

Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2012

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	43	9	34	57
Worker characteristics				
Management, professional, and related	48	13	35	52
Management, business, and financial	41	10	31	59
Professional and related	52	15	37	48
Service	42	7	35	58
Sales and office	45	8	36	55
Sales and related	51	7	43	49
Office and administrative support	42	9	33	58
Natural resources, construction, and maintenance	33	6	27	67
Installation, maintenance, and repair	38	5	33	62
Production, transportation, and material moving ...	37	6	31	63
Production	29	5	24	71
Transportation and material moving	45	8	38	55
Full time	43	9	34	57
Nonunion	43	9	34	57
Average wage within the following categories: ²				
Second 25 percent	47	9	38	53
Third 25 percent	42	9	33	58
Highest 25 percent	45	11	34	55
Highest 10 percent	49	13	35	51
Establishment characteristics				
Goods-producing industries	29	7	21	71
Manufacturing	30	8	22	70
Service-providing industries	46	10	36	54
Trade, transportation, and utilities	51	8	43	49
Wholesale trade	29	6	24	71
Retail trade	54	8	46	46
Utilities	62	24	38	38

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2012—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
Information	34	10	23	66
Financial activities	40	8	32	60
Finance and insurance	39	9	30	61
Credit intermediation and related activities	34	7	27	66
Insurance carriers and related activities	52	11	42	48
Real estate and rental and leasing	44	—	—	56
Professional and business services	32	8	24	68
Professional and technical services	36	10	26	64
Education and health services	62	16	46	38
Educational services	62	16	46	38
Junior colleges, colleges, and universities	79	19	60	21
Healthcare and social assistance	62	15	46	38
Other services	53	—	—	47
1 to 99 workers	33	8	25	67
1 to 49 workers	31	7	24	69
50 to 99 workers	36	9	28	64
100 workers or more	52	11	42	48
100 to 499 workers	53	10	43	47
Geographic areas				
New England	42	—	—	58
Middle Atlantic	37	7	30	63
East North Central	35	6	28	65
West North Central	40	6	35	60
South Atlantic	49	14	35	51
East South Central	55	15	40	45
West South Central	42	6	36	58
Mountain	51	7	45	49
Pacific	47	12	35	53

¹ Plans that allow employees to accumulate unused sick leave from year to year.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note

for more details.

NOTE: Dash indicates no workers in this category or data did 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/ebs/glossary20112012.htm.