

**Table 32. Leave benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>2</sup>	
								Paid	Unpaid
All workers .....	76	65	74	41	64	66	39	12	87
<b>Worker characteristics</b>									
Management, professional, and related .....	79	85	75	58	82	84	56	19	92
Management, business, and financial .....	95	89	95	59	85	87	54	24	92
Professional and related .....	73	84	68	58	81	83	56	17	92
Teachers .....	34	85	17	63	81	87	64	16	93
Primary, secondary, and special education school teachers .....	29	95	12	73	87	94	68	18	97
Registered nurses .....	82	79	80	64	84	85	54	23	93
Service .....	57	47	58	26	41	46	25	8	80
Protective service .....	83	74	81	45	73	75	56	13	91
Sales and office .....	80	67	79	42	65	67	37	13	88
Sales and related .....	67	52	68	34	52	55	28	8	87
Office and administrative support .....	87	75	86	47	72	73	42	15	89
Natural resources, construction, and maintenance	85	57	82	30	55	57	31	9	81
Construction, extraction, farming, fishing, and forestry .....	77	44	71	21	42	43	25	7	79
Installation, maintenance, and repair .....	92	68	92	38	65	68	37	11	83
Production, transportation, and material moving ...	84	55	82	33	62	65	34	7	85
Production .....	92	55	91	31	67	68	34	8	87
Transportation and material moving .....	76	56	74	36	58	63	33	6	84
Full time .....	88	78	87	49	74	76	46	15	90
Part time .....	38	26	34	17	31	35	18	5	77
Union .....	81	84	75	59	87	90	62	15	94
Nonunion .....	75	62	74	38	60	62	35	12	85
Average wage within the following categories: <sup>3</sup>									
Lowest 25 percent .....	51	34	51	19	35	39	18	5	79
Lowest 10 percent .....	37	21	39	10	23	28	11	4	75
Second 25 percent .....	84	69	83	42	66	68	37	11	86
Third 25 percent .....	90	79	89	49	76	79	48	15	90
Highest 25 percent .....	82	87	79	60	85	86	58	20	93
Highest 10 percent .....	81	90	78	61	88	90	64	22	93
<b>Establishment characteristics</b>									
Goods-producing industries .....	91	57	89	31	66	67	37	9	86
Service-providing industries .....	73	67	72	43	63	66	39	13	87
Education and health services .....	71	80	65	55	77	80	51	16	91
Educational services .....	52	86	40	59	82	88	67	15	93
Elementary and secondary schools .....	41	90	27	68	84	92	68	16	94
Junior colleges, colleges, and universities .....	78	85	67	44	87	89	74	13	95
Healthcare and social assistance .....	84	75	82	52	73	74	39	17	89
Hospitals .....	91	87	90	70	89	88	58	25	96
Public administration .....	88	90	89	53	86	91	82	16	94

See footnotes at end of table.

**Table 32. Leave benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>2</sup>	
								Paid	Unpaid
1 to 99 workers .....	68	52	69	28	47	51	22	9	79
1 to 49 workers .....	67	51	66	27	43	47	21	8	76
50 to 99 workers .....	74	59	76	34	60	63	27	10	89
100 workers or more .....	82	77	79	53	79	81	54	16	94
100 to 499 workers .....	82	69	81	47	71	73	42	13	92
500 workers or more .....	82	85	78	59	87	89	67	19	95
<b>Geographic areas</b>									
New England .....	73	69	72	50	69	76	47	13	89
Middle Atlantic .....	75	68	73	54	69	75	43	11	87
East North Central .....	76	60	74	43	66	67	35	12	86
West North Central .....	75	64	73	33	60	61	35	11	84
South Atlantic .....	79	66	77	41	64	66	43	14	86
East South Central .....	78	65	75	38	64	71	46	8	89
West South Central .....	76	67	76	39	66	71	42	13	87
Mountain .....	71	61	73	36	57	57	33	10	84
Pacific .....	73	67	72	34	56	56	33	14	88

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</sup> The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both

above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 33. Paid holidays: Number of days provided, civilian workers,<sup>1</sup> National Compensation Survey, March 2013**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers .....	8	3	22	12	12	9	14	8	6	3	2	2	8	8
<b>Worker characteristics</b>														
Management, professional, and related .....	3	1	15	10	13	11	18	11	9	5	2	3	9	9
Management, business, and financial .....	1	1	10	9	15	12	23	11	9	4	2	3	9	10
Professional and related .....	3	1	18	10	12	10	15	10	9	6	2	4	9	9
Teachers .....	8	2	10	6	6	10	13	12	8	7	6	12	10	10
Primary, secondary, and special education school teachers .....	11	2	15	6	—	7	11	12	5	—	—	—	10	10
Registered nurses .....	5	—	41	13	10	7	5	5	4	—	1	—	8	7
Service .....	17	3	26	13	9	6	7	6	5	4	2	2	7	7
Protective service .....	3	( <sup>2</sup> )	12	10	7	10	10	17	13	12	3	2	10	10
Sales and office .....	10	2	26	14	12	8	14	6	4	2	1	1	8	7
Sales and related .....	21	4	37	12	11	5	6	3	1	( <sup>2</sup> )	—	—	6	6
Office and administrative support .....	5	2	21	15	12	9	17	7	6	3	1	2	8	8
Natural resources, construction, and maintenance .....	5	4	30	14	10	8	11	8	5	2	1	2	8	7
Construction, extraction, farming, fishing, and forestry .....	7	4	30	13	11	10	10	7	5	1	( <sup>2</sup> )	1	8	7
Installation, maintenance, and repair .....	3	4	31	15	9	7	12	8	5	2	1	2	8	7
Production, transportation, and material moving .....	6	4	22	11	16	10	14	7	5	2	1	2	8	8
Production .....	3	3	19	9	15	13	17	9	6	—	—	3	9	9
Transportation and material moving .....	8	5	25	13	17	7	11	6	4	2	1	1	8	7
Full time .....	5	2	21	12	13	10	15	8	6	4	2	2	9	8
Part time .....	27	5	30	11	9	4	7	3	1	2	1	1	6	6
Union .....	2	1	13	7	12	9	13	14	13	8	4	6	10	10
Nonunion .....	9	3	24	13	12	9	14	7	5	3	1	2	8	8
Average wage within the following categories: <sup>3</sup>														
Lowest 25 percent .....	23	5	33	14	9	5	6	3	2	1	1	1	6	6
Lowest 10 percent .....	39	8	27	10	7	3	3	2	—	( <sup>2</sup> )	—	—	5	6
Second 25 percent .....	7	3	28	13	13	8	13	6	5	3	1	1	8	7
Third 25 percent .....	3	2	18	12	13	10	16	10	7	4	2	3	9	9
Highest 25 percent .....	2	1	13	10	13	12	19	10	9	5	2	4	9	9
Highest 10 percent .....	2	1	10	8	13	13	22	10	10	6	2	4	10	10
<b>Establishment characteristics</b>														
Goods-producing industries .....	3	3	18	10	13	14	18	9	6	2	1	2	9	9
Service-providing industries .....	9	3	23	13	12	8	13	7	6	4	2	2	8	8
Education and health services .....	4	2	25	12	8	6	11	8	7	7	3	6	9	8
Educational services .....	4	2	6	3	7	8	14	12	10	11	8	14	11	11
Elementary and secondary schools .....	7	3	11	4	5	7	14	11	8	8	8	14	11	10
Junior colleges, colleges, and universities .....	1	1	1	2	9	8	12	15	13	14	9	15	12	12
Healthcare and social assistance .....	4	2	36	17	9	5	9	6	5	4	1	2	8	7
Hospitals .....	2	—	40	15	11	7	7	—	8	6	( <sup>2</sup> )	—	8	7
Public administration .....	( <sup>2</sup> )	( <sup>2</sup> )	—	—	2	9	13	27	25	16	5	1	11	11

See footnotes at end of table.

**Table 33. Paid holidays: Number of days provided, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
1 to 99 workers .....	10	4	27	16	12	8	12	5	3	2	1	1	7	7
1 to 49 workers .....	10	4	28	16	13	6	11	5	3	1	1	1	7	7
50 to 99 workers .....	10	3	23	15	11	12	13	6	4	3	—	—	8	7
100 workers or more .....	6	2	18	9	12	10	15	10	8	5	2	3	9	9
100 to 499 workers .....	9	2	24	11	12	10	13	8	5	3	1	1	8	8
500 workers or more .....	2	1	13	7	12	10	18	11	12	6	3	5	10	10
<b>Geographic areas</b>														
New England .....	6	2	15	13	10	11	14	12	9	5	1	2	9	9
Middle Atlantic .....	7	2	17	14	12	10	15	7	9	4	2	3	9	8
East North Central .....	7	1	27	12	10	10	15	5	5	3	2	4	8	8
West North Central .....	4	2	30	12	15	9	10	—	5	2	—	1	8	8
South Atlantic .....	11	4	25	11	11	8	13	8	6	3	1	1	8	7
East South Central .....	11	4	15	12	14	9	15	9	5	1	1	4	8	8
West South Central .....	7	3	26	13	11	8	12	8	4	4	1	2	8	8
Mountain .....	9	2	22	11	17	—	16	9	3	2	—	1	8	8
Pacific .....	7	2	18	12	14	9	15	8	6	5	3	2	9	8

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</sup> Less than 0.5.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated

using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 34. Paid sick leave: Type of provision, civilian workers,<sup>1</sup> National Compensation Survey, March 2013**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>2</sup>	As needed <sup>3</sup>	As part of consolidated leave plan <sup>4</sup>
All workers .....	72	6	22
<b>Worker characteristics</b>			
Management, professional, and related .....	69	6	25
Management, business, and financial .....	68	8	23
Professional and related .....	69	6	25
Teachers .....	83	5	12
Primary, secondary, and special education school teachers .....	84	4	12
Registered nurses .....	45	1	54
Service .....	70	5	24
Protective service .....	78	5	17
Sales and office .....	74	5	21
Sales and related .....	80	5	15
Office and administrative support .....	72	5	23
Natural resources, construction, and maintenance .....	72	10	18
Installation, maintenance, and repair .....	73	11	16
Production, transportation, and material moving: .....			
Production .....	76	2	22
Full time .....	72	6	23
Union .....	83	3	14
Nonunion .....	69	6	24
Average wage within the following categories: <sup>5</sup>			
Lowest 25 percent .....	73	5	22
Second 25 percent .....	73	5	22
Third 25 percent .....	72	4	23
Highest 25 percent .....	70	8	22
Highest 10 percent .....	70	9	20
Service-providing industries .....	72	5	23
Education and health services .....	69	3	28
Educational services .....	86	3	11
Elementary and secondary schools .....	86	2	12
Junior colleges, colleges, and universities .....	87	5	8
Healthcare and social assistance .....	56	2	42
Hospitals .....	48	1	51
Public administration .....	82	4	15
1 to 99 workers .....	70	9	21

See footnotes at end of table.

**Table 34. Paid sick leave: Type of provision, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>2</sup>	As needed <sup>3</sup>	As part of consolidated leave plan <sup>4</sup>
1 to 49 workers .....	68	11	21
50 to 99 workers .....	75	4	21
100 workers or more .....	73	4	23
100 to 499 workers .....	75	3	21
500 workers or more .....	72	4	25
<b>Geographic areas</b>			
New England .....	74	7	19
Middle Atlantic .....	76	7	17
East North Central .....	72	6	23
West North Central .....	63	—	—
South Atlantic .....	70	4	26
East South Central .....	71	5	23
West South Central .....	71	3	26
Mountain .....	69	4	28
Pacific .....	76	6	18

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</sup> Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

<sup>3</sup> Plan does not specify maximum number of days.

<sup>4</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business.

<sup>5</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> National Compensation Survey, March 2013**

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

Characteristics	Paid sick leave days by length of service <sup>3</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 1 year</b>							
All workers .....	18	45	30	6	1	8	6
Full time .....	17	45	31	6	1	9	6
Union .....	13	26	48	13	1	10	10
Nonunion .....	20	50	25	4	1	8	6
1 to 99 workers .....	25	55	17	2	1	7	5
1 to 49 workers .....	24	56	17	2	1	7	5
50 to 99 workers .....	26	52	18	—	—	7	5
100 workers or more .....	14	39	37	8	1	9	9
100 to 499 workers .....	18	51	25	5	1	8	6
500 workers or more .....	12	29	47	11	2	11	10
<b>After 5 years</b>							
All workers .....	17	45	30	7	2	9	6
Full time .....	15	45	31	7	2	9	7
Union .....	11	26	46	15	1	11	10
Nonunion .....	18	50	25	4	2	9	6
1 to 99 workers .....	23	55	18	3	1	7	5
1 to 49 workers .....	23	56	18	3	1	7	5
50 to 99 workers .....	25	53	18	—	—	8	5
100 workers or more .....	13	39	37	9	2	10	9
100 to 499 workers .....	16	52	25	6	1	8	6
500 workers or more .....	10	29	47	11	3	11	10

See footnotes at end of table.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> National Compensation Survey, March 2013—Continued**

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

Characteristics	Paid sick leave days by length of service <sup>3</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 10 years</b>							
All workers .....	17	45	30	7	2	9	6
Full time .....	15	45	31	7	2	10	7
Union .....	11	26	46	15	1	11	10
Nonunion .....	18	50	26	5	2	9	6
1 to 99 workers .....	23	54	18	3	1	7	5
1 to 49 workers .....	23	55	18	3	1	7	5
50 to 99 workers .....	25	52	19	—	—	8	6
100 workers or more .....	13	39	37	9	2	11	9
100 to 499 workers .....	16	52	25	6	1	9	6
500 workers or more .....	10	29	46	12	3	12	10
<b>After 20 years</b>							
All workers .....	16	45	30	7	2	10	6
Full time .....	15	45	31	7	2	10	7
Union .....	11	26	46	15	2	12	10
Nonunion .....	18	50	26	5	2	9	6
1 to 99 workers .....	23	55	18	3	1	8	5
1 to 49 workers .....	23	55	18	3	1	7	5
50 to 99 workers .....	24	53	18	—	—	8	6
100 workers or more .....	13	39	37	9	2	11	9
100 to 499 workers .....	15	52	25	6	2	9	6
500 workers or more .....	10	29	46	12	3	13	10

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>3</sup> Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 36. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> National Compensation Survey, March 2013**

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

Characteristics	Carryover provision <sup>2</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	56	23	33	44
<b>Worker characteristics</b>				
Management, professional, and related .....	65	32	33	35
Management, business, and financial .....	51	21	31	49
Professional and related .....	71	37	34	29
Teachers .....	86	54	32	14
Primary, secondary, and special education school teachers .....	88	55	33	12
Registered nurses .....	84	29	55	16
Service .....	58	25	33	42
Protective service .....	75	49	26	25
Sales and office .....	52	16	36	48
Sales and related .....	53	10	43	47
Office and administrative support .....	52	19	33	48
Natural resources, construction, and maintenance .....	43	16	28	57
Installation, maintenance, and repair .....	44	12	32	56
Production, transportation, and material moving: .....				
Production .....	33	8	26	67
Full time .....	56	23	33	44
Union .....	72	41	32	28
Nonunion .....	52	18	34	48
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	45	12	33	55
Second 25 percent .....	55	21	35	45
Third 25 percent .....	58	24	34	42
Highest 25 percent .....	60	28	32	40
Highest 10 percent .....	64	31	33	36
Service-providing industries .....	59	25	35	41
Education and health services .....	79	40	38	21
Educational services .....	87	55	32	13
Elementary and secondary schools .....	88	57	31	12
Junior colleges, colleges, and universities .....	89	54	35	11
Healthcare and social assistance .....	68	22	46	32
Hospitals .....	85	31	54	15
Public administration .....	95	67	29	5
1 to 99 workers .....	36	11	25	64

See footnotes at end of table.

**Table 36. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

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

Characteristics	Carryover provision <sup>2</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 49 workers .....	34	11	23	66
50 to 99 workers .....	41	11	31	59
100 workers or more .....	68	30	38	32
100 to 499 workers .....	63	18	45	37
500 workers or more .....	72	40	32	28
<b>Geographic areas</b>				
New England .....	51	17	34	49
Middle Atlantic .....	51	19	31	49
East North Central .....	47	18	30	53
West North Central .....	58	18	40	42
South Atlantic .....	58	27	31	42
East South Central .....	68	33	36	32
West South Central .....	57	21	37	43
Mountain .....	67	24	44	33
Pacific .....	58	27	31	42

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</sup> Plans that allow employees to accumulate unused sick leave from year to year.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using

percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 38. Paid vacations:<sup>1</sup> Number of annual days by service requirement, civilian workers,<sup>2</sup> National Compensation Survey, March 2013**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>3</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 1 year</b>								
All workers .....	6	35	38	13	7	2	10	10
Full time .....	4	33	40	14	7	2	10	10
Part time .....	21	48	20	5	4	1	8	5
Union .....	5	36	45	9	4	2	10	10
Nonunion .....	6	35	36	14	7	2	10	10
1 to 99 workers .....	8	45	34	10	3	1	9	8
1 to 49 workers .....	8	46	34	9	3	( <sup>4</sup> )	8	7
50 to 99 workers .....	7	44	35	10	—	—	9	9
100 workers or more .....	5	27	40	16	10	3	11	10
100 to 499 workers .....	6	37	37	12	6	2	10	10
500 workers or more .....	3	16	44	19	14	4	13	11
<b>After 5 years</b>								
All workers .....	2	9	36	35	12	6	14	15
Full time .....	1	7	35	37	13	7	15	15
Part time .....	8	20	42	20	6	4	12	10
Union .....	1	6	39	41	7	5	14	15
Nonunion .....	2	9	35	34	13	7	14	15
1 to 99 workers .....	2	13	41	33	8	3	13	11
1 to 49 workers .....	3	14	41	32	8	2	13	10
50 to 99 workers .....	1	10	42	35	9	4	13	13
100 workers or more .....	1	6	32	37	15	9	16	15
100 to 499 workers .....	1	7	39	34	13	5	14	15
500 workers or more .....	1	4	24	41	18	13	17	15

See footnotes at end of table.

**Table 38. Paid vacations:<sup>1</sup> Number of annual days by service requirement, civilian workers,<sup>2</sup> National Compensation Survey, March 2013—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>3</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 10 years</b>								
All workers .....	1	6	15	42	23	12	17	15
Full time .....	1	5	14	43	24	13	17	15
Part time .....	7	14	21	40	11	8	14	15
Union .....	( <sup>4</sup> )	3	10	56	22	9	17	15
Nonunion .....	2	7	16	40	23	13	17	15
1 to 99 workers .....	2	11	23	39	18	7	15	15
1 to 49 workers .....	3	12	24	38	17	7	15	15
50 to 99 workers .....	1	7	21	44	21	7	16	15
100 workers or more .....	1	3	9	45	26	16	19	18
100 to 499 workers .....	1	4	11	50	23	12	17	15
500 workers or more .....	1	2	7	39	30	21	20	20
<b>After 20 years</b>								
All workers .....	1	6	12	19	36	26	20	20
Full time .....	1	5	11	19	37	27	20	20
Part time .....	7	12	16	22	25	18	17	16
Union .....	( <sup>4</sup> )	2	5	12	45	36	22	20
Nonunion .....	2	6	13	20	34	24	19	20
1 to 99 workers .....	2	10	20	24	29	14	16	15
1 to 49 workers .....	3	12	21	25	26	13	16	15
50 to 99 workers .....	1	6	16	22	37	17	18	20
100 workers or more .....	1	2	6	15	41	35	22	20
100 to 499 workers .....	1	3	7	19	41	28	20	20
500 workers or more .....	( <sup>4</sup> )	1	4	10	41	43	23	23

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>3</sup> Employees eligible for paid vacations but who have not fulfilled the minimum

service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time-off for workers to use for multiple purposes.

<sup>4</sup> Less than 0.5.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 39. Consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> National Compensation Survey, March 2013**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers .....	25	15	20	23	25	75	8	12	15	18
<b>Worker characteristics</b>										
Management, professional, and related .....	35	17	21	24	27	65	11	14	17	20
Management, business, and financial .....	30	17	21	24	26	70	11	15	17	20
Professional and related .....	38	17	21	24	27	62	11	14	17	20
Teachers .....	21	15	18	19	21	79	13	15	16	18
Registered nurses .....	69	18	23	26	28	31	11	15	18	20
Service .....	25	15	20	23	25	75	7	12	14	16
Protective service .....	14	15	17	21	24	86	10	13	16	19
Sales and office .....	23	15	20	23	25	77	8	12	15	18
Sales and related .....	17	12	17	20	22	83	7	11	14	17
Office and administrative support .....	26	15	20	23	26	74	9	13	15	18
Natural resources, construction, and maintenance .....	15	11	16	19	21	85	7	11	13	16
Construction, extraction, farming, fishing, and forestry .....	18	11	15	18	19	82	7	11	13	14
Installation, maintenance, and repair .....	14	12	17	20	23	86	8	11	14	16
Production, transportation, and material moving ... ..	15	11	16	19	21	85	7	11	14	18
Production .....	17	12	16	18	22	83	7	11	14	18
Transportation and material moving .....	13	10	16	19	21	87	7	11	15	18
Full time .....	26	15	20	23	25	74	9	13	15	18
Part time .....	21	13	18	20	22	79	6	10	13	15
Union .....	12	15	20	24	28	88	9	13	16	21
Nonunion .....	27	15	20	23	25	73	8	12	15	17
Average wage within the following categories: <sup>3</sup>										
Lowest 25 percent .....	20	13	17	20	22	80	6	11	13	15
Lowest 10 percent .....	15	12	16	19	21	85	6	10	12	13
Second 25 percent .....	23	15	19	22	25	77	8	12	15	17
Third 25 percent .....	25	15	20	23	26	75	9	13	16	19
Highest 25 percent .....	31	17	21	24	26	69	11	14	17	20
Highest 10 percent .....	32	17	21	24	26	68	11	15	17	20
<b>Establishment characteristics</b>										
Goods-producing industries .....	17	12	16	19	22	83	7	12	14	17
Service-providing industries .....	27	16	20	23	25	73	9	13	15	18
Education and health services .....	41	18	22	25	28	59	11	14	17	19
Educational services .....	8	15	17	19	20	92	13	15	17	20
Elementary and secondary schools .....	6	11	12	13	14	94	11	13	16	18
Junior colleges, colleges, and universities .....	7	19	22	25	26	93	14	17	19	22
Healthcare and social assistance .....	53	18	22	26	28	47	9	14	16	18
Hospitals .....	70	20	24	28	31	30	12	16	19	21
Public administration .....	8	18	22	26	29	92	12	15	18	22

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> National Compensation Survey, March 2013—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
1 to 99 workers .....	22	13	17	20	21	78	7	11	13	15
1 to 49 workers .....	22	13	17	19	21	78	7	11	13	14
50 to 99 workers .....	22	14	18	21	23	78	7	12	14	17
100 workers or more .....	27	17	21	25	27	73	9	13	16	20
100 to 499 workers .....	24	15	20	23	25	76	8	12	16	19
500 workers or more .....	31	18	23	26	29	69	11	14	17	21
<b>Geographic areas</b>										
New England .....	25	18	22	24	26	75	9	13	15	18
Middle Atlantic .....	21	16	20	22	25	79	9	13	16	18
East North Central .....	23	16	20	23	26	77	8	12	15	19
West North Central .....	30	15	19	23	25	70	8	12	15	18
South Atlantic .....	27	16	20	23	25	73	8	12	14	17
East South Central .....	19	14	18	22	24	81	8	12	15	18
West South Central .....	27	15	19	22	24	73	8	12	14	17
Mountain .....	31	14	20	22	24	69	8	13	15	17
Pacific .....	23	15	20	24	25	77	9	13	16	18

<sup>1</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with

earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>1</sup>	
								Paid	Unpaid
All workers .....	77	61	77	38	60	62	32	12	85
<b>Worker characteristics</b>									
Management, professional, and related .....	89	83	88	56	81	81	48	20	91
Management, business, and financial .....	97	88	96	59	84	86	50	24	92
Professional and related .....	85	80	84	55	78	79	47	18	90
Service .....	53	40	55	22	34	39	17	6	78
Protective service .....	78	53	72	33	51	52	20	9	83
Sales and office .....	79	64	79	42	63	65	33	12	88
Sales and related .....	67	52	68	34	52	55	28	8	88
Office and administrative support .....	87	73	86	46	71	71	36	15	88
Natural resources, construction, and maintenance	84	53	81	28	51	53	26	8	80
Construction, extraction, farming, fishing, and forestry .....	75	38	68	18	37	37	17	6	77
Installation, maintenance, and repair .....	92	66	91	37	63	66	33	10	82
Production, transportation, and material moving ...	84	54	83	32	62	64	32	7	85
Production .....	92	55	91	31	67	67	33	8	87
Transportation and material moving .....	77	53	75	34	57	61	31	5	83
Full time .....	90	74	91	46	70	72	38	14	88
Part time .....	39	24	36	16	29	32	16	5	77
Union .....	92	71	91	50	81	83	44	11	91
Nonunion .....	76	60	75	37	58	60	31	12	85
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	49	30	49	16	31	35	15	5	78
Lowest 10 percent .....	36	20	39	9	21	26	10	4	76
Second 25 percent .....	84	63	83	39	62	64	30	10	85
Third 25 percent .....	90	74	90	45	71	74	39	14	89
Highest 25 percent .....	92	84	91	58	82	83	50	21	92
Highest 10 percent .....	92	87	92	59	85	87	59	22	92
<b>Establishment characteristics</b>									
Goods-producing industries .....	91	57	89	31	66	67	36	8	86
Construction .....	77	41	70	17	35	38	14	6	73
Manufacturing .....	96	63	96	36	78	78	44	10	91
Service-providing industries .....	74	62	74	40	59	61	32	12	85
Trade, transportation, and utilities .....	77	59	77	36	61	63	33	7	89
Wholesale trade .....	92	75	90	37	69	72	33	10	85
Retail trade .....	68	48	69	32	53	55	28	5	89
Transportation and warehousing .....	83	73	85	46	72	78	42	7	91
Utilities .....	100	91	99	61	94	91	69	17	98

See footnotes at end of table.

**Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>1</sup>	
								Paid	Unpaid
Information .....	95	92	94	71	84	89	48	26	96
Financial activities .....	94	86	93	62	84	86	51	26	91
Finance and insurance .....	97	91	97	68	91	92	60	30	94
Credit intermediation and related activities .....	98	91	97	65	92	93	62	24	96
Insurance carriers and related activities .....	97	89	97	73	88	90	56	35	92
Real estate and rental and leasing .....	83	72	81	43	64	67	22	12	79
Professional and business services .....	83	67	79	41	59	59	33	16	81
Professional and technical services .....	91	81	90	53	75	75	43	19	87
Administrative and waste services .....	71	48	63	25	33	34	16	9	70
Education and health services .....	80	74	78	51	73	73	37	16	88
Educational services .....	62	75	55	46	73	74	44	13	87
Junior colleges, colleges, and universities .....	80	81	72	52	90	89	63	16	94
Healthcare and social assistance .....	83	74	82	52	73	72	36	17	89
Leisure and hospitality .....	39	27	46	13	20	28	11	4	77
Accommodation and food services .....	36	23	45	11	18	25	10	3	77
Other services .....	68	53	69	30	46	46	18	9	75
1 to 99 workers .....	68	51	69	28	46	49	21	9	79
1 to 49 workers .....	67	50	66	26	42	46	19	8	76
50 to 99 workers .....	74	56	76	32	57	62	24	10	88
100 workers or more .....	87	72	86	51	76	77	47	15	93
100 to 499 workers .....	85	66	84	45	70	71	38	12	92
500 workers or more .....	91	81	90	58	86	86	59	20	94
<b>Geographic areas</b>									
New England .....	77	65	75	45	65	73	43	13	88
Middle Atlantic .....	77	65	76	52	65	72	37	11	85
East North Central .....	78	56	78	40	64	64	31	10	85
West North Central .....	76	59	76	30	56	56	28	12	83
South Atlantic .....	80	61	79	39	61	62	35	13	84
East South Central .....	80	58	78	38	60	66	35	7	88
West South Central .....	80	63	80	35	64	67	35	14	86
Mountain .....	73	58	76	34	52	52	26	10	83
Pacific .....	73	63	73	29	50	49	25	13	87

<sup>1</sup> The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey

publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2013**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days	
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days			
All workers .....	8	3	25	14	13	9	14	6	4	2	1	2	8	7	
<b>Worker characteristics</b>															
Management, professional, and related .....	2	1	17	12	15	11	20	9	7	3	1	3	9	9	
Management, business, and financial .....	2	1	11	10	16	13	25	9	7	2	1	2	9	9	
Professional and related .....	2	1	21	13	14	9	16	8	6	3	1	3	9	8	
Service .....	21	4	32	16	10	5	5	2	2	( <sup>1</sup> )	1	1	6	6	
Protective service .....	—	—	30	25	—	—	3	1	2	( <sup>1</sup> )	( <sup>1</sup> )	—	7	7	
Sales and office .....	10	3	28	15	13	8	14	4	2	1	1	1	7	7	
Sales and related .....	21	4	38	12	11	5	6	2	1	( <sup>1</sup> )	—	—	6	6	
Office and administrative support .....	5	2	23	17	14	10	18	5	3	2	1	1	8	8	
Natural resources, construction, and maintenance	6	5	34	16	11	8	11	5	2	1	—	—	7	7	
Construction, extraction, farming, fishing, and forestry .....	8	5	35	15	12	11	10	3	1	—	—	1	7	7	
Installation, maintenance, and repair .....	4	5	33	17	10	7	11	7	4	2	—	—	8	7	
Production, transportation, and material moving ...	6	4	22	11	16	11	14	7	4	—	—	2	8	8	
Production .....	3	3	19	9	15	13	17	9	5	—	—	3	9	9	
Transportation and material moving .....	8	6	26	14	18	7	10	5	3	1	—	—	7	7	
Full time .....	5	3	24	14	14	10	15	6	4	2	1	2	8	8	
Part time .....	28	5	32	12	9	3	7	2	1	1	—	—	6	6	
Union .....	2	1	18	11	19	10	14	10	6	3	2	4	9	8	
Nonunion .....	9	3	26	14	13	9	14	5	4	2	1	1	8	7	
Average wage within the following categories: <sup>2</sup>															
Lowest 25 percent .....	25	6	34	14	8	5	5	2	—	( <sup>1</sup> )	—	( <sup>1</sup> )	6	6	
Lowest 10 percent .....	43	8	25	9	8	—	2	—	—	—	—	—	5	5	
Second 25 percent .....	9	3	32	15	14	7	12	4	2	1	1	1	7	7	
Third 25 percent .....	4	2	22	14	14	11	15	8	4	2	1	2	8	8	
Highest 25 percent .....	1	1	15	12	16	12	21	8	7	3	1	3	9	9	
Highest 10 percent .....	—	—	11	9	15	13	24	9	9	4	1	3	9	9	
<b>Establishment characteristics</b>															
Goods-producing industries .....	3	3	18	10	13	14	18	9	6	2	2	2	9	9	
Construction .....	7	8	38	18	11	9	6	2	—	—	—	—	7	6	
Manufacturing .....	2	1	12	7	14	15	21	11	8	3	2	3	9	9	
Service-providing industries .....	10	3	27	15	13	8	13	5	3	2	1	1	8	7	
Trade, transportation, and utilities .....	15	5	34	12	13	6	6	4	2	1	( <sup>1</sup> )	1	7	6	
Wholesale trade .....	4	2	22	19	18	11	7	9	3	—	—	2	8	8	
Retail trade .....	25	6	48	9	7	4	1	—	—	—	—	—	6	6	
Transportation and warehousing .....	4	5	17	13	26	5	16	7	—	—	—	—	8	8	
Utilities .....	—	—	—	—	—	21	34	—	9	—	—	—	10	10	

See footnotes at end of table.

**Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
Information .....	—	—	21	29	16	9	14	5	4	( <sup>1</sup> )	—	—	8	7
Financial activities .....	1	1	8	9	19	13	37	8	3	1	—	—	9	9
Finance and insurance .....	1	( <sup>1</sup> )	5	7	19	14	44	6	2	1	—	—	9	10
Credit intermediation and related activities .....	1	1	4	4	14	5	63	6	1	—	—	—	9	10
Insurance carriers and related activities .....	—	—	6	12	29	20	21	6	3	1	—	—	9	9
Real estate and rental and leasing .....	—	3	19	19	15	7	—	—	7	—	—	—	8	8
Professional and business services .....	3	1	26	15	15	10	15	5	6	1	—	—	8	8
Professional and technical services .....	—	—	14	14	20	12	22	6	7	1	—	—	9	9
Administrative and waste services .....	4	3	48	15	9	7	7	—	—	—	—	—	7	6
Education and health services .....	4	2	34	16	9	6	10	6	4	3	1	4	8	7
Educational services .....	( <sup>1</sup> )	3	2	5	10	7	16	10	14	10	7	16	12	11
Junior colleges, colleges, and universities .....	1	1	1	1	9	8	10	14	16	13	9	16	12	12
Healthcare and social assistance .....	5	2	39	18	9	6	9	5	—	2	—	2	7	7
Leisure and hospitality .....	41	5	14	19	13	4	—	2	—	—	—	—	5	6
Accommodation and food services .....	48	5	10	19	12	4	—	—	—	—	—	—	5	5
Other services .....	7	6	23	16	13	5	11	5	3	—	—	—	8	7
1 to 99 workers .....	10	4	28	16	12	8	12	4	2	1	1	1	7	7
1 to 49 workers .....	11	4	29	16	13	6	11	4	2	1	1	1	7	7
50 to 99 workers .....	10	3	24	15	11	12	13	4	3	2	—	—	8	7
100 workers or more .....	6	2	22	11	14	10	16	7	5	2	1	2	8	8
100 to 499 workers .....	9	3	26	12	13	10	13	7	4	2	1	1	8	8
500 workers or more .....	2	1	17	10	16	10	20	7	8	3	2	4	9	9
<b>Geographic areas</b>														
New England .....	7	3	17	15	11	12	14	11	7	2	1	2	8	8
Middle Atlantic .....	8	2	19	15	13	10	16	6	5	2	—	—	8	8
East North Central .....	7	2	30	13	10	9	14	4	3	3	1	4	8	7
West North Central .....	4	2	34	13	17	10	9	5	1	2	—	—	8	7
South Atlantic .....	12	5	27	12	12	7	13	5	3	2	—	—	7	7
East South Central .....	11	4	18	15	13	10	16	8	4	—	1	—	8	8
West South Central .....	7	4	29	15	12	8	13	7	3	1	( <sup>1</sup> )	1	8	7
Mountain .....	10	3	24	13	19	—	13	7	2	1	—	—	8	8
Pacific .....	8	2	21	14	17	9	16	5	5	2	—	—	8	8

<sup>1</sup> Less than 0.5.

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/eps/glossary20122013.htm](http://www.bls.gov/ncs/eps/glossary20122013.htm).

**Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2013**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
All workers .....	69	6	25
<b>Worker characteristics</b>			
Management, professional, and related .....	62	8	29
Management, business, and financial .....	65	9	25
Professional and related .....	60	7	32
Service .....	66	—	—
Protective service .....	71	—	—
Sales and office .....	73	5	22
Sales and related .....	79	5	15
Office and administrative support .....	70	5	25
Natural resources, construction, and maintenance .....	70	12	19
Installation, maintenance, and repair .....	72	—	—
Production, transportation, and material moving:			
Production .....	75	2	22
Full time .....	68	7	25
Nonunion .....	67	7	26
Average wage within the following categories: <sup>4</sup>			
Second 25 percent .....	71	5	24
Third 25 percent .....	70	5	25
Highest 25 percent .....	64	9	27
Highest 10 percent .....	64	11	25
<b>Establishment characteristics</b>			
Goods-producing industries:			
Manufacturing .....	72	7	21
Service-providing industries .....	68	6	25
Trade, transportation, and utilities .....	80	6	14
Wholesale trade .....	75	10	15
Retail trade .....	83	4	12
Utilities .....	84	—	—
Information .....	74	10	15
Financial activities .....	64	6	30
Finance and insurance .....	63	5	32

See footnotes at end of table.

**Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
Credit intermediation and related activities	73	3	24
Insurance carriers and related activities .....	49	5	46
Real estate and rental and leasing .....	68	6	25
Professional and business services .....	66	—	—
Professional and technical services .....	63	8	29
Education and health services .....	58	3	39
Educational services .....	79	9	12
Junior colleges, colleges, and universities	79	9	12
Healthcare and social assistance .....	54	2	44
Leisure and hospitality .....	71	5	24
Other services .....	72	11	17
1 to 99 workers .....	69	9	21
1 to 49 workers .....	67	11	22
50 to 99 workers .....	74	4	21
100 workers or more .....	68	4	27
100 to 499 workers .....	72	4	24
<b>Geographic areas</b>			
New England .....	70	8	22
Middle Atlantic .....	72	8	20
East North Central .....	68	6	26
West North Central .....	58	—	—
South Atlantic .....	68	5	27
East South Central .....	66	6	27
West South Central .....	67	4	29
Mountain .....	65	4	30
Pacific .....	76	6	18

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

<sup>2</sup> Plan does not specify maximum number of days.

<sup>3</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business.

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The

categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> private industry workers, National Compensation Survey, March 2013**

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

Characteristics	Paid sick leave days by length of service <sup>2</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 1 year</b>							
All workers .....	21	55	20	2	1	7	6
Full time .....	20	55	21	3	1	8	6
Nonunion .....	21	56	19	2	1	7	6
1 to 99 workers .....	26	57	15	1	1	6	5
1 to 49 workers .....	25	58	15	1	1	6	5
50 to 99 workers .....	29	56	14	—	—	6	5
100 workers or more .....	17	52	25	4	2	8	6
100 to 499 workers .....	20	61	17	2	1	7	6
<b>After 5 years</b>							
All workers .....	20	55	21	2	2	8	6
Full time .....	18	56	22	2	2	8	6
Nonunion .....	20	56	20	2	2	8	6
1 to 99 workers .....	25	58	15	2	1	7	5
1 to 49 workers .....	24	58	16	2	1	7	5
50 to 99 workers .....	27	56	14	—	—	7	5
100 workers or more .....	16	53	26	3	3	9	6
100 to 499 workers .....	18	61	18	2	2	7	6

See footnotes at end of table.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> private industry workers, National Compensation Survey, March 2013—Continued**

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

Characteristics	Paid sick leave days by length of service <sup>2</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 10 years</b>							
All workers .....	20	54	21	3	2	9	6
Full time .....	18	55	22	3	2	9	6
Nonunion .....	20	55	20	2	2	9	6
1 to 99 workers .....	25	57	16	2	1	7	5
1 to 49 workers .....	24	57	16	2	1	7	5
50 to 99 workers .....	27	55	15	—	—	8	5
100 workers or more .....	15	52	26	3	3	10	6
100 to 499 workers .....	17	61	18	2	2	8	6
<b>After 20 years</b>							
All workers .....	19	55	21	3	2	9	6
Full time .....	18	55	22	3	2	10	6
Nonunion .....	20	55	20	2	2	9	6
1 to 99 workers .....	24	57	15	2	1	7	5
1 to 49 workers .....	24	58	16	2	1	7	5
50 to 99 workers .....	27	56	14	—	—	8	5
100 workers or more .....	15	52	26	3	3	11	6
100 to 499 workers .....	17	61	18	2	2	9	6

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

<sup>2</sup> Employees eligible for paid sick leave but who have not fulfilled the

minimum service requirement are included as receiving 0 days.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2013**

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

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	44	10	35	56
<b>Worker characteristics</b>				
Management, professional, and related .....	49	14	35	51
Management, business, and financial .....	42	11	31	58
Professional and related .....	54	16	38	46
Service .....	43	6	36	57
Protective service .....	34	7	27	66
Sales and office .....	46	9	37	54
Sales and related .....	53	9	44	47
Office and administrative support .....	43	10	34	57
Natural resources, construction, and maintenance .....	32	5	27	68
Installation, maintenance, and repair .....	37	6	32	63
Production, transportation, and material moving: .....				
Production .....	32	6	25	68
Full time .....	44	10	34	56
Nonunion .....	45	10	35	55
Average wage within the following categories: <sup>2</sup>				
Second 25 percent .....	47	10	37	53
Third 25 percent .....	45	10	35	55
Highest 25 percent .....	45	11	34	55
Highest 10 percent .....	48	12	35	52
<b>Establishment characteristics</b>				
Goods-producing industries:				
Manufacturing .....	32	9	24	68
Service-providing industries .....				
Trade, transportation, and utilities .....	52	9	43	48
Wholesale trade .....	31	7	24	69
Retail trade .....	56	9	47	44
Utilities .....	61	22	39	39
Information .....	32	9	23	68
Financial activities .....	40	9	31	60
Finance and insurance .....	40	9	31	60

See footnotes at end of table.

**Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2013—Continued**

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

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
Credit intermediation and related activities	38	8	31	62
Insurance carriers and related activities ....	51	12	39	49
Real estate and rental and leasing .....	43	—	—	57
Professional and business services .....	32	8	24	68
Professional and technical services .....	37	11	26	63
Education and health services .....	64	16	48	36
Educational services .....	62	16	46	38
Junior colleges, colleges, and universities	80	20	60	20
Healthcare and social assistance .....	65	16	48	35
Leisure and hospitality .....	32	6	27	68
Other services .....	57	—	—	43
1 to 99 workers .....	32	8	25	68
1 to 49 workers .....	31	9	23	69
50 to 99 workers .....	35	5	30	65
100 workers or more .....	55	11	43	45
100 to 499 workers .....	56	10	46	44
<b>Geographic areas</b>				
New England .....	38	8	31	62
Middle Atlantic .....	38	6	32	62
East North Central .....	33	7	27	67
West North Central .....	43	7	36	57
South Atlantic .....	48	14	34	52
East South Central .....	57	18	39	43
West South Central .....	48	9	40	52
Mountain .....	59	10	49	41
Pacific .....	48	12	36	52

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer

Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2013**

(Includes workers in sick leave plans<sup>1</sup> 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) <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	6	15	30	60	120	48
<b>Worker characteristics</b>						
Management, professional, and related .....	10	20	40	75	130	56
Management, business, and financial .....	–	15	30	70	128	51
Professional and related .....	10	24	45	75	130	58
Service .....	10	15	30	60	118	43
Protective service .....	10	10	–	–	–	35
Sales and office .....	10	20	24	60	120	44
Sales and related .....	10	24	24	30	70	32
Office and administrative support .....	–	19	30	75	130	52
Natural resources, construction, and maintenance .....	5	10	25	65	130	46
Installation, maintenance, and repair .....	6	12	30	–	130	48
Production, transportation, and material moving:						
Production .....	5	9	15	30	60	24
Full time .....	–	15	30	60	120	47
Nonunion .....	6	15	28	60	120	43
Average wage within the following categories: <sup>3</sup>						
Second 25 percent .....	–	15	24	60	110	41
Third 25 percent .....	8	15	30	60	130	48
Highest 25 percent .....	–	19	40	90	144	61
Highest 10 percent .....	–	20	42	100	150	64
<b>Establishment characteristics</b>						
Goods-producing industries:						
Manufacturing .....	5	5	10	25	–	24
Service-providing industries .....	10	19	30	65	130	51
Trade, transportation, and utilities .....	–	–	24	56	135	48
Wholesale trade .....	5	10	–	30	–	32
Retail trade .....	–	–	24	27	33	26
Utilities .....	65	87	110	120	125	101
Information .....	–	15	–	90	130	57
Financial activities .....	14	20	40	87	90	52
Finance and insurance .....	14	20	45	90	100	55

See footnotes at end of table.

**Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2013—Continued**

(Includes workers in sick leave plans<sup>1</sup> 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) <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Credit intermediation and related activities	15	20	50	—	90	55
Insurance carriers and related activities ....	10	—	—	90	—	58
Real estate and rental and leasing .....	—	—	—	—	—	41
Professional and business services .....	—	15	30	60	130	46
Professional and technical services .....	—	—	25	—	—	36
Education and health services .....	12	30	60	90	130	62
Educational services .....	10	30	60	120	140	78
Junior colleges, colleges, and universities	16	—	90	130	150	87
Healthcare and social assistance .....	12	30	59	72	120	58
Leisure and hospitality .....	10	10	—	—	60	26
Other services .....	—	—	—	—	—	40
1 to 99 workers .....	10	13	30	45	90	36
1 to 49 workers .....	—	12	30	40	90	36
50 to 99 workers .....	10	14	25	50	87	37
100 workers or more .....	6	16	30	75	130	54
100 to 499 workers .....	6	15	24	45	90	38
<b>Geographic areas</b>						
New England .....	—	—	30	—	130	52
Middle Atlantic .....	10	24	45	100	150	64
East North Central .....	—	15	30	67	130	51
West North Central .....	—	15	30	60	120	46
South Atlantic .....	10	15	25	60	105	42
East South Central .....	—	15	24	—	105	39
West South Central .....	5	—	25	65	130	48
Mountain .....	—	—	30	60	110	44
Pacific .....	6	12	24	60	110	43

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

<sup>2</sup> 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.

<sup>3</sup> Surveyed occupations are classified into wage categories based

on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> private industry workers, National Compensation Survey, March 2013**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>2</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 1 year</b>								
All workers .....	6	38	35	12	7	2	10	10
Full time .....	4	37	37	14	7	2	10	10
Part time .....	21	50	19	4	4	2	7	5
Union .....	6	48	36	6	—	—	8	6
Nonunion .....	6	37	34	13	7	2	10	10
1 to 99 workers .....	8	46	33	9	3	1	8	6
1 to 49 workers .....	8	46	33	10	3	( <sup>3</sup> )	8	6
50 to 99 workers .....	7	46	34	9	—	—	9	7
100 workers or more .....	5	31	36	15	10	3	11	10
100 to 499 workers .....	6	40	35	12	6	2	10	10
500 workers or more .....	3	20	38	20	16	4	13	10
<b>After 5 years</b>								
All workers .....	2	9	37	33	12	6	14	15
Full time .....	1	8	36	35	13	7	14	15
Part time .....	8	20	42	19	7	4	12	10
Union .....	( <sup>3</sup> )	6	49	34	6	4	13	10
Nonunion .....	2	10	35	33	13	7	14	15
1 to 99 workers .....	2	13	41	32	8	3	13	10
1 to 49 workers .....	3	14	41	31	8	3	13	10
50 to 99 workers .....	1	10	43	33	9	4	13	12
100 workers or more .....	1	6	33	35	16	10	16	15
100 to 499 workers .....	1	7	40	32	13	6	14	15
500 workers or more .....	( <sup>3</sup> )	4	24	38	19	15	17	15

See footnotes at end of table.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> private industry workers, National Compensation Survey, March 2013—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>2</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 10 years</b>								
All workers .....	1	7	16	41	22	12	17	15
Full time .....	1	6	15	41	24	13	17	15
Part time .....	7	15	21	39	11	8	14	15
Union .....	( <sup>3</sup> )	3	11	59	19	8	17	15
Nonunion .....	2	7	16	39	23	13	17	15
1 to 99 workers .....	2	11	23	39	18	7	15	15
1 to 49 workers .....	3	12	24	38	17	7	14	15
50 to 99 workers .....	1	7	21	42	22	7	16	15
100 workers or more .....	1	3	9	43	26	18	19	17
100 to 499 workers .....	1	4	11	49	23	12	17	15
500 workers or more .....	( <sup>3</sup> )	2	6	35	31	25	20	20
<b>After 20 years</b>								
All workers .....	1	6	13	20	34	25	19	20
Full time .....	1	6	12	19	36	26	20	20
Part time .....	7	13	16	22	24	18	16	15
Union .....	( <sup>3</sup> )	2	5	12	44	36	21	20
Nonunion .....	2	7	14	20	33	24	19	20
1 to 99 workers .....	2	11	20	25	29	13	16	15
1 to 49 workers .....	3	12	22	25	26	12	16	15
50 to 99 workers .....	1	7	17	22	36	17	18	20
100 workers or more .....	1	2	6	15	40	36	22	20
100 to 499 workers .....	1	3	7	19	41	28	20	20
500 workers or more .....	( <sup>3</sup> )	1	4	9	38	48	24	23

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

<sup>2</sup> Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are

exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time-off for workers to use for multiple purposes.

<sup>3</sup> Less than 0.5.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 39. Consolidated leave plans:<sup>1</sup> Access, private industry workers, National Compensation Survey, March 2013**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers .....	27	15	20	23	25	73	8	12	15	17
<b>Worker characteristics</b>										
Management, professional, and related .....	40	17	21	24	26	60	10	14	17	19
Management, business, and financial .....	34	17	21	24	26	66	11	14	17	19
Professional and related .....	44	17	21	24	27	56	10	14	17	19
Service .....	28	15	19	22	24	72	6	11	13	14
Protective service .....	24	13	15	19	22	76	7	11	14	16
Sales and office .....	24	15	20	22	25	76	8	12	15	17
Sales and related .....	17	12	17	20	22	83	7	11	14	17
Office and administrative support .....	28	15	20	23	25	72	8	12	15	17
Natural resources, construction, and maintenance .....	16	11	16	18	21	84	7	11	13	15
Construction, extraction, farming, fishing, and forestry .....	19	10	14	17	18	81	6	10	12	13
Installation, maintenance, and repair .....	14	12	17	20	22	86	7	11	14	16
Production, transportation, and material moving .....	15	11	16	19	21	85	7	11	14	18
Production .....	17	12	16	18	22	83	7	11	14	18
Transportation and material moving .....	13	10	16	19	21	87	7	11	14	18
Full time .....	28	15	20	23	25	72	8	12	15	17
Part time .....	21	13	18	20	22	79	6	10	12	15
Union .....	15	14	19	23	27	85	7	12	16	21
Nonunion .....	29	15	20	23	25	71	8	12	14	17
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	19	12	17	19	21	81	6	10	12	14
Lowest 10 percent .....	13	12	16	19	21	87	6	10	12	13
Second 25 percent .....	25	14	19	22	24	75	7	11	14	16
Third 25 percent .....	26	15	20	23	25	74	8	12	15	18
Highest 25 percent .....	35	17	21	24	26	65	10	14	17	19
Highest 10 percent .....	35	17	21	24	26	65	11	15	17	20
<b>Establishment characteristics</b>										
Goods-producing industries .....	17	12	16	19	22	83	7	12	14	17
Construction .....	17	10	13	15	16	83	6	10	11	12
Manufacturing .....	17	12	17	20	23	83	7	12	15	19
Service-providing industries .....	30	16	20	23	25	70	8	12	15	17
Trade, transportation, and utilities .....	14	11	15	18	21	86	7	11	14	18
Wholesale trade .....	18	12	16	19	22	82	8	12	15	17
Retail trade .....	12	9	14	17	19	88	6	11	14	17
Transportation and warehousing .....	14	11	16	19	21	86	7	12	16	20
Information .....	21	15	21	24	27	79	10	14	17	21

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
Financial activities .....	36	17	21	25	27	64	11	14	16	19
Finance and insurance .....	39	18	22	25	28	61	11	15	17	20
Credit intermediation and related activities .....	28	17	22	25	27	72	12	15	17	20
Insurance carriers and related activities ....	56	18	23	26	28	44	10	14	16	19
Real estate and rental and leasing .....	27	13	17	20	21	73	9	12	14	15
Professional and business services .....	33	15	19	22	24	67	9	12	14	16
Professional and technical services .....	39	16	19	21	23	61	10	13	15	17
Administrative and waste services .....	28	13	18	21	22	72	6	10	12	13
Education and health services .....	52	18	22	26	28	48	9	14	16	18
Educational services .....	18	15	17	19	20	82	13	16	18	20
Junior colleges, colleges, and universities .....	12	17	20	23	24	88	14	17	19	22
Healthcare and social assistance .....	56	18	22	26	28	44	9	14	16	17
Leisure and hospitality .....	17	13	18	21	22	83	6	10	12	13
Accommodation and food services .....	16	13	19	22	23	84	6	10	12	13
Other services .....	18	15	19	22	24	82	8	12	14	15
1 to 99 workers .....	23	13	17	20	21	77	7	11	13	15
1 to 49 workers .....	23	12	17	19	21	77	7	11	13	14
50 to 99 workers .....	23	14	18	21	23	77	7	12	14	16
100 workers or more .....	31	17	21	24	27	69	8	13	16	19
100 to 499 workers .....	25	15	20	23	25	75	8	12	15	19
500 workers or more .....	39	18	23	26	29	61	10	14	17	21
<b>Geographic areas</b>										
New England .....	27	18	22	24	26	73	9	13	15	17
Middle Atlantic .....	24	16	20	22	25	76	8	13	15	18
East North Central .....	24	16	20	23	26	76	8	12	15	18
West North Central .....	32	15	19	23	25	68	7	12	14	17
South Atlantic .....	30	15	20	22	24	70	7	11	14	16
East South Central .....	20	13	18	21	23	80	8	11	14	17
West South Central .....	28	15	19	22	24	72	8	11	14	16
Mountain .....	34	14	20	22	24	66	8	12	15	17
Pacific .....	25	15	20	23	25	75	8	13	15	17

<sup>1</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National

Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>1</sup>	
								Paid	Unpaid
All workers .....	67	89	59	58	85	90	75	16	94
<b>Worker characteristics</b>									
Management, professional, and related .....	55	90	43	63	87	92	75	17	94
Professional and related .....	50	90	36	64	87	92	75	16	95
Teachers .....	30	88	12	68	85	92	72	16	94
Primary, secondary, and special education school teachers .....	26	95	8	77	89	97	74	17	98
Service .....	78	85	76	49	82	87	72	14	93
Protective service .....	87	90	88	54	89	92	81	16	96
Sales and office .....	85	89	84	53	83	89	78	16	94
Office and administrative support .....	86	90	85	54	84	90	79	16	95
Natural resources, construction, and maintenance .....	96	95	95	48	85	92	85	15	94
Production, transportation, and material moving ...	73	87	63	59	79	87	74	15	92
Full time .....	74	98	67	64	91	97	82	17	97
Part time .....	29	41	21	26	51	57	42	11	76
Union .....	69	97	57	70	94	98	81	20	98
Nonunion .....	66	82	62	48	77	84	70	12	91
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	63	75	56	42	71	79	64	13	88
Lowest 10 percent .....	49	62	41	35	61	68	52	10	82
Second 25 percent .....	87	93	84	56	88	93	81	16	95
Third 25 percent .....	74	93	66	62	88	93	80	17	96
Highest 25 percent .....	49	96	37	71	93	97	78	18	98
Highest 10 percent .....	46	98	36	63	95	97	80	18	98
<b>Establishment characteristics</b>									
Service-providing industries .....	67	89	59	58	85	90	75	16	94
Education and health services .....	55	89	42	62	85	91	73	16	95
Educational services .....	49	89	35	63	85	92	74	15	95
Elementary and secondary schools .....	41	90	26	70	85	93	72	16	94
Junior colleges, colleges, and universities .....	77	87	64	39	86	89	80	12	95
Healthcare and social assistance .....	89	89	87	55	83	87	70	19	95
Hospitals .....	94	93	93	53	87	90	74	22	95
Public administration .....	88	90	89	53	86	91	82	16	94
1 to 99 workers .....	69	79	66	46	73	79	62	13	88
1 to 49 workers .....	66	71	64	34	62	72	56	13	83
50 to 99 workers .....	74	90	69	62	89	90	69	12	94
100 workers or more .....	67	90	58	59	86	92	77	16	95
100 to 499 workers .....	64	87	60	59	80	87	67	14	92
500 workers or more .....	68	92	58	59	88	94	81	17	96

See footnotes at end of table.

**Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>1</sup>	
								Paid	Unpaid
State government .....	90	93	84	51	90	93	88	18	97
Local government .....	59	88	51	60	83	90	71	15	93
<b>Geographic areas</b>									
New England .....	53	89	48	81	88	90	67	11	95
Middle Atlantic .....	63	89	59	68	92	91	78	9	94
East North Central .....	65	85	53	62	79	88	60	28	91
West North Central .....	69	90	58	48	82	88	72	—	89
South Atlantic .....	77	92	66	55	85	91	84	22	97
East South Central .....	71	90	64	40	82	90	86	—	91
West South Central .....	56	86	54	59	75	89	76	7	94
Mountain .....	58	83	53	51	86	91	76	—	96
Pacific .....	73	91	66	55	92	93	75	18	96

<sup>1</sup> The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey

publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2013**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers .....	3	1	4	2	4	8	13	20	18	14	6	6	11	11
<b>Worker characteristics</b>														
Management, professional, and related .....	4	1	6	2	4	10	12	19	16	14	5	6	11	11
Professional and related .....	6	1	8	3	4	10	12	16	16	14	5	6	11	11
Teachers .....	11	2	13	4	6	11	11	11	8	8	6	8	10	10
Primary, secondary, and special education school teachers .....	15	—	19	—	—	7	13	11	4	—	—	7	9	9
Service .....	2	1	2	2	3	8	13	21	17	16	7	8	11	11
Protective service .....	—	1	—	—	2	9	15	27	20	19	5	2	11	11
Sales and office .....	—	—	2	2	4	7	14	20	24	13	6	5	11	11
Office and administrative support .....	—	—	2	2	4	7	14	20	24	14	6	5	11	11
Natural resources, construction, and maintenance .....	—	—	1	—	5	7	15	28	22	10	3	7	11	11
Production, transportation, and material moving ...	6	—	—	5	5	6	14	21	18	9	6	5	11	11
Full time .....	3	1	4	2	3	8	13	21	19	14	6	6	11	11
Part time .....	7	1	4	4	—	9	13	13	7	—	7	11	11	11
Union .....	2	1	5	2	2	7	11	20	22	14	7	8	11	11
Nonunion .....	3	1	3	3	5	10	15	20	16	13	5	5	11	11
Average wage within the following categories: <sup>1</sup>														
Lowest 25 percent .....	4	2	5	3	7	9	14	19	16	9	5	6	11	11
Lowest 10 percent .....	—	3	6	3	8	8	15	18	12	6	4	—	10	10
Second 25 percent .....	1	( <sup>2</sup> )	2	2	3	8	15	22	19	15	6	7	11	11
Third 25 percent .....	2	—	7	—	3	8	15	22	19	13	6	5	11	11
Highest 25 percent .....	5	1	3	3	3	9	8	17	19	18	6	8	11	12
Highest 10 percent .....	3	—	—	2	4	14	7	14	17	22	7	10	12	12
<b>Establishment characteristics</b>														
Service-providing industries .....	3	1	4	2	4	8	13	20	18	14	6	6	11	11
Education and health services .....	5	2	8	3	5	7	13	14	13	13	7	11	11	11
Educational services .....	6	2	7	3	6	8	14	13	9	11	8	14	11	11
Elementary and secondary schools .....	8	3	11	4	4	7	14	12	8	8	8	13	11	10
Junior colleges, colleges, and universities .....	2	—	1	—	—	9	13	—	11	15	8	15	12	11
Healthcare and social assistance .....	—	—	8	5	3	5	8	—	29	—	4	—	11	12
Hospitals .....	—	—	—	7	—	4	—	—	25	—	2	—	11	12
Public administration .....	( <sup>2</sup> )	( <sup>2</sup> )	—	—	2	9	13	27	25	16	5	1	11	11
1 to 99 workers .....	—	—	2	4	7	11	15	26	18	10	4	2	11	11
1 to 49 workers .....	—	—	—	—	—	7	18	30	17	10	4	3	11	11
50 to 99 workers .....	—	—	5	6	—	—	—	23	19	9	—	—	10	11
100 workers or more .....	3	1	4	2	3	8	13	19	19	14	6	7	11	11
100 to 499 workers .....	5	2	3	4	3	7	14	20	17	15	6	4	11	11
500 workers or more .....	3	1	5	2	3	8	13	19	19	14	6	8	11	11

See footnotes at end of table.

**Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2013—Continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
State government .....	( <sup>2</sup> )	—	( <sup>2</sup> )	1	—	11	12	24	20	18	4	5	11	11
Local government .....	4	1	6	3	4	7	14	18	17	11	6	7	11	11
<b>Geographic areas</b>														
New England .....	—	—	—	—	—	—	—	—	29	—	—	—	12	12
Middle Atlantic .....	1	1	—	—	—	3	—	14	33	15	9	14	13	12
East North Central .....	6	—	—	4	4	17	23	11	14	10	5	3	10	10
West North Central .....	3	—	5	—	4	—	12	—	—	—	—	—	10	11
South Atlantic .....	1	—	10	—	3	—	13	24	22	8	6	2	11	11
East South Central .....	—	3	—	—	—	—	—	13	13	5	—	19	11	11
West South Central .....	—	—	5	3	4	6	6	20	8	28	8	6	11	11
Mountain .....	—	—	—	—	—	3	34	24	13	—	—	8	11	11
Pacific .....	—	—	—	—	3	—	10	25	13	20	10	6	11	11

<sup>1</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

<sup>2</sup> Less than 0.5.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2013**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
All workers .....	84	3	13
<b>Worker characteristics</b>			
Management, professional, and related .....	85	2	13
Professional and related .....	85	2	13
Teachers .....	86	3	11
Primary, secondary, and special education school teachers .....	86	2	12
Service .....	82	3	15
Protective service .....	81	5	14
Sales and office .....	84	3	13
Office and administrative support .....	84	3	13
Natural resources, construction, and maintenance .....	84	1	14
Production, transportation, and material moving ...	80	—	—
Full time .....	84	3	14
Part time .....	86	3	12
Union .....	85	3	12
Nonunion .....	83	2	15
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	84	1	15
Lowest 10 percent .....	83	1	16
Second 25 percent .....	85	2	13
Third 25 percent .....	80	3	17
Highest 25 percent .....	87	3	10
Highest 10 percent .....	88	3	9
<b>Establishment characteristics</b>			
Service-providing industries .....	84	3	14
Education and health services .....	86	2	12
Educational services .....	88	2	10
Elementary and secondary schools .....	86	2	12
Junior colleges, colleges, and universities .....	92	3	6
Healthcare and social assistance .....	72	3	25
Hospitals .....	70	4	25
Public administration .....	82	4	15
1 to 99 workers .....	80	4	16
1 to 49 workers .....	84	—	—
50 to 99 workers .....	77	—	—
100 workers or more .....	85	2	13
100 to 499 workers .....	87	2	11
500 workers or more .....	84	3	14

See footnotes at end of table.

**Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2013—Continued**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
State government .....	91	2	7
Local government .....	82	3	16
<b>Geographic areas</b>			
New England .....	93	—	—
Middle Atlantic .....	94	4	2
East North Central .....	87	2	11
West North Central .....	81	—	—
South Atlantic .....	79	—	—
East South Central .....	83	2	15
West South Central .....	86	—	—
Mountain .....	83	—	—
Pacific .....	78	4	17

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

<sup>2</sup> Plan does not specify maximum number of days.

<sup>3</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business.

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The

categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2013**

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

Characteristics	Paid sick leave days by length of service <sup>2</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 1 year</b>							
All workers .....	8	15	60	17	( <sup>3</sup> )	11	12
Full time .....	8	14	60	17	( <sup>3</sup> )	11	12
Part time .....	–	22	53	14	–	10	11
Union .....	6	10	63	20	1	12	12
Nonunion .....	10	20	56	14	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	21	55	19	–	11	12
1 to 49 workers .....	–	17	59	19	–	12	12
50 to 99 workers .....	4	–	49	20	–	11	12
100 workers or more .....	8	14	60	17	( <sup>3</sup> )	11	12
100 to 499 workers .....	–	12	61	18	–	11	12
500 workers or more .....	8	15	60	16	( <sup>3</sup> )	11	12
<b>After 5 years</b>							
All workers .....	8	15	58	19	( <sup>3</sup> )	12	12
Full time .....	7	14	58	20	( <sup>3</sup> )	12	12
Part time .....	–	22	55	14	–	10	11
Union .....	6	10	61	23	1	12	12
Nonunion .....	10	20	55	16	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	21	54	22	–	11	12
1 to 49 workers .....	–	16	57	23	–	12	12
50 to 99 workers .....	–	–	50	20	–	11	12
100 workers or more .....	8	14	58	19	( <sup>3</sup> )	12	12
100 to 499 workers .....	–	11	57	22	–	12	12
500 workers or more .....	8	15	59	18	( <sup>3</sup> )	11	12

See footnotes at end of table.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2013—Continued**

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

Characteristics	Paid sick leave days by length of service <sup>2</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 10 years</b>							
All workers .....	8	15	57	20	( <sup>3</sup> )	12	12
Full time .....	7	14	57	21	1	12	12
Part time .....	—	21	55	15	—	10	11
Union .....	6	10	60	24	1	12	12
Nonunion .....	10	20	54	16	( <sup>3</sup> )	11	12
1 to 99 workers .....	—	19	55	22	—	12	12
1 to 49 workers .....	—	15	57	24	—	12	12
50 to 99 workers .....	—	—	52	20	—	11	12
100 workers or more .....	8	14	57	20	( <sup>3</sup> )	12	12
100 to 499 workers .....	—	11	57	23	—	12	12
500 workers or more .....	8	15	57	19	( <sup>3</sup> )	12	12
<b>After 20 years</b>							
All workers .....	7	15	57	20	1	12	12
Full time .....	7	14	57	20	1	12	12
Part time .....	—	21	55	15	—	10	11
Union .....	5	9	61	23	2	12	12
Nonunion .....	10	20	53	16	1	11	12
1 to 99 workers .....	—	19	55	21	—	12	12
1 to 49 workers .....	—	15	57	22	—	13	12
50 to 99 workers .....	—	—	52	20	—	11	12
100 workers or more .....	8	14	57	20	1	12	12
100 to 499 workers .....	8	11	57	21	2	12	12
500 workers or more .....	8	15	57	19	1	12	12

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

<sup>2</sup> Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

<sup>3</sup> Less than 0.5.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/eps/glossary20122013.htm](http://www.bls.gov/ncs/eps/glossary20122013.htm).

**Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2013**

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

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	92	64	29	8
<b>Worker characteristics</b>				
Management, professional, and related .....	93	64	29	7
Professional and related .....	93	63	30	7
Teachers .....	92	61	31	8
Primary, secondary, and special education school teachers .....	92	59	32	8
Service .....	91	65	25	9
Protective service .....	91	65	26	9
Sales and office .....	92	64	28	8
Office and administrative support .....	93	64	29	7
Natural resources, construction, and maintenance .....	—	58	—	—
Production, transportation, and material moving .....	97	63	35	3
Full time .....	92	63	29	8
Part time .....	94	68	26	6
Union .....	95	67	28	5
Nonunion .....	89	60	29	11
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	89	59	30	11
Lowest 10 percent .....	—	56	—	—
Second 25 percent .....	94	65	29	6
Third 25 percent .....	93	66	27	7
Highest 25 percent .....	93	64	29	7
Highest 10 percent .....	94	66	27	6
<b>Establishment characteristics</b>				
Service-providing industries .....	92	63	29	8
Education and health services .....	92	63	29	8
Educational services .....	92	63	29	8
Elementary and secondary schools .....	92	61	31	8
Junior colleges, colleges, and universities .....	93	70	23	7
Healthcare and social assistance .....	89	62	27	11
Hospitals .....	—	68	—	—
Public administration .....	95	67	29	5
1 to 99 workers .....	86	51	35	14
1 to 49 workers .....	82	49	33	18
50 to 99 workers .....	91	53	37	9
100 workers or more .....	93	65	28	7
100 to 499 workers .....	91	52	40	9
500 workers or more .....	94	70	24	6

See footnotes at end of table.

**Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2013—Continued**

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

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
State government .....	95	76	19	5
Local government .....	91	59	33	9
<b>Geographic areas</b>				
New England .....	94	50	44	6
Middle Atlantic .....	94	64	29	6
East North Central .....	94	55	39	6
West North Central .....	95	47	48	5
South Atlantic .....	90	69	21	10
East South Central .....	—	60	—	—
West South Central .....	85	57	28	15
Mountain .....	—	73	—	—
Pacific .....	95	83	13	5

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer

Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2013**

(Includes workers in sick leave plans<sup>1</sup> that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	40	90	128	180	240	138
<b>Worker characteristics</b>						
Management, professional, and related .....	45	92	135	180	230	142
Professional and related .....	–	100	140	180	230	143
Teachers .....	–	100	150	180	240	148
Primary, secondary, and special education school teachers .....	–	100	145	180	240	146
Service .....	30	60	120	180	225	123
Protective service .....	–	–	120	180	234	121
Sales and office .....	40	90	130	180	240	143
Office and administrative support .....	45	90	130	180	240	143
Natural resources, construction, and maintenance .....	–	–	–	–	–	125
Production, transportation, and material moving .....	–	–	130	219	250	147
Full time .....	37	90	128	180	234	137
Part time .....	–	105	130	199	255	147
Union .....	83	120	160	200	250	162
Nonunion .....	30	60	120	180	212	115
Average wage within the following categories: <sup>3</sup>						
Lowest 25 percent .....	30	60	120	180	200	119
Lowest 10 percent .....	–	–	–	–	–	102
Second 25 percent .....	36	90	120	180	230	135
Third 25 percent .....	30	75	120	180	240	133
Highest 25 percent .....	–	120	160	182	240	159
Highest 10 percent .....	90	135	160	200	250	165
<b>Establishment characteristics</b>						
Service-providing industries .....	37	90	130	180	240	138
Education and health services .....	50	100	150	180	240	147
Educational services .....	45	100	150	180	240	147
Elementary and secondary schools .....	45	90	145	180	240	144
Junior colleges, colleges, and universities .....	90	120	180	180	200	162
Healthcare and social assistance .....	60	90	–	180	–	146
Hospitals .....	–	–	–	–	–	129
Public administration .....	30	60	120	180	225	120
1 to 99 workers .....	30	60	90	120	180	97
1 to 49 workers .....	–	–	–	120	–	79
50 to 99 workers .....	60	–	120	–	199	117
100 workers or more .....	42	90	139	180	240	144
100 to 499 workers .....	40	80	120	180	219	130
500 workers or more .....	–	110	156	200	240	152

See footnotes at end of table.

**Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2013—Continued**

(Includes workers in sick leave plans<sup>1</sup> that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government .....	—	120	180	180	240	157
Local government .....	36	83	120	180	230	133
<b>Geographic areas</b>						
New England .....	105	120	150	200	250	160
Middle Atlantic .....	150	160	200	200	300	192
East North Central .....	43	100	120	180	255	146
West North Central .....	45	—	120	145	180	112
South Atlantic .....	—	—	120	180	180	120
East South Central .....	—	—	—	—	—	144
West South Central .....	25	—	100	—	—	106
Mountain .....	—	—	—	—	—	107
Pacific .....	—	100	125	—	200	125

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

<sup>2</sup> 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.

<sup>3</sup> Surveyed occupations are classified into wage categories

based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2013**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>2</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 1 year</b>								
All workers .....	4	11	59	16	8	3	12	12
Full time .....	4	10	59	16	8	3	13	12
Part time .....	11	21	43	–	6	–	11	10
Union .....	3	13	60	14	6	4	12	11
Nonunion .....	4	9	57	18	10	1	13	12
1 to 99 workers .....	–	15	61	12	5	–	11	11
1 to 49 workers .....	4	19	63	–	6	–	11	10
50 to 99 workers .....	6	11	59	18	–	–	12	12
100 workers or more .....	4	10	58	17	9	3	13	12
100 to 499 workers .....	4	14	60	16	6	1	12	11
500 workers or more .....	4	8	58	17	10	4	13	12
<b>After 5 years</b>								
All workers .....	2	4	27	49	12	6	15	15
Full time .....	1	4	27	49	12	6	16	15
Part time .....	8	11	39	35	–	–	13	14
Union .....	1	6	23	53	9	8	15	15
Nonunion .....	2	3	31	45	14	4	16	15
1 to 99 workers .....	–	4	33	52	7	–	14	15
1 to 49 workers .....	–	2	35	50	9	–	14	15
50 to 99 workers .....	–	–	30	55	4	–	15	15
100 workers or more .....	2	4	26	48	13	7	16	15
100 to 499 workers .....	1	4	35	47	8	4	15	15
500 workers or more .....	2	5	23	48	14	7	16	15

See footnotes at end of table.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2013—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>2</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 10 years</b>								
All workers .....	1	2	10	53	26	9	18	18
Full time .....	1	2	9	53	26	10	18	18
Part time .....	—	7	22	50	15	—	16	16
Union .....	( <sup>3</sup> )	3	10	51	26	11	18	18
Nonunion .....	2	1	10	54	25	8	18	18
1 to 99 workers .....	—	—	13	58	19	6	17	17
1 to 49 workers .....	—	—	15	53	22	5	17	17
50 to 99 workers .....	—	—	10	66	15	7	17	17
100 workers or more .....	1	2	9	52	27	10	18	18
100 to 499 workers .....	—	—	10	56	25	7	18	18
500 workers or more .....	1	2	9	50	27	11	19	18
<b>After 20 years</b>								
All workers .....	1	1	6	15	46	31	22	22
Full time .....	1	1	5	15	46	32	22	22
Part time .....	—	—	16	16	47	15	20	20
Union .....	( <sup>3</sup> )	2	5	11	47	35	22	22
Nonunion .....	2	1	6	18	45	29	22	22
1 to 99 workers .....	—	—	11	17	41	28	21	21
1 to 49 workers .....	—	—	13	14	40	29	20	21
50 to 99 workers .....	—	—	8	—	41	28	21	22
100 workers or more .....	1	1	5	14	47	32	22	22
100 to 499 workers .....	—	—	7	18	44	29	22	21
500 workers or more .....	1	1	4	13	48	33	22	22

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

<sup>2</sup> Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are

exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time-off for workers to use for multiple purposes.

<sup>3</sup> Less than 0.5.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, National Compensation Survey, March 2013**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers .....	10	18	22	25	28	90	12	15	17	21
<b>Worker characteristics</b>										
Management, professional, and related .....	11	19	23	25	28	89	13	15	18	21
Professional and related .....	13	19	23	26	28	87	12	15	17	21
Service .....	11	17	21	25	28	89	11	14	17	21
Protective service .....	8	18	21	25	29	92	11	14	17	21
Sales and office .....	9	18	22	26	28	91	12	15	18	21
Office and administrative support .....	9	18	22	26	28	91	12	15	18	22
Natural resources, construction, and maintenance .....	8	18	21	25	27	92	11	14	17	21
Production, transportation, and material moving ...	8	15	19	22	24	92	10	14	17	21
Full time .....	10	18	22	25	28	90	12	15	18	21
Part time .....	13	16	18	21	24	87	10	12	15	19
Union .....	6	18	23	27	30	94	12	15	18	22
Nonunion .....	13	18	21	24	27	87	12	15	17	21
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	13	17	21	24	27	87	11	14	17	20
Lowest 10 percent .....	22	16	20	23	25	78	11	14	17	19
Second 25 percent .....	9	18	22	25	28	91	12	15	18	22
Third 25 percent .....	10	18	22	25	28	90	12	15	18	21
Highest 25 percent .....	9	20	24	27	30	91	13	15	18	21
Highest 10 percent .....	8	20	24	26	28	92	13	16	18	21
<b>Establishment characteristics</b>										
Service-providing industries .....	10	18	22	25	28	90	12	15	17	21
Education and health services .....	10	19	22	25	27	90	12	15	17	20
Educational services .....	3	15	17	18	20	97	12	15	17	20
Elementary and secondary schools .....	3	8	8	9	11	97	11	13	16	18
Junior colleges, colleges, and universities .....	4	23	27	28	30	96	15	17	19	22
Healthcare and social assistance .....	28	20	23	27	29	72	12	15	18	22
Hospitals .....	30	20	23	26	29	70	13	16	18	22
Public administration .....	8	18	22	26	29	92	12	15	18	22
1 to 99 workers .....	10	18	21	23	26	90	11	14	16	20
1 to 49 workers .....	8	17	20	22	24	92	11	14	17	20
50 to 99 workers .....	12	18	22	24	26	88	11	14	16	21
100 workers or more .....	10	18	22	25	28	90	12	15	18	21
100 to 499 workers .....	12	17	22	25	28	88	11	14	17	21
500 workers or more .....	10	18	22	25	28	90	12	15	18	22

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, National Compensation Survey, March 2013—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
State government .....	5	20	23	26	28	95	13	16	18	22
Local government .....	13	18	22	25	28	87	11	14	17	20
<b>Geographic areas</b>										
Middle Atlantic .....	3	18	21	25	28	97	13	16	19	22
East North Central .....	8	19	23	25	28	92	11	14	17	21
South Atlantic .....	8	19	21	23	27	92	12	15	17	21
East South Central .....	13	20	24	27	29	87	12	15	17	21
West South Central .....	17	15	19	22	25	83	11	14	16	21
Pacific .....	12	19	24	28	31	88	12	15	17	21

<sup>1</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National

Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).