

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2012

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated (in number of days) ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	7	15	30	63	130	49
Worker characteristics						
Management, professional, and related	10	20	40	80	130	58
Management, business, and financial	–	15	31	65	130	54
Professional and related	10	24	50	90	135	60
Service	10	15	30	60	120	48
Sales and office	10	20	24	60	110	43
Sales and related	10	20	24	30	60	30
Office and administrative support	10	20	30	88	130	53
Natural resources, construction, and maintenance	6	10	24	–	130	43
Installation, maintenance, and repair	6	10	24	65	130	44
Production, transportation, and material moving ...	5	–	20	60	150	45
Production	5	7	15	25	–	22
Transportation and material moving	5	–	27	110	160	59
Full time	7	15	30	60	120	48
Nonunion	7	15	30	60	120	44
Average wage within the following categories: ³						
Second 25 percent	7	15	24	48	90	39
Third 25 percent	7	15	30	60	130	49
Highest 25 percent	–	19	40	94	150	63
Highest 10 percent	10	20	45	100	150	65
Establishment characteristics						
Goods-producing industries	5	–	12	22	30	21
Manufacturing	5	5	10	22	–	21
Service-providing industries	10	20	30	65	130	52
Trade, transportation, and utilities	–	18	24	38	135	46
Wholesale trade	5	10	17	30	60	26
Retail trade	–	–	24	24	30	24
Utilities	65	90	110	120	130	104

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2012—Continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated (in number of days) ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Information	—	15	65	90	130	60
Financial activities	12	20	40	—	90	53
Finance and insurance	12	20	45	90	100	57
Credit intermediation and related activities	15	20	—	—	90	54
Insurance carriers and related activities	10	20	45	—	130	62
Real estate and rental and leasing	—	—	—	—	—	41
Professional and business services	—	—	30	65	140	50
Professional and technical services	—	—	25	—	65	37
Education and health services	13	30	60	90	130	65
Educational services	12	30	60	120	180	78
Junior colleges, colleges, and universities	15	—	65	125	150	82
Healthcare and social assistance	13	30	60	80	130	62
Other services	—	—	—	—	—	39
1 to 99 workers	10	14	30	50	90	38
1 to 49 workers	—	12	30	45	90	36
50 to 99 workers	10	15	30	60	—	41
100 workers or more	6	18	30	72	140	55
100 to 499 workers	6	15	24	40	90	38
Geographic areas						
New England	—	—	—	—	—	56
Middle Atlantic	10	24	45	120	150	66
East North Central	—	20	30	72	130	54
West North Central	6	15	30	63	120	48
South Atlantic	10	16	30	60	105	44
East South Central	—	15	24	—	—	39
West South Central	—	—	30	65	150	48
Mountain	—	—	27	50	—	37
Pacific	7	12	24	60	120	43

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

³ 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.