

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, March 2017**

(All workers with paid vacations = 100 percent)

| Characteristics   | With consolidated leave plan |   |         |          |          | With no consolidated leave plan |  |         |          |          |
|---|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
|   | Access                       | Paid days by length of service<br>(Mean number of days) |         |          |          | Access                          | Paid vacation days by length of service<br>(Mean number of days) |         |          |          |
|   |                              | 1 year  | 5 years | 10 years | 20 years |                                 | 1 year   | 5 years | 10 years | 20 years |
| All workers .....   | 14                           | 17  | 21      | 23       | 26       | 86                              | 12   | 15      | 18       | 21       |
| <b>Worker characteristics</b>                                   |                              |   |         |          |          |                                 |  |         |          |          |
| Management, professional, and related .....                     | 16                           | 17  | 20      | 23       | 25       | 84                              | 13   | 16      | 18       | 22       |
| Professional and related .....                                  | 18                           | 17  | 19      | 22       | 24       | 82                              | 13   | 15      | 18       | 22       |
| Teachers .....  | 16                           | 13  | 13      | 14       | 14       | 84                              | 13   | 15      | 17       | 19       |
| Primary, secondary, and special education school teachers ..... | 19                           | 12  | 12      | 12       | 12       | 81                              | 11   | 13      | 15       | 18       |
| Service .....   | 14                           | 17  | 20      | 24       | 27       | 86                              | 11   | 14      | 17       | 21       |
| Protective service .....  | 10                           | 17  | 21      | 24       | 28       | 90                              | 11   | 14      | 17       | 21       |
| Sales and office .....  | 11                           | 18  | 22      | 25       | 28       | 89                              | 11   | 15      | 18       | 22       |
| Office and administrative support .....                         | 11                           | 18  | 22      | 25       | 29       | 89                              | 11   | 15      | 18       | 22       |
| Natural resources, construction, and maintenance .....          | 15                           | 18  | 22      | 25       | 30       | 85                              | 11   | 14      | 17       | 22       |
| Full time .....   | 14                           | 18  | 21      | 24       | 27       | 86                              | 12   | 15      | 18       | 22       |
| Part time .....   | 20                           | 11  | 14      | 16       | 18       | 80                              | 11   | 13      | 16       | 20       |
| Union .....   | 11                           | 18  | 22      | 25       | 28       | 89                              | 11   | 14      | 17       | 22       |
| Nonunion .....  | 17                           | 17  | 20      | 23       | 25       | 83                              | 12   | 15      | 18       | 21       |
| Average wage within the following categories: <sup>2</sup>      |                              |   |         |          |          |                                 |  |         |          |          |
| Lowest 25 percent .....   | 14                           | 17  | 20      | 23       | 26       | 86                              | 11   | 14      | 17       | 20       |
| Lowest 10 percent .....   | 19                           | 15  | 19      | 21       | 23       | 81                              | 11   | 14      | 17       | 20       |
| Second 25 percent .....   | 13                           | 17  | 21      | 24       | 27       | 87                              | 12   | 15      | 18       | 22       |
| Third 25 percent .....  | 16                           | 17  | 20      | 23       | 26       | 84                              | 12   | 15      | 18       | 22       |
| Highest 25 percent .....  | 14                           | 18  | 21      | 24       | 26       | 86                              | 13   | 16      | 18       | 22       |
| Highest 10 percent .....  | 11                           | 19  | 23      | 25       | 28       | 89                              | 14   | 16      | 18       | 21       |
| <b>Establishment characteristics</b>                            |                              |   |         |          |          |                                 |  |         |          |          |
| Service-providing industries .....                              | 14                           | 17  | 21      | 23       | 26       | 86                              | 12   | 15      | 18       | 21       |
| Education and health services .....                             | 16                           | 18  | 20      | 23       | 25       | 84                              | 13   | 15      | 18       | 21       |
| Educational services .....                                      | 7                            | 14  | 15      | 16       | 17       | 93                              | 13   | 15      | 17       | 20       |
| Elementary and secondary schools .....                          | 9                            | 12  | 13      | 13       | 13       | 91                              | 11   | 13      | 16       | 18       |
| Health care and social assistance .....                         | 40                           | 20  | 23      | 26       | 29       | 60                              | 13   | 16      | 18       | 23       |
| Hospitals .....   | 51                           | 20  | 23      | 27       | 30       | 49                              | 13   | 16      | 19       | 23       |
| Public administration .....                                     | 10                           | 17  | 22      | 25       | 29       | 90                              | 11   | 14      | 17       | 22       |
| 1 to 99 workers .....   | 10                           | 15  | 19      | 22       | 25       | 90                              | 11   | 14      | 17       | 21       |
| 100 workers or more .....                                       | 15                           | 18  | 21      | 24       | 27       | 85                              | 12   | 15      | 18       | 22       |
| 100 to 499 workers .....  | 15                           | 17  | 20      | 22       | 25       | 85                              | 11   | 14      | 17       | 21       |
| 500 workers or more .....                                       | 16                           | 18  | 21      | 24       | 27       | 84                              | 13   | 15      | 18       | 22       |

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, March 2017—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<br>(Mean number of days) |         |          |          | Access                          | Paid vacation days by length of service<br>(Mean number of days) |         |          |          |
|                          |                              | 1 year  | 5 years | 10 years | 20 years |                                 | 1 year   | 5 years | 10 years | 20 years |
| State government .....   | 9                            | 18  | 21      | 24       | 27       | 91                              | 13   | 16      | 19       | 23       |
| Local government .....   | 17                           | 17  | 20      | 23       | 26       | 83                              | 11   | 14      | 17       | 21       |
| <b>Geographic areas</b>  |                              |   |         |          |          |                                 |  |         |          |          |
| Northeast .....          | 5                            | 16  | 19      | 22       | 25       | 95                              | 11   | 15      | 18       | 22       |
| New England .....        | 6                            | 11  | 15      | 19       | 21       | 94                              | 10   | 14      | 18       | 23       |
| Middle Atlantic .....    | 5                            | 19  | 20      | 24       | 26       | 95                              | 12   | 16      | 19       | 22       |
| South .....              | 13                           | 18  | 21      | 23       | 27       | 87                              | 12   | 15      | 17       | 21       |
| South Atlantic .....     | 14                           | 18  | 21      | 24       | 28       | 86                              | 12   | 15      | 17       | 21       |
| East South Central ..... | 13                           | 19  | 20      | 24       | 27       | 87                              | 12   | 15      | 18       | 21       |
| Midwest .....            | 20                           | 16  | 19      | 21       | 24       | 80                              | 12   | 14      | 18       | 22       |
| East North Central ..... | 21                           | 16  | 19      | 22       | 25       | 79                              | 12   | 15      | 18       | 22       |
| West .....               | 18                           | 18  | 22      | 25       | 28       | 82                              | 12   | 15      | 17       | 21       |
| Mountain .....           | 25                           | 17  | 19      | 22       | 25       | 75                              | 13   | 15      | 18       | 21       |
| Pacific .....            | 15                           | 20  | 24      | 28       | 31       | 85                              | 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 wage data for March 2017.

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/glossary20162017.htm](http://www.bls.gov/ncs/ebs/glossary20162017.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.