |
| 20 - 30% | 41.2%      |
| 30 - 40% | 29.4%      |
| 40 - 50% | 17.6%      |
| 50%+     | 5.9%       |
| Total    | 17         |

2. Please estimate labor costs as a percentage of total company revenue for the following departments. (Best estimates are acceptable and percentages are not expected to sum to 100%.)

| Field                                          | Mean  | Count |
|------------------------------------------------|-------|-------|
| Production (Fabrication, Assembly, QA)         | 17.7% | 17    |
| Sales & Marketing                              | 10.9% | 17    |
| Engineering (Mechanical/Electrical)            | 9.0%  | 16    |
| Aftermarket Customer Support (Parts & Service) | 7.8%  | 16    |
| General & Administrative (Finance, HR, IT)     | 7.7%  | 17    |
| Field Service / Installation                   | 7.6%  | 16    |
| Controls / Programming / Software              | 4.1%  | 15    |
| Shipping / Receiving / Storerooms              | 2.9%  | 17    |

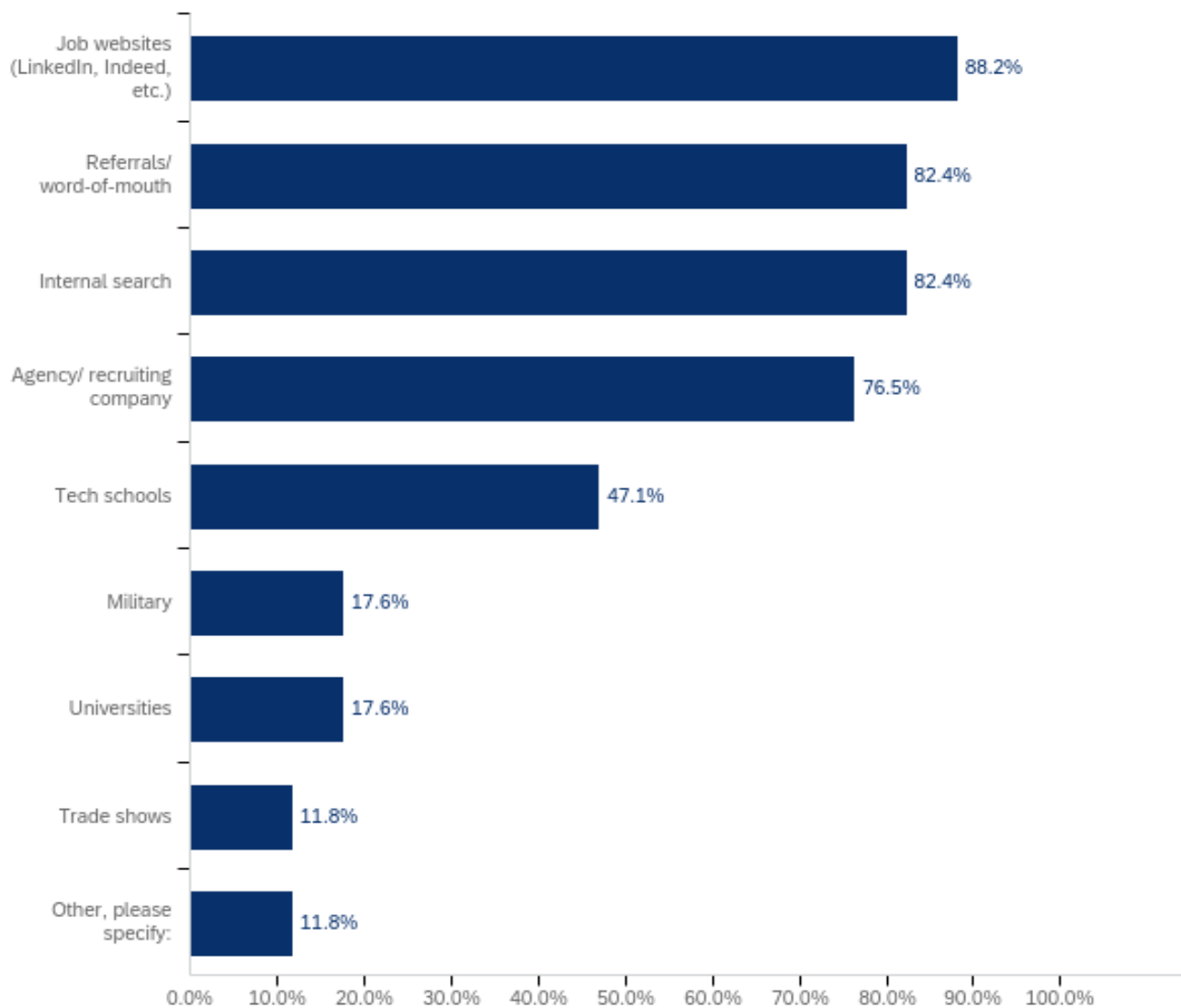
3. Within your production function, approximately what percentage of labor is direct (touching machines/products) vs. indirect (supervision, maintenance, support)? Total should equal 100%

| Field                      | Mean  | Count |
|----------------------------|-------|-------|
| Direct production labor:   | 70.1% | 17    |
| Indirect production labor: | 29.9% | 17    |

4. Approximately what percentage of your total labor cost is attributable to outsourced or temporary labor?

| Field                                                                                                                                                        | Mean | Count |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------|
| Outsourced/temporary labor (include contract labor, staffing agency labor, outsourced engineering, contract manufacturing/assembly tied to your operations): | 2.9% | 17    |

**5. Where does your organization currently post open positions? (Select all that apply)**

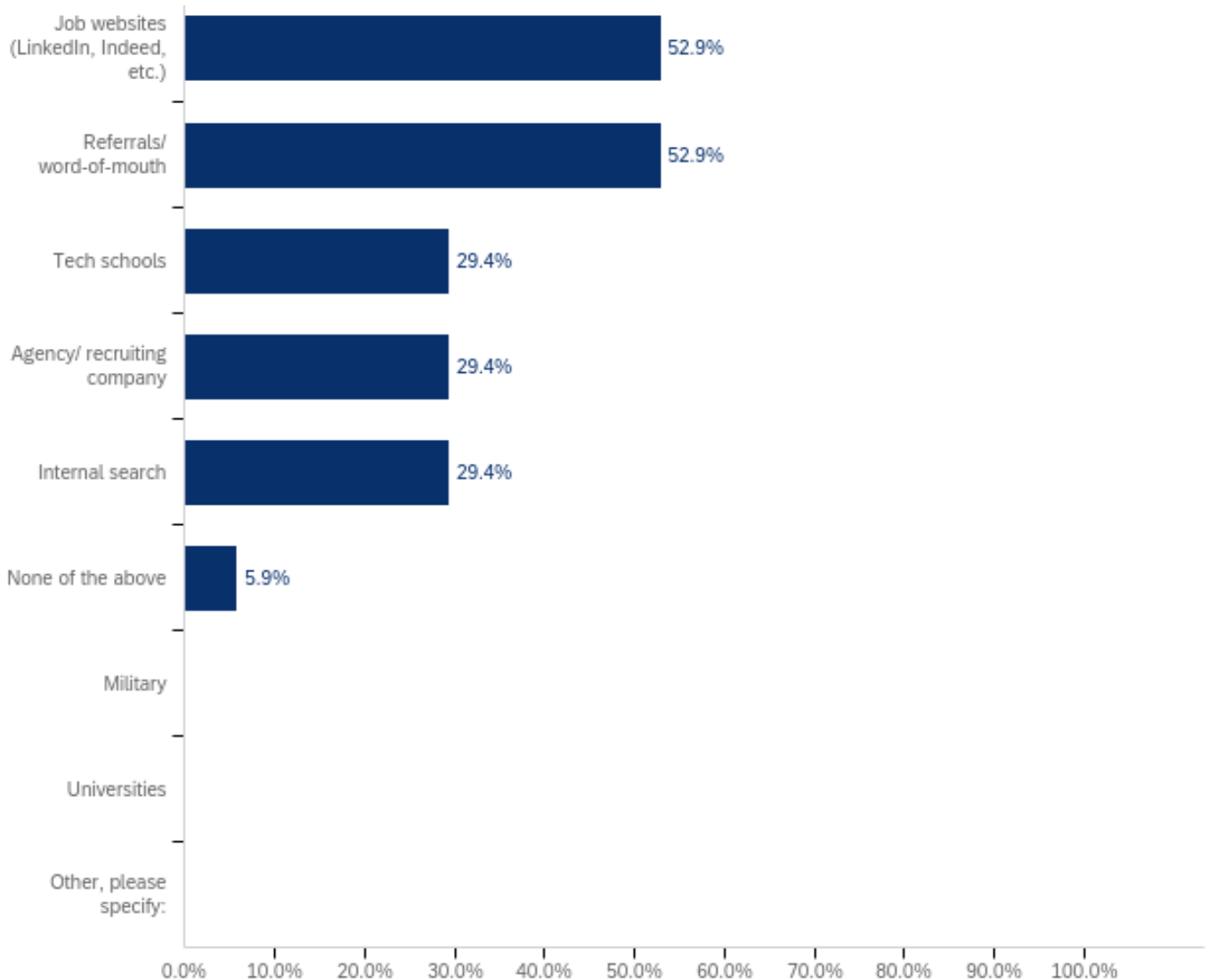


|                                       | Percentage |
|---------------------------------------|------------|
| Job websites (LinkedIn, Indeed, etc.) | 88.2%      |
| Referrals / word-of-mouth             | 82.4%      |
| Internal search                       | 82.4%      |
| Agency / recruiting company           | 76.5%      |
| Tech schools                          | 47.1%      |
| Military                              | 17.6%      |
| Universities                          | 17.6%      |
| Trade shows                           | 11.8%      |
| Other, please specify:                | 11.8%      |
| Total                                 | 17         |

**Other: Write-in**

- High Schools
- None

**6. Which source(s) have been most successful in filling entry-level positions at your organizations?  
(Select all that apply)**



|                                       | Percentage |
|---------------------------------------|------------|
| Job websites (LinkedIn, Indeed, etc.) | 52.9%      |
| Referrals / word-of-mouth             | 52.9%      |
| Tech schools                          | 29.4%      |
| Agency / recruiting company           | 29.4%      |
| Internal search                       | 29.4%      |
| None of the above                     | 5.9%       |
| Trade shows                           | -          |
| Military                              | -          |
| Universities                          | -          |
| Other, please specify:                | -          |
| Total                                 | 17         |

**7. What benefits are generally offered to your full-time employees? (Does not include spouse or family)  
(Select all that apply)**

|                                                                 | Percentage |
|-----------------------------------------------------------------|------------|
| Medical                                                         | 100.0%     |
| Dental                                                          | 100.0%     |
| Vision                                                          | 94.1%      |
| 401(k)                                                          | 94.1%      |
| Basic Group Life                                                | 82.4%      |
| Short Term Disability                                           | 76.5%      |
| Long Term Disability                                            | 70.6%      |
| Accidental Death & Dismemberment (AD&D)                         | 64.7%      |
| HSA (Health Savings Account)                                    | 64.7%      |
| Pharmacy                                                        | 58.8%      |
| Supplemental Life                                               | 52.9%      |
| HRA (Health Reimbursement Arrangements)                         | 47.1%      |
| Voluntary Accidental Death & Dismemberment                      | 35.3%      |
| FSA (Flexible Savings Account)                                  | 35.3%      |
| Long Term Care                                                  | 23.5%      |
| Dependent Group Life                                            | 23.5%      |
| Employer Matching Program                                       | 23.5%      |
| Business Travel Account                                         | 17.6%      |
| Hospice Care                                                    | 11.8%      |
| Premium Conversion (pre-tax medical premiums)                   | 11.8%      |
| Cash Profit Sharing                                             | 11.8%      |
| Simplified Employee Pension (SEP/IRA or Simple)                 | 11.8%      |
| Health Care Reimbursement Account (other than medical premiums) | 5.9%       |
| Defined Benefit Pension Plan                                    | 5.9%       |
| Defined Contribution (Profit Sharing)                           | 5.9%       |
| Deferred Profit-Sharing Plan (not 401(k))                       | 5.9%       |
| Stock Options                                                   | 5.9%       |
| Employee Stock Ownership Plan (ESOP)                            | 5.9%       |
| Dependent Care Reimbursement Account                            | -          |
| Retiree Medical Coverage                                        | -          |
| Supplemental Executive Retirement Plan                          | -          |
| Stock Purchase Plan (for general group of employees)            | -          |
| Other, please specify:                                          | -          |
| We don't offer benefits for full-time employees                 | -          |
| <b>Total</b>                                                    | <b>17</b>  |

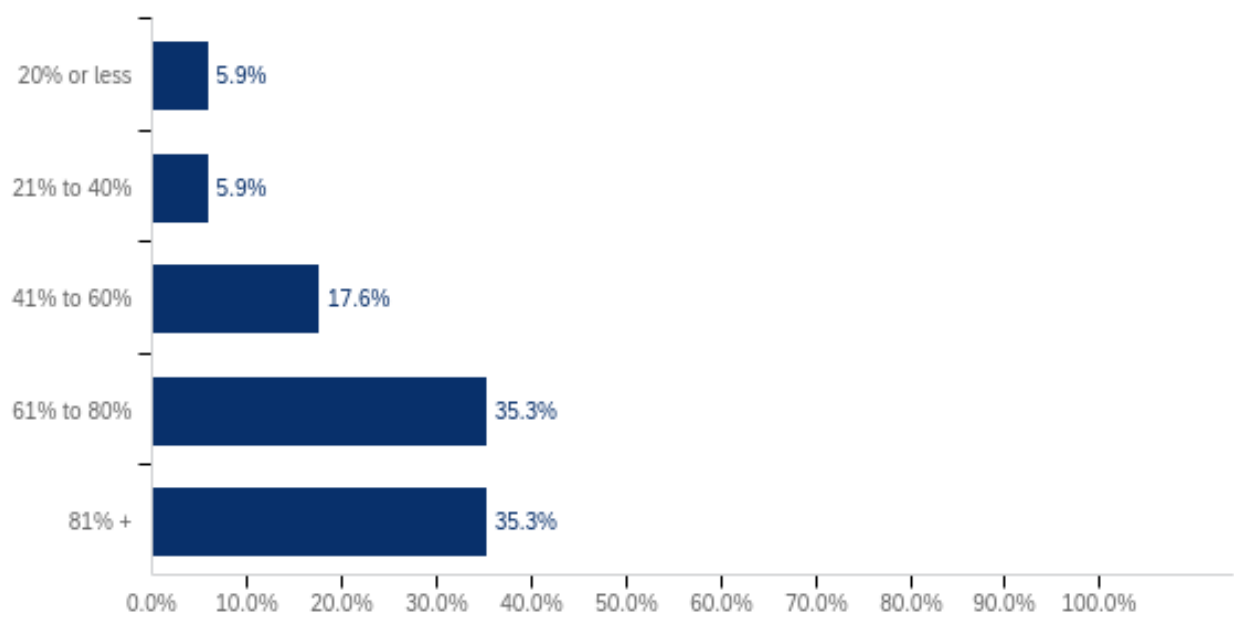
**8. What benefits are generally offered to your part-time employees? (Does not include spouse or family)  
(Select all that apply)**

|                                                 | Percentage |
|-------------------------------------------------|------------|
| We don't offer benefits for part-time employees | 70.6%      |
| 401(k)                                          | 17.6%      |
| Medical                                         | 5.9%       |
| Hospice Care                                    | 5.9%       |
| Long Term Care                                  | 5.9%       |
| Pharmacy                                        | 5.9%       |
| HSA (Health Savings Account)                    | 5.9%       |
| Employee Stock Ownership Plan (ESOP)            | 5.9%       |
| Employer Matching Program                       | 5.9%       |
| Other, please specify:                          | 5.9%       |
| Total                                           | 17         |

**Other: Write-in**

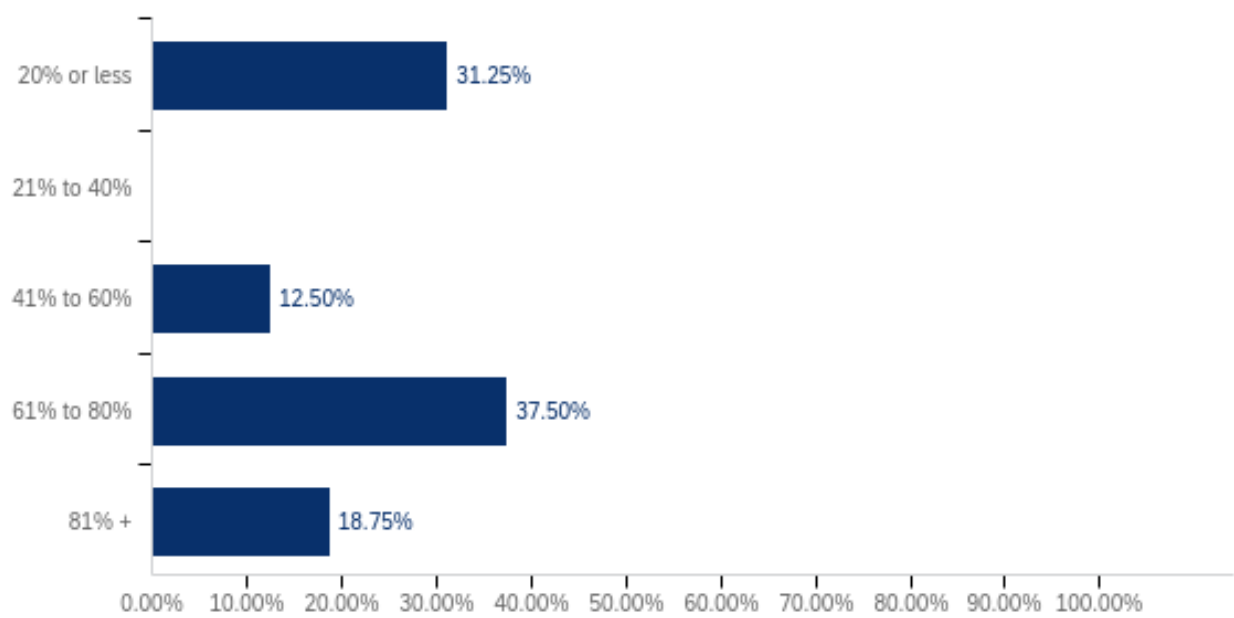
- No Part Timers

9. What percentage of Medical insurance premiums does your company cover for full-time employees?



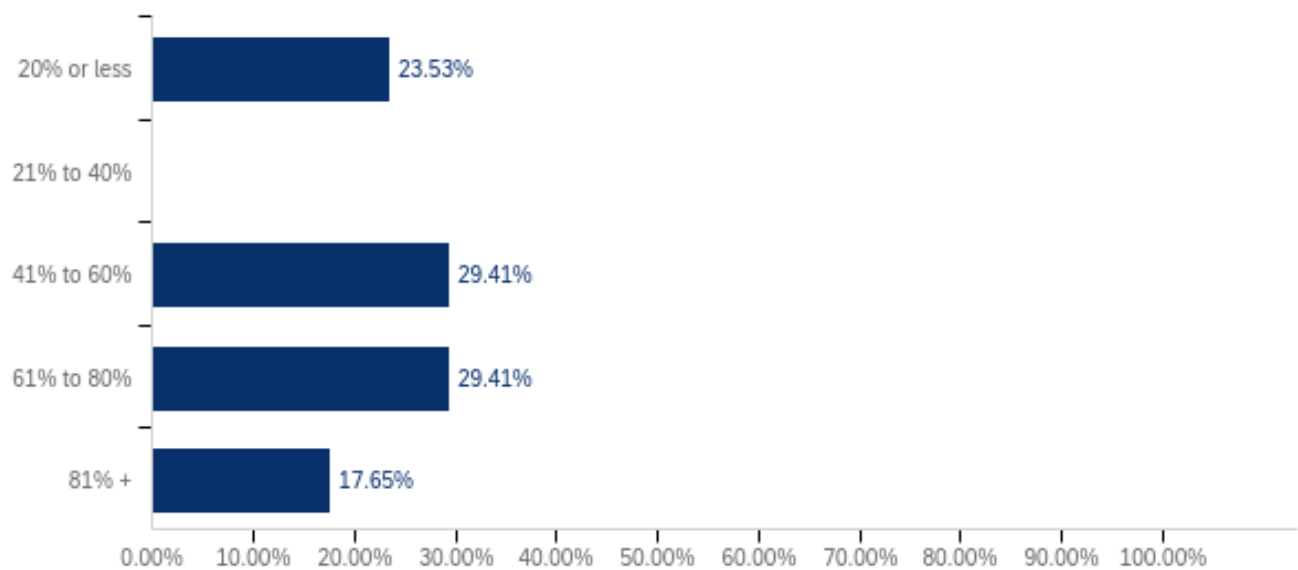
|             | Percentage |
|-------------|------------|
| 20% or less | 5.9%       |
| 21% to 40%  | 5.9%       |
| 41% to 60%  | 17.6%      |
| 61% to 80%  | 35.3%      |
| 81% +       | 35.3%      |
| Total       | 17         |

10. What percentage of Vision insurance premiums does your company cover for full-time employees?



|             | Percentage |
|-------------|------------|
| 20% or less | 31.3%      |
| 21% to 40%  | -          |
| 41% to 60%  | 12.5%      |
| 61% to 80%  | 37.5%      |
| 81% +       | 18.8%      |
| Total       | 16         |

11. What percentage of Dental insurance premiums does your company cover for full-time employees?

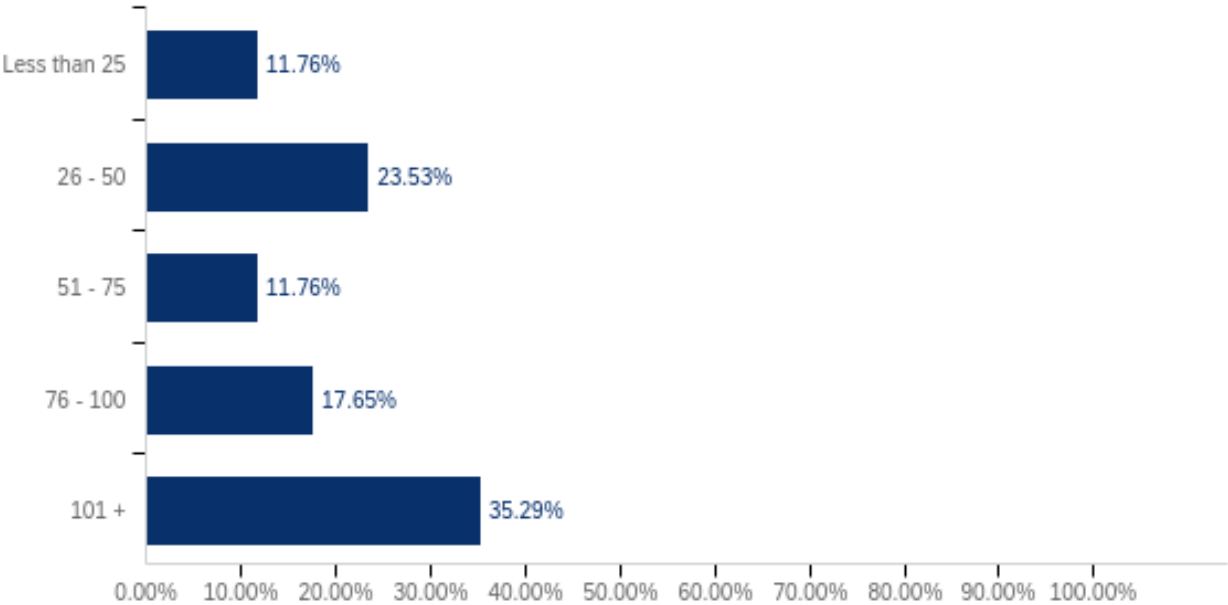


|             | Percentage |
|-------------|------------|
| 20% or less | 23.5%      |
| 21% to 40%  | -          |
| 41% to 60%  | 29.4%      |
| 61% to 80%  | 29.4%      |
| 81% +       | 17.6%      |
| Total       | 17         |

12. Please indicate your lowest and highest deductibles offered.

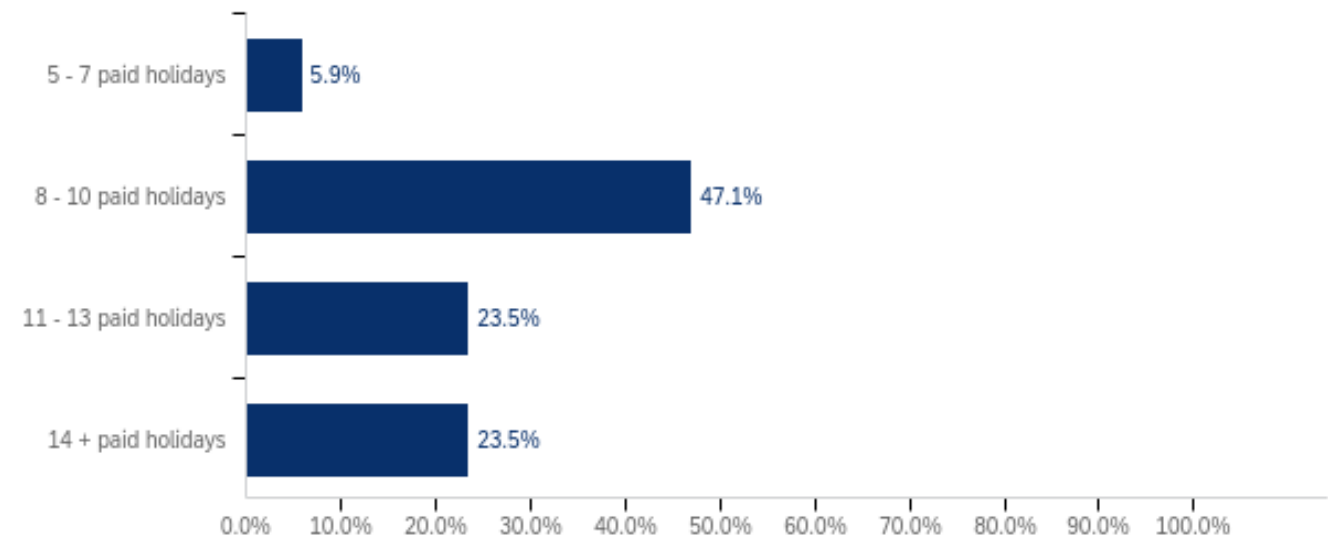
| Question | \$1,000 | \$2,000 | \$3,000 | \$4,000 | \$5,000 | \$6,000 | \$7,000 | More than \$7,000 | Total |
|----------|---------|---------|---------|---------|---------|---------|---------|-------------------|-------|
| Lowest   | 50.0%   | 18.8%   | 6.3%    | 6.3%    | 12.5%   | 6.3%    | -       | -                 | 16    |
| Highest  | 5.9%    | 5.9%    | -       | 11.8%   | 23.5%   | 17.6%   | 11.8%   | 23.5%             | 17    |

13. How many employees are covered on your company medical plan?



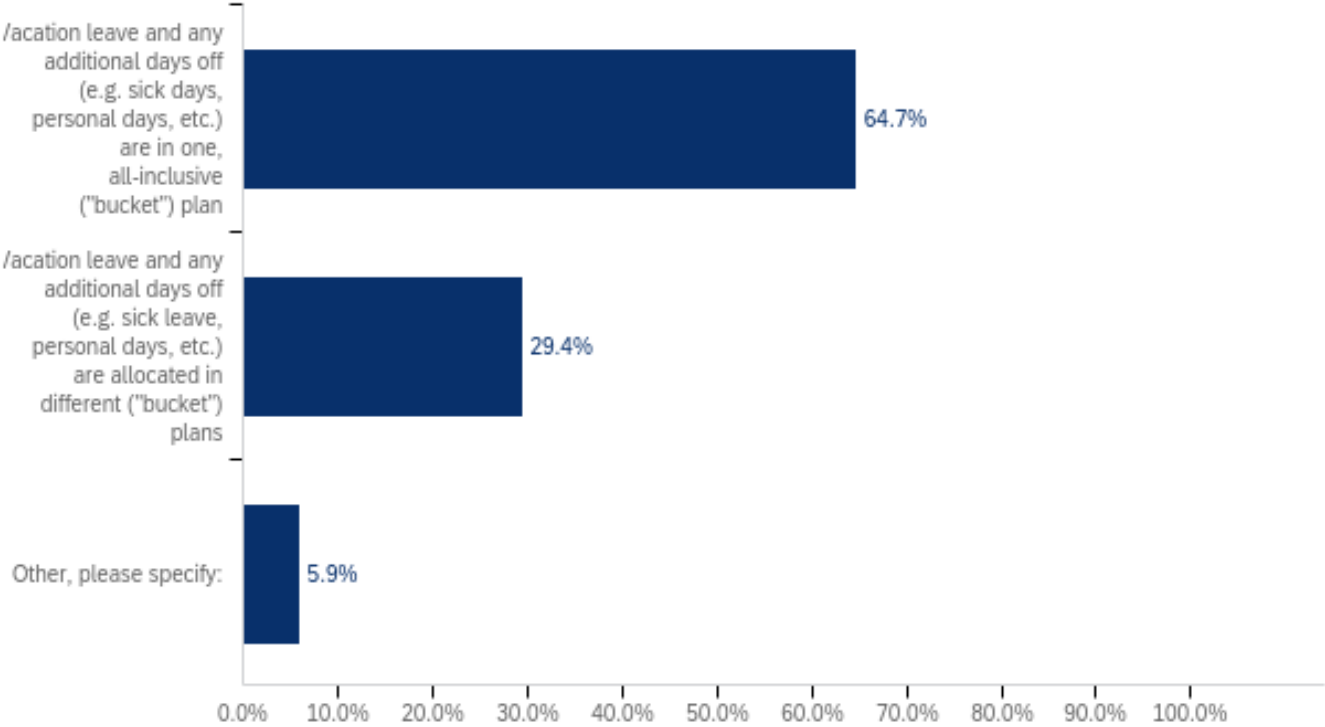
|              | Percentage |
|--------------|------------|
| Less than 25 | 11.8%      |
| 26 - 50      | 23.5%      |
| 51 - 75      | 11.8%      |
| 76 - 100     | 17.6%      |
| 101 +        | 35.3%      |
| Total        | 17         |

14. Approximately how many paid holidays, per calendar year, does your company provide to regular, full-time employees? (e.g. Christmas, New Year’s Day, etc.)



|                       | Percentage |
|-----------------------|------------|
| 5 - 7 paid holidays   | 5.9%       |
| 8 - 10 paid holidays  | 47.1%      |
| 11 - 13 paid holidays | 23.5%      |
| 14 + paid holidays    | 23.5%      |
| Total                 | 17         |

15. Which of the following best describes your company’s policy on time away from work for full-time employees?

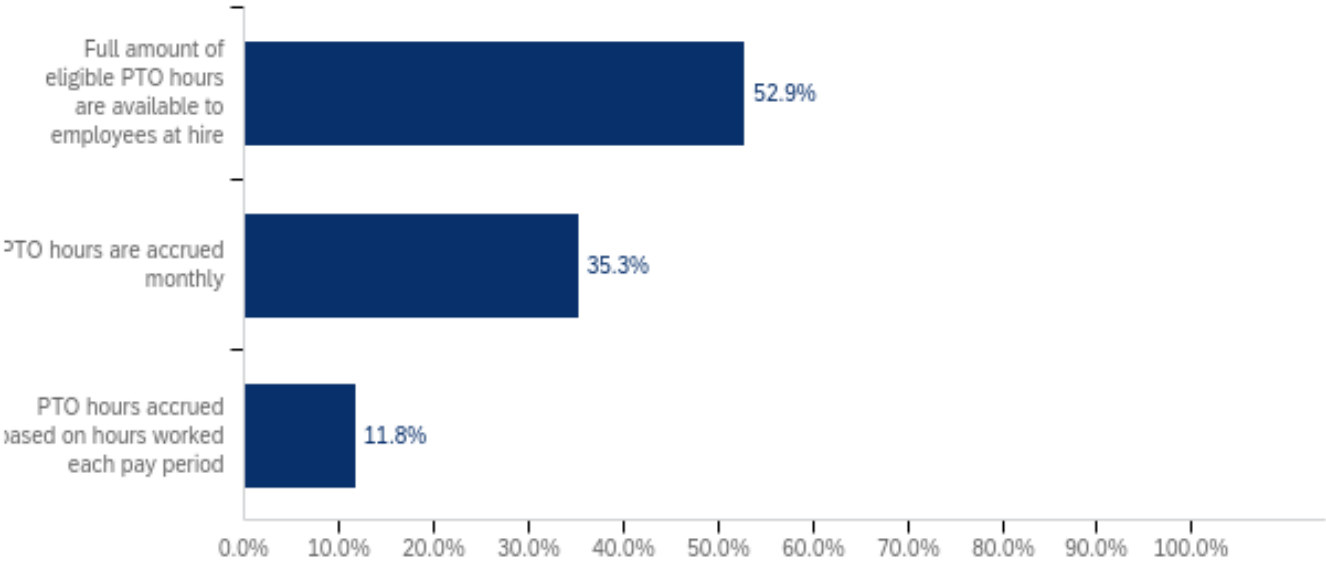


|                                                                                                                               | Percentage |
|-------------------------------------------------------------------------------------------------------------------------------|------------|
| Vacation leave and any additional days off (e.g. sick days, personal days, etc.) are in one, all-inclusive ("bucket") plan    | 64.7%      |
| Vacation leave and any additional days off (e.g. sick leave, personal days, etc.) are allocated in different ("bucket") plans | 29.4%      |
| Other, please specify:                                                                                                        | 5.9%       |
| Total                                                                                                                         | 17         |

**16. How many paid time off days, per calendar year, do full-time, hourly employees receive for their years of service at your company?**

| Question                    | 1-10 days off | 11-15 days off | 16-20 days off | 21 or more days off | Unlimited time off days | Total |
|-----------------------------|---------------|----------------|----------------|---------------------|-------------------------|-------|
| Less than 1 year of service | 68.8%         | 25.0%          | 6.3%           | -                   | -                       | 16    |
| 1 - 3 years of service      | 41.2%         | 35.3%          | 23.5%          | -                   | -                       | 17    |
| 4 - 6 years of service      | 17.6%         | 41.2%          | 35.3%          | 5.9%                | -                       | 17    |
| 7 - 10 years of service     | -             | 35.3%          | 52.9%          | 11.8%               | -                       | 17    |
| 10 + years of service       | -             | 11.8%          | 41.2%          | 47.1%               | -                       | 17    |

17. How is paid time off allotted to hourly employees?

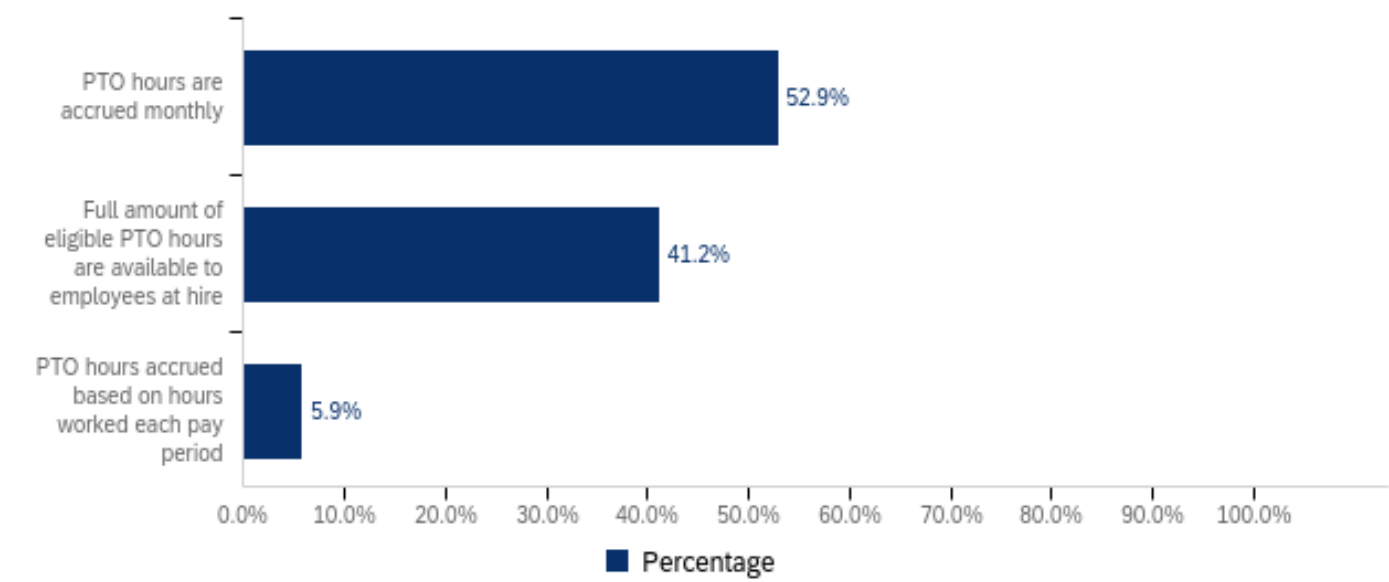


|                                                                      | Percentage |
|----------------------------------------------------------------------|------------|
| Full amount of eligible PTO hours are available to employees at hire | 52.9%      |
| PTO hours are accrued monthly                                        | 35.3%      |
| PTO hours accrued based on hours worked each pay period              | 11.8%      |
| Total                                                                | 17         |

**18. How many paid time off days, per calendar year, do full-time, salaried employees receive for their years of service at your company, not including paid holidays?**

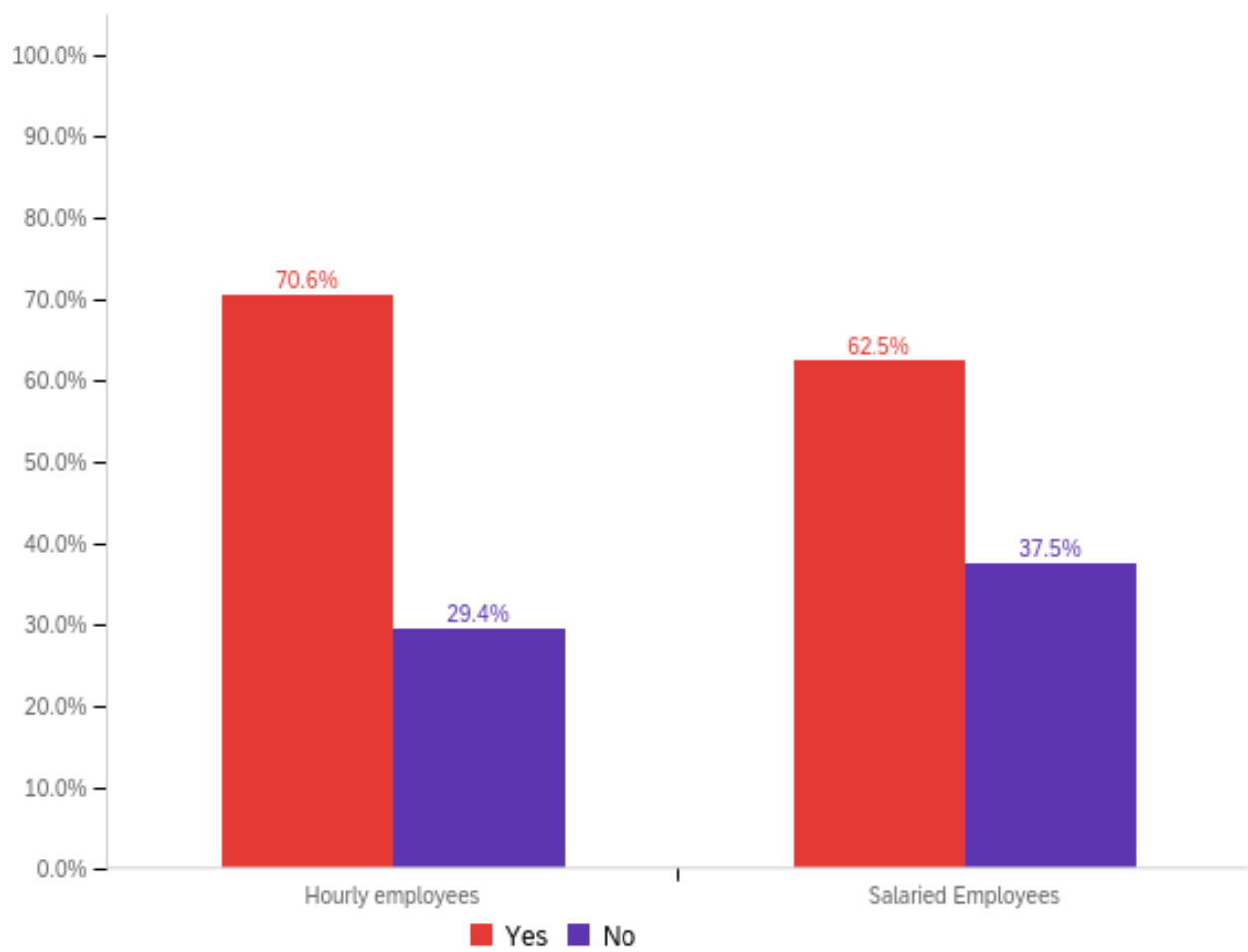
| Question                    | 1-10 days off | 11-15 days off | 16-20 days off | 21 or more days off | Unlimited time off days | Total |
|-----------------------------|---------------|----------------|----------------|---------------------|-------------------------|-------|
| Less than 1 year of service | 73.3%         | 13.3%          | 6.7%           | 6.7%                | -                       | 15    |
| 1 - 3 years of service      | 50.0%         | 37.5%          | 6.3%           | 6.3%                | -                       | 16    |
| 4 - 6 years of service      | 25.0%         | 37.5%          | 25.0%          | 12.5%               | -                       | 16    |
| 7 - 10 years of service     | 6.3%          | 37.5%          | 37.5%          | 18.8%               | -                       | 16    |
| 10 + years of service       | 5.9%          | 11.8%          | 29.4%          | 52.9%               | -                       | 17    |

19. How is paid time off allotted to salaried employees?



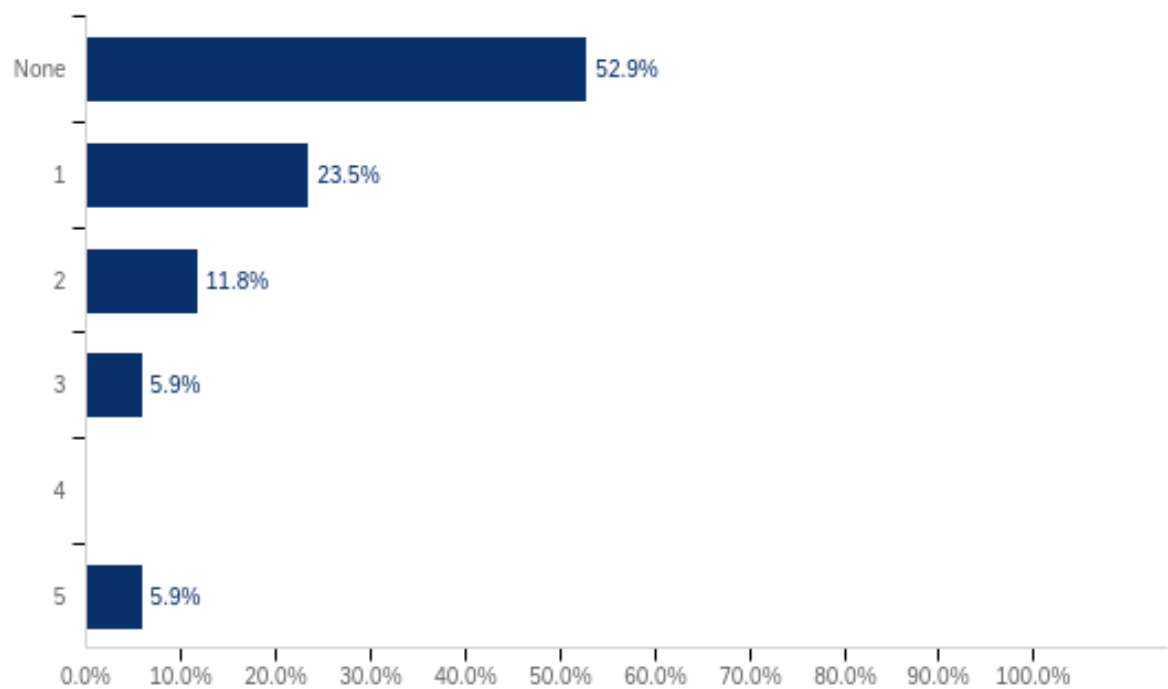
|                                                                      | Percentage |
|----------------------------------------------------------------------|------------|
| PTO hours are accrued monthly                                        | 52.9%      |
| Full amount of eligible PTO hours are available to employees at hire | 41.2%      |
| PTO hours accrued based on hours worked each pay period              | 5.9%       |
| Total                                                                | 17         |

20. Does your company allow employees to supplement time away from work with unpaid leave?



| Question           | Yes   | No    | Total |
|--------------------|-------|-------|-------|
| Hourly employees   | 70.6% | 29.4% | 17    |
| Salaried Employees | 62.5% | 37.5% | 16    |

21. How many work from home days (per week) do you allow for your full-time employees?



|       | Percentage |
|-------|------------|
| None  | 52.9%      |
| 1     | 23.5%      |
| 2     | 11.8%      |
| 3     | 5.9%       |
| 4     | -          |
| 5     | 5.9%       |
| Total | 17         |

**22. Which of the following benefits, if any, does your company offer to employees outside of the standard paid time off package?**

| Question                               | Offered to hourly employees only | Offered to salaried employees only | We offer to both hourly and salaried employees | We do not offer this benefit | Total |
|----------------------------------------|----------------------------------|------------------------------------|------------------------------------------------|------------------------------|-------|
| Jury duty                              | 11.8%                            | -                                  | 88.2%                                          | -                            | 17    |
| Bereavement leave                      | 12.5%                            | -                                  | 87.5%                                          | -                            | 16    |
| Maternity leave                        | 6.3%                             | 6.3%                               | 62.5%                                          | 25.0%                        | 16    |
| Paternity leave                        | 6.3%                             | 6.3%                               | 56.3%                                          | 31.3%                        | 16    |
| Voting                                 | 12.5%                            | -                                  | 56.3%                                          | 31.3%                        | 16    |
| Personal days                          | 7.1%                             | 7.1%                               | 50.0%                                          | 35.7%                        | 14    |
| Adverse weather-related                | 12.5%                            | -                                  | 50.0%                                          | 37.5%                        | 16    |
| Childbirth (separate from maternity)   | -                                | 18.8%                              | 43.8%                                          | 37.5%                        | 16    |
| Parental leave (school meetings, etc.) | 6.7%                             | 13.3%                              | 40.0%                                          | 40.0%                        | 15    |
| Volunteering events                    | 6.7%                             | 6.7%                               | 40.0%                                          | 46.7%                        | 15    |
| Adoption leave                         | -                                | 13.3%                              | 33.3%                                          | 53.3%                        | 15    |
| Religious observance                   | 13.3%                            | -                                  | 33.3%                                          | 53.3%                        | 15    |

**23. Are any of the following unusual “perks” offered to employees? (Select all that apply)**

|                                                                                                | Percentage |
|------------------------------------------------------------------------------------------------|------------|
| Casual dress code                                                                              | 80.0%      |
| Clothing allowance (safety shoes, work clothing, etc.)                                         | 66.7%      |
| Tuition reimbursement                                                                          | 60.0%      |
| Professional development                                                                       | 53.3%      |
| Employee assistance (legal counseling, family counseling, therapy, financial counseling, etc.) | 46.7%      |
| Personal development                                                                           | 20.0%      |
| Telecommuting                                                                                  | 20.0%      |
| Gym membership                                                                                 | 20.0%      |
| Flex-time                                                                                      | 13.3%      |
| Seasonal hours                                                                                 | 13.3%      |
| Travel assistance                                                                              | 13.3%      |
| Pet insurance                                                                                  | 13.3%      |
| Seasonally modified hours/office schedule (summer hours, etc.)                                 | 13.3%      |
| Comp time (for extra hours worked)                                                             | 6.7%       |
| Child care                                                                                     | -          |
| Other, please specify:                                                                         | 6.7%       |
| Total                                                                                          | 15         |

**24. Do you have any further comments on benefits?**

- On the number of employees covered by insurance, the number entered is for the entire group which our organization is part of.
- We do not have a set number of days for remote work per week. Some are 5 days due to travel and some are 0 days due to employee role. Not everyone can work remote.



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