

Holiday Profile – Independence Day

The National Compensation Survey¹ (NCS) publishes provisions and costs of employer-provided benefits in private industry and state and local government, including leave benefits such as vacation, sick leave, and holidays. In March 2018, 77 percent of civilian workers² received paid holidays with an average of 8 paid holidays per year.³ Paid holidays cost employers an average of 77 cents per employee hour worked.⁴ Upcoming paid holiday benefit profiles in 2019 will be available at www.bls.gov/ncs/ebs/holiday_profiles.htm.

Among civilian workers receiving paid holidays, 92 percent received Independence Day (the fourth of July) as a paid holiday. Ninety-four percent of private industry workers and 84 percent of state and local government workers also received Independence Day as a paid holiday. (See Table 1.)

Table 1. Percent of workers receiving Independence Day paid holiday, March 2018

(All workers with paid holidays = 100 percent)

| Characteristics | Civilian | | Private industry | | State and local government | |
|---|----------|----------------|------------------|----------------|----------------------------|----------------|
| | Percent | Standard Error | Percent | Standard Error | Percent | Standard Error |
| All workers | 92 | 0.6 | 94 | 0.7 | 84 | 1.0 |
| Occupational group: | | | | | | |
| Management, business, and financial | 98 | 0.7 | 98 | 0.8 | 97 | 0.7 |
| Professional and related | 91 | 0.7 | 98 | 0.8 | 68 | 2.6 |
| Service | 87 | 2.1 | 86 | 2.5 | 91 | 1.0 |
| Sales and office | 90 | 1.0 | 90 | 1.1 | 95 | 0.9 |
| Natural resources, construction, and maintenance | 96 | 1.2 | 95 | 1.3 | 99 | 0.4 |
| Production, transportation, and material moving | 96 | 1.5 | 96 | 1.5 | 80 | 5.5 |
| Work status: | | | | | | |
| Full-time | 94 | 0.6 | 95 | 0.6 | 85 | 1.0 |
| Part-time | 78 | 2.8 | 79 | 3.0 | 68 | 4.8 |
| Bargaining status¹: | | | | | | |
| Union | 90 | 1.2 | 98 | 1.6 | 80 | 1.8 |
| Nonunion | 93 | 0.7 | 93 | 0.7 | 88 | 1.4 |
| Establishment size: | | | | | | |
| 1 to 99 workers | 92 | 0.9 | 93 | 0.9 | 83 | 2.0 |
| 100 workers or more | 92 | 0.9 | 94 | 1.0 | 84 | 1.2 |
| Census region¹: | | | | | | |
| Northeast | 94 | 1.4 | 95 | 1.5 | 89 | 2.8 |
| South | 91 | 0.8 | 92 | 0.9 | 82 | 1.6 |
| Midwest | 94 | 0.8 | 96 | 0.8 | 78 | 2.0 |
| West | 93 | 1.9 | 93 | 2.1 | 89 | 1.6 |

Footnotes:

(1) For more information on bargaining status and census region definitions, see the *Bureau of Labor Statistics, Handbook of Methods, National Compensation Measures*, www.bls.gov/opub/hom/ncs/concepts.htm.

Highlights of Independence Day paid holiday benefits include:

- The incidence ranged from 98 percent of civilian workers in management, business, and financial occupations to 87 percent of workers in service occupations.
- State and local government union workers (80 percent) received the paid holiday at a lower rate than nonunion workers (88 percent).

- Ninety-six percent of private industry workers in the Midwest region received the paid holiday, compared with 92 percent in the South.
- In state and local government, 99 percent of workers in natural resources, construction and maintenance occupations received the paid holiday, compared to 68 percent of workers in professional and related occupations.

Estimation Methods for Specific Paid Holidays

The estimates of specific paid holiday percentages for this profile are based on information field economists collected for sample establishments. Missing data were not subject to standard imputation procedures used in other NCS publications. Workers were included as having paid holiday leave for either partial or full workday paid holidays. Data are rounded to the nearest whole number. Use caution in applying these estimates because they are only based on collected data, part of the overall sample, and not subject to standard imputation and processing methods. Those methods can affect estimates based on establishment and worker characteristics of available and missing holiday information.⁵

Standard and sampling errors

Standard errors are based only on collected holiday information. (See Table 1.) Data that satisfied relative standard error criteria for collected and matched holiday collection information were used in this profile.

Benefits data used in the holiday profile are derived from a sample survey used for the NCS and thus, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in a population. Caution should be applied in using holiday profile estimates because they are only based on a subsample of the overall sample using collected establishments that provide workers with paid holidays. Estimates derived from subsamples using the same sample design may differ from each other.

END NOTES

⁽¹⁾ The National Compensation Survey (NCS) collects information on employee wages and salaries and benefits from a nationally-representative sample of about 8,000 responding establishments. (See [March 2018 Appendix 1](#)). The NCS program produces the Employment Cost Index (ECI) and Employer Costs for Employee Compensation (ECEC). The ECI tracks changes over time in average employer costs for pay and benefits, while the ECEC expresses average employer costs for pay and benefits in dollars and cents. The NCS also tracks coverage and provisions of employer-sponsored benefits such as healthcare, retirement, and leave benefits. For more information, see www.bls.gov/ncs.

⁽²⁾ Civilian workers include both private industry and state and local government workers.

⁽³⁾ *Bureau of Labor Statistics: National Compensation Survey: Employee Benefits in the United States, March 2018*, www.bls.gov/ncs/ebs/benefits/2018.

⁽⁴⁾ *Bureau of Labor Statistics: National Compensation Survey: Employer Costs for Employee Compensation, March 2018*, www.bls.gov/news.release/archives/ecec_06082018.pdf.

⁽⁵⁾ *Bureau of Labor Statistics: Handbook of Methods, National Compensation Measures*, www.bls.gov/opub/hom/ncs/home.htm.

