

**Table 36. Standard errors for paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2012**

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	1.2	0.8	1.0	1.2
<b>Worker characteristics</b>				
Management, professional, and related .....	1.8	1.4	1.6	1.8
Management, business, and financial .....	2.0	1.0	2.1	2.0
Professional and related .....	2.4	2.1	1.9	2.4
Service .....	2.7	1.0	2.4	2.7
Sales and office .....	1.3	1.0	1.3	1.3
Sales and related .....	1.8	0.8	1.8	1.8
Office and administrative support .....	1.7	1.5	1.5	1.7
Natural resources, construction, and maintenance .....	2.7	1.1	2.4	2.7
Installation, maintenance, and repair .....	3.2	0.9	3.4	3.2
Production, transportation, and material moving ...	1.9	0.8	1.7	1.9
Production .....	2.7	1.1	2.5	2.7
Transportation and material moving .....	2.6	1.0	2.6	2.6
Full time .....	1.3	0.8	1.1	1.3
Nonunion .....	1.3	0.9	1.0	1.3
Average wage within the following categories: <sup>2</sup>				
Second 25 percent .....	2.1	2.2	1.8	2.1
Third 25 percent .....	2.1	0.8	1.8	2.1
Highest 25 percent .....	1.6	0.8	1.5	1.6
Highest 10 percent .....	2.5	1.2	2.3	2.5
<b>Establishment characteristics</b>				
Goods-producing industries .....	2.3	1.2	1.8	2.3
Manufacturing .....	2.6	1.3	2.2	2.6
Service-providing industries .....	1.2	0.9	1.1	1.2
Trade, transportation, and utilities .....	1.3	0.6	1.3	1.3
Wholesale trade .....	2.9	1.2	2.8	2.9
Retail trade .....	1.9	0.9	2.0	1.9
Utilities .....	5.1	4.0	5.5	5.1

See footnotes at end of table.

**Table 36. Standard errors for paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2012—Continued**

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
Information .....	3.5	2.2	3.1	3.5
Financial activities .....	1.9	1.2	1.9	1.9
Finance and insurance .....	2.3	1.2	2.5	2.3
Credit intermediation and related activities .....	2.6	1.3	2.5	2.6
Insurance carriers and related activities ....	4.7	2.7	5.2	4.7
Real estate and rental and leasing .....	5.8	—	—	5.8
Professional and business services .....	2.5	1.9	2.4	2.5
Professional and technical services .....	3.6	2.4	3.2	3.6
Education and health services .....	3.0	3.3	3.0	3.0
Educational services .....	3.3	1.9	3.2	3.3
Junior colleges, colleges, and universities .....	1.8	1.3	2.1	1.8
Healthcare and social assistance .....	3.9	4.1	3.9	3.9
Other services .....	5.1	—	—	5.1
1 to 99 workers .....	1.6	1.4	1.4	1.6
1 to 49 workers .....	1.9	1.5	1.5	1.9
50 to 99 workers .....	2.8	1.9	2.6	2.8
100 workers or more .....	1.6	0.7	1.4	1.6
100 to 499 workers .....	2.0	1.0	1.7	2.0
<b>Geographic areas</b>				
New England .....	3.8	—	—	3.8
Middle Atlantic .....	2.1	1.6	1.3	2.1
East North Central .....	3.4	1.0	3.5	3.4
West North Central .....	3.3	0.8	2.9	3.3
South Atlantic .....	2.1	3.4	2.2	2.1
East South Central .....	4.8	3.2	3.9	4.8
West South Central .....	2.4	1.1	2.6	2.4
Mountain .....	3.0	1.0	3.4	3.0
Pacific .....	4.8	2.3	3.5	4.8

<sup>1</sup> Plans that allow employees to accumulate unused sick leave from year to year.

<sup>2</sup> 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](http://www.bls.gov/ncs/ebs/glossary20112012.htm).