

**Table 33. Leave benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2011**

(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	67	74	42	67	70	44	12	86
<b>Worker characteristics</b>									
Management, professional, and related .....	79	87	74	59	83	86	59	18	91
Management, business, and financial .....	95	91	94	59	87	88	60	21	92
Professional and related .....	73	85	67	59	82	85	59	17	90
Teachers .....	34	84	17	64	82	89	67	16	91
Primary, secondary, and special education school teachers .....	30	94	12	75	88	96	71	17	96
Registered nurses .....	83	81	82	63	82	82	53	22	90
Service .....	57	50	61	28	47	53	31	9	81
Protective service .....	76	69	77	42	70	78	62	13	90
Sales and office .....	82	68	80	42	68	71	43	12	87
Sales and related .....	72	56	69	33	59	63	37	7	86
Office and administrative support .....	87	76	86	48	73	75	47	14	88
Natural resources, construction, and maintenance	80	56	81	28	56	58	35	8	80
Construction, extraction, farming, fishing, and forestry .....	71	44	72	22	44	47	30	8	76
Installation, maintenance, and repair .....	91	67	91	35	67	70	40	9	84
Production, transportation, and material moving ...	83	55	82	33	65	68	39	6	85
Production .....	91	55	90	31	69	70	41	7	87
Transportation and material moving .....	76	56	74	35	63	66	38	5	83
Full time .....	87	79	87	48	77	79	51	14	90
Part time .....	39	28	35	20	35	40	23	6	75
Union .....	79	84	74	59	89	92	64	15	94
Nonunion .....	75	64	74	38	63	66	40	11	85
Average wage within the following categories: <sup>3</sup>									
Lowest 25 percent .....	53	36	53	21	39	44	23	5	78
Lowest 10 percent .....	36	23	40	13	27	33	15	4	74
Second 25 percent .....	84	69	83	43	70	73	44	11	87
Third 25 percent .....	89	79	89	47	77	79	51	14	89
Highest 25 percent .....	81	88	78	60	86	87	61	19	92
Highest 10 percent .....	78	90	75	61	88	89	65	20	93
<b>Establishment characteristics</b>									
Goods-producing industries .....	88	56	88	31	67	68	42	9	87
Service-providing industries .....	73	69	72	43	66	70	44	12	86
Education and health services .....	71	83	66	58	80	82	54	17	90
Educational services .....	53	87	40	61	83	89	68	16	92
Elementary and secondary schools .....	42	90	27	70	84	93	69	17	94
Junior colleges, colleges, and universities .....	78	86	68	47	88	90	75	14	94
Health care and social assistance .....	85	79	84	55	77	77	44	19	89
Hospitals .....	91	89	90	70	90	90	61	26	95
Public administration .....	88	89	88	53	86	90	82	16	93

See footnotes at end of table.

**Table 33. Leave benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2011—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 .....	69	55	70	28	51	55	28	8	78
1 to 49 workers .....	67	53	68	25	47	51	25	8	74
50 to 99 workers .....	75	60	75	35	62	66	35	10	88
100 workers or more .....	82	78	79	54	80	83	58	15	94
100 to 499 workers .....	81	69	79	47	73	75	46	12	91
500 workers or more .....	82	86	78	61	87	90	70	18	96
<b>Geographic areas</b>									
New England .....	72	72	71	49	70	79	48	12	88
Middle Atlantic .....	77	71	74	52	73	78	47	10	84
East North Central .....	77	62	74	44	69	69	41	14	84
West North Central .....	73	66	72	34	67	66	43	10	87
South Atlantic .....	77	65	77	40	65	70	46	13	86
East South Central .....	77	65	76	38	69	73	49	8	91
West South Central .....	76	68	75	39	64	68	45	12	86
Mountain .....	73	66	74	38	62	64	38	9	86
Pacific .....	74	69	74	37	62	62	40	13	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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the

threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 34. Paid holidays: Number of days provided, civilian workers,<sup>1</sup> National Compensation Survey, March 2011**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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 .....	9	22	12	12	9	14	8	6	3	2	3	8	8
<b>Worker characteristics</b>													
Management, professional, and related .....	3	13	11	12	11	19	11	9	4	2	3	9	9
Management, business, and financial .....	2	9	10	13	12	24	12	10	4	2	3	10	10
Professional and related .....	4	15	12	12	10	17	10	9	4	3	4	9	9
Teachers .....	11	10	5	7	9	11	16	10	6	6	8	10	10
Primary, secondary, and special education school teachers .....	14	16	6	6	6	12	16	7	—	—	8	10	10
Registered nurses .....	8	37	18	10	6	8	4	4	2	1	1	7	7
Service .....	21	22	12	11	6	7	7	6	4	2	3	8	7
Protective service .....	6	9	6	4	9	13	20	13	13	3	5	10	11
Sales and office .....	9	29	12	12	8	14	6	4	2	1	1	8	7
Sales and related .....	16	46	12	10	5	6	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	7	6
Office and administrative support .....	6	21	12	13	10	18	8	6	3	2	2	8	8
Natural resources, construction, and maintenance .....	9	27	16	12	7	12	7	5	2	1	2	8	7
Construction, extraction, farming, fishing, and forestry .....	12	28	15	12	8	10	7	5	2	( <sup>2</sup> )	1	8	7
Installation, maintenance, and repair .....	7	27	16	11	7	14	8	5	2	1	2	8	8
Production, transportation, and material moving .....	9	23	12	15	9	14	8	5	2	1	3	8	8
Production .....	6	17	12	14	10	18	9	6	3	1	4	9	9
Transportation and material moving .....	11	28	12	17	8	10	6	3	1	1	2	8	7
Full time .....	7	20	12	13	9	15	9	7	3	2	3	9	8
Part time .....	26	33	10	10	5	7	4	1	1	1	2	6	6
Union .....	3	11	6	11	9	14	15	12	8	4	6	10	10
Nonunion .....	11	24	13	13	9	14	7	5	2	1	2	8	8
Average wage within the following categories: <sup>3</sup>													
Lowest 25 percent .....	25	34	14	10	5	6	3	2	( <sup>2</sup> )	( <sup>2</sup> )	1	6	6
Lowest 10 percent .....	43	29	12	7	3	3	2	1	( <sup>2</sup> )	—	—	5	6
Second 25 percent .....	9	27	12	13	9	13	7	4	2	1	2	8	8
Third 25 percent .....	5	18	11	13	10	17	11	7	4	2	3	9	9
Highest 25 percent .....	3	11	11	12	11	20	11	10	5	2	4	10	10
Highest 10 percent .....	2	9	10	11	13	22	12	11	5	2	3	10	10
<b>Establishment characteristics</b>													
Goods-producing industries .....	6	17	11	13	12	18	9	7	3	1	3	9	9
Service-providing industries .....	10	23	12	12	8	14	8	6	3	2	2	8	8
Education and health services .....	7	22	12	10	8	12	9	7	5	4	6	9	8
Educational services .....	6	6	4	7	7	14	13	11	10	8	15	11	11
Elementary and secondary schools .....	10	11	5	5	7	13	12	8	9	7	14	11	11
Junior colleges, colleges, and universities .....	2	1	2	8	7	11	15	15	13	9	16	12	12
Health care and social assistance .....	8	31	17	11	8	11	6	4	2	—	—	8	7
Hospitals .....	4	37	17	9	8	7	5	8	4	—	—	8	7
Public administration .....	( <sup>2</sup> )	—	—	1	10	15	26	24	15	5	4	11	11

See footnotes at end of table.

**Table 34. Paid holidays: Number of days provided, civilian workers,<sup>1</sup> National Compensation Survey, March 2011—Continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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 .....	13	26	15	14	9	13	5	3	1	1	1	8	7
1 to 49 workers .....	13	26	15	14	8	13	5	3	1	1	1	7	7
50 to 99 workers .....	14	25	13	12	12	12	5	4	1	1	1	8	7
100 workers or more .....	6	19	10	11	9	15	11	8	4	2	4	9	9
100 to 499 workers .....	8	25	13	11	9	14	9	5	3	1	1	8	8
500 workers or more .....	5	12	6	11	9	17	13	12	6	3	6	10	10
<b>Geographic areas</b>													
New England .....	5	14	10	10	11	20	12	10	5	1	3	9	10
Middle Atlantic .....	9	18	12	11	9	14	9	9	3	2	4	9	9
East North Central .....	8	24	13	11	11	15	5	4	3	1	3	8	8
West North Central .....	6	27	17	14	8	10	—	4	3	—	1	8	8
South Atlantic .....	12	26	11	10	8	14	7	7	2	1	1	8	8
East South Central .....	17	17	11	16	8	13	6	5	2	1	5	8	8
West South Central .....	13	24	11	11	8	13	8	5	2	2	3	8	8
Mountain .....	10	25	11	16	8	14	9	4	2	—	—	8	8
Pacific .....	7	17	11	16	9	16	10	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 percent.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation

Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 35. Paid sick leave: Type of provision, civilian workers,<sup>1</sup> National Compensation Survey, March 2011**

(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 .....	69	6	25
<b>Worker characteristics</b>			
Management, professional, and related .....	66	7	26
Management, business, and financial .....	65	8	26
Professional and related .....	67	6	27
Teachers .....	83	4	14
Primary, secondary, and special education school teachers .....	84	2	14
Registered nurses .....	48	1	51
Service .....	69	3	28
Protective service .....	77	4	19
Sales and office .....	70	5	25
Sales and related .....	74	6	20
Office and administrative support .....	67	5	27
Natural resources, construction, and maintenance .....	70	7	23
Construction, extraction, farming, fishing, and forestry .....	69	6	25
Installation, maintenance, and repair .....	70	8	21
Production, transportation, and material moving .....	74	4	21
Production .....	71	4	25
Transportation and material moving .....	77	5	18
Full time .....	69	6	25
Part time .....	67	4	29
Union .....	80	4	16
Nonunion .....	66	6	28
Average wage within the following categories: <sup>5</sup>			
Lowest 25 percent .....	70	4	26
Lowest 10 percent .....	67	5	29
Second 25 percent .....	69	4	27
Third 25 percent .....	69	5	25
Highest 25 percent .....	67	8	24
Highest 10 percent .....	67	10	23
<b>Establishment characteristics</b>			
Goods-producing industries .....	68	8	24
Service-providing industries .....	69	5	26
Education and health services .....	66	3	31
Educational services .....	84	3	13
Elementary and secondary schools .....	84	2	14
Junior colleges, colleges, and universities .....	84	5	10
Health care and social assistance .....	53	3	45
Hospitals .....	45	1	54
Public administration .....	81	4	15

See footnotes at end of table.

**Table 35. Paid sick leave: Type of provision, civilian workers,<sup>1</sup> National Compensation Survey, March 2011—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 99 workers .....	67	8	25
1 to 49 workers .....	66	9	25
50 to 99 workers .....	71	5	24
100 workers or more .....	70	4	26
100 to 499 workers .....	72	4	24
500 workers or more .....	68	4	28
<b>Geographic areas</b>			
New England .....	67	8	25
Middle Atlantic .....	76	6	18
East North Central .....	65	7	28
West North Central .....	68	5	27
South Atlantic .....	65	4	30
East South Central .....	61	6	33
West South Central .....	72	5	24
Mountain .....	67	6	28
Pacific .....	72	5	23

<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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> National Compensation Survey, March 2011**

(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 .....	17	45	31	6	1	9	6
Full time .....	16	45	31	7	1	9	6
Part time .....	29	44	23	–	–	7	6
Union .....	11	24	50	14	1	10	10
Nonunion .....	18	51	25	4	1	8	6
1 to 99 workers .....	24	54	18	3	( <sup>4</sup> )	7	5
1 to 49 workers .....	24	55	18	3	1	7	5
50 to 99 workers .....	25	52	18	–	–	7	6
100 workers or more .....	13	40	38	8	1	10	9
100 to 499 workers .....	17	53	25	5	( <sup>4</sup> )	7	6
500 workers or more .....	9	29	49	11	2	11	10
<b>After 5 years</b>							
All workers .....	16	45	31	7	2	9	6
Full time .....	14	45	32	7	2	9	7
Part time .....	28	44	23	–	–	7	6
Union .....	10	24	49	15	1	11	10
Nonunion .....	17	51	26	5	2	9	6
1 to 99 workers .....	23	54	19	4	1	7	6
1 to 49 workers .....	22	55	18	3	1	7	5
50 to 99 workers .....	24	52	19	–	–	7	6
100 workers or more .....	11	39	38	9	2	10	10
100 to 499 workers .....	15	52	26	6	1	8	6
500 workers or more .....	8	28	49	11	4	12	10

See footnotes at end of table.

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> National Compensation Survey, March 2011—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 .....	15	45	31	7	2	10	7
Full time .....	14	45	32	8	2	10	7
Part time .....	28	44	23	—	—	7	6
Union .....	10	24	48	16	1	11	10
Nonunion .....	17	51	26	5	2	9	6
1 to 99 workers .....	23	54	19	4	1	7	6
1 to 49 workers .....	22	55	19	3	1	7	5
50 to 99 workers .....	24	52	19	—	—	7	6
100 workers or more .....	11	39	38	9	2	11	10
100 to 499 workers .....	15	52	26	6	1	8	6
500 workers or more .....	8	28	48	12	4	13	10
<b>After 20 years</b>							
All workers .....	15	45	31	7	2	10	7
Full time .....	14	45	31	8	2	10	7
Part time .....	28	44	24	—	—	7	6
Union .....	10	24	48	16	2	12	10
Nonunion .....	17	51	26	5	2	10	6
1 to 99 workers .....	23	54	19	4	1	7	6
1 to 49 workers .....	22	55	19	4	1	7	5
50 to 99 workers .....	23	52	19	—	—	7	6
100 workers or more .....	11	39	38	9	3	12	10
100 to 499 workers .....	15	52	26	6	1	9	6
500 workers or more .....	8	28	48	12	4	14	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.

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

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 37. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> National Compensation Survey, March 2011**

(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 .....	66	34	32	34
Management, business, and financial .....	52	24	28	48
Professional and related .....	72	38	34	28
Teachers .....	88	54	33	12
Primary, secondary, and special education school teachers .....	89	55	33	11
Registered nurses .....	77	28	49	23
Service .....	57	24	32	43
Protective service .....	81	53	28	19
Sales and office .....	51	16	36	49
Sales and related .....	51	10	41	49
Office and administrative support .....	52	19	33	48
Natural resources, construction, and maintenance .....	47	18	29	53
Installation, maintenance, and repair .....	46	12	34	54
Production, transportation, and material moving .....	41	10	32	59
Production .....	30	6	25	70
Transportation and material moving .....	51	13	38	49
Full time .....	56	24	33	44
Union .....	74	43	32	26
Nonunion .....	51	18	33	49
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	44	11	32	56
Second 25 percent .....	56	19	37	44
Third 25 percent .....	57	25	33	43
Highest 25 percent .....	62	31	30	38
Highest 10 percent .....	64	34	30	36
<b>Establishment characteristics</b>				
Goods-producing industries .....	31	10	21	69
Service-providing industries .....	59	25	35	41
Education and health services .....	78	39	39	22
Educational services .....	88	55	33	12
Elementary and secondary schools .....	89	58	32	11
Junior colleges, colleges, and universities .....	89	52	37	11
Health care and social assistance .....	65	19	47	35
Hospitals .....	83	27	56	17
Public administration .....	94	66	28	6

See footnotes at end of table.

**Table 37. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> National Compensation Survey, March 2011—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 99 workers .....	39	10	28	61
1 to 49 workers .....	35	9	26	65
50 to 99 workers .....	48	13	34	52
100 workers or more .....	66	31	36	34
100 to 499 workers .....	59	19	41	41
500 workers or more .....	72	41	32	28
<b>Geographic areas</b>				
New England .....	54	19	35	46
Middle Atlantic .....	50	21	29	50
East North Central .....	52	18	34	48
West North Central .....	58	19	39	42
South Atlantic .....	61	27	34	39
East South Central .....	68	32	36	32
West South Central .....	53	19	34	47
Mountain .....	64	23	41	36
Pacific .....	57	29	28	43

<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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 38. Paid vacations:<sup>1</sup> Number of annual days by service requirement, civilian workers,<sup>2</sup> National Compensation Survey, March 2011**

(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 .....	7	35	38	12	6	2	10	10
Full time .....	4	33	41	13	6	2	10	10
Part time .....	23	45	22	5	4	1	8	5
Union .....	4	35	45	9	4	2	10	10
Nonunion .....	7	35	37	13	6	2	10	10
1 to 99 workers .....	9	44	35	8	3	1	8	8
1 to 49 workers .....	9	44	35	8	3	( <sup>4</sup> )	8	7
50 to 99 workers .....	7	45	35	9	—	—	9	8
100 workers or more .....	5	27	41	15	9	3	11	10
100 to 499 workers .....	7	38	38	12	4	1	9	10
500 workers or more .....	3	16	44	19	13	4	13	11
<b>After 5 years</b>								
All workers .....	2	9	35	36	12	6	14	15
Full time .....	1	8	35	38	12	6	15	15
Part time .....	10	23	36	20	6	4	11	10
Union .....	1	7	38	40	9	5	14	15
Nonunion .....	2	10	35	35	12	6	14	15
1 to 99 workers .....	3	14	40	32	7	3	13	11
1 to 49 workers .....	3	16	38	32	8	3	13	10
50 to 99 workers .....	2	9	44	34	7	4	13	12
100 workers or more .....	1	6	32	38	15	8	15	15
100 to 499 workers .....	1	8	40	36	11	4	14	15
500 workers or more .....	1	4	23	41	19	12	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 2011—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 .....	2	7	15	42	23	12	17	15
Full time .....	1	5	14	43	24	13	17	15
Part time .....	9	18	17	35	14	7	14	15
Union .....	1	3	10	54	23	9	17	15
Nonunion .....	2	7	16	40	23	13	17	15
1 to 99 workers .....	3	11	21	40	18	7	15	15
1 to 49 workers .....	3	13	22	37	18	7	15	15
50 to 99 workers .....	2	7	17	47	20	7	16	15
100 workers or more .....	1	3	10	44	26	16	18	17
100 to 499 workers .....	1	4	13	50	22	10	17	15
500 workers or more .....	1	2	7	38	30	22	20	20
<b>After 20 years</b>								
All workers .....	2	6	12	18	37	26	19	20
Full time .....	1	5	11	19	38	27	20	20
Part time .....	8	16	13	18	27	17	16	16
Union .....	( <sup>4</sup> )	3	5	11	45	35	21	21
Nonunion .....	2	7	13	20	35	24	19	20
1 to 99 workers .....	3	11	18	25	28	15	17	15
1 to 49 workers .....	3	12	19	25	26	15	16	15
50 to 99 workers .....	1	7	14	25	35	18	18	20
100 workers or more .....	1	2	7	13	43	34	22	20
100 to 499 workers .....	1	3	9	18	44	24	20	20
500 workers or more .....	1	1	5	9	42	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 percent.

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 39. Consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> National Compensation Survey, March 2011**

(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 .....	23	15	20	23	25	77	8	12	15	18
<b>Worker characteristics</b>										
Management, professional, and related .....	33	17	22	25	27	67	11	14	17	20
Management, business, and financial .....	27	17	22	25	27	73	11	15	17	20
Professional and related .....	35	17	22	25	27	65	11	14	17	20
Teachers .....	17	14	17	19	20	83	12	14	16	18
Registered nurses .....	63	19	23	26	29	37	10	14	17	19
Service .....	23	14	19	23	24	77	8	12	14	16
Protective service .....	12	15	19	22	25	88	10	13	16	19
Sales and office .....	22	15	20	23	25	78	8	12	15	18
Sales and related .....	15	12	17	20	22	85	7	11	14	17
Office and administrative support .....	25	16	21	24	26	75	9	13	15	18
Natural resources, construction, and maintenance .....	14	11	16	19	21	86	7	11	13	15
Construction, extraction, farming, fishing, and forestry .....	15	11	14	17	19	85	7	10	12	14
Installation, maintenance, and repair .....	13	12	17	20	22	87	7	12	14	17
Production, transportation, and material moving .....	13	11	16	18	21	87	7	11	14	18
Production .....	16	11	16	18	22	84	7	11	14	17
Transportation and material moving .....	11	10	16	19	21	89	7	11	14	18
Full time .....	23	16	20	24	26	77	9	13	15	18
Part time .....	23	12	17	20	22	77	6	10	12	14
Union .....	12	14	19	22	26	88	9	13	17	21
Nonunion .....	25	15	20	23	25	75	8	12	15	17
Average wage within the following categories: <sup>3</sup>										
Lowest 25 percent .....	19	12	18	20	22	81	6	10	12	14
Lowest 10 percent .....	15	11	16	19	21	85	5	9	11	13
Second 25 percent .....	23	15	20	23	25	77	8	12	15	17
Third 25 percent .....	22	16	21	24	26	78	9	13	16	19
Highest 25 percent .....	29	17	21	24	27	71	10	14	17	20
Highest 10 percent .....	29	17	22	25	27	71	11	15	17	20
<b>Establishment characteristics</b>										
Goods-producing industries .....	16	11	16	18	22	84	7	11	14	17
Service-providing industries .....	25	16	21	24	26	75	9	13	15	18
Education and health services .....	40	18	23	26	28	60	11	14	17	19
Educational services .....	7	13	16	17	18	93	12	15	17	20
Elementary and secondary schools .....	7	10	11	11	12	93	11	13	16	18
Junior colleges, colleges, and universities .....	6	18	21	24	25	94	14	17	19	22
Health care and social assistance .....	51	18	23	27	29	49	10	14	16	18
Hospitals .....	70	20	24	28	30	30	12	16	19	22
Public administration .....	8	17	21	25	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 2011—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 .....	20	13	18	21	22	80	7	11	14	15
1 to 49 workers .....	20	13	18	20	22	80	7	11	13	15
50 to 99 workers .....	20	14	19	22	24	80	7	12	14	17
100 workers or more .....	26	17	21	25	27	74	9	13	16	20
100 to 499 workers .....	21	15	19	22	25	79	8	12	15	19
500 workers or more .....	30	18	23	26	29	70	11	14	17	21
<b>Geographic areas</b>										
New England .....	26	17	22	25	27	74	9	13	16	19
Middle Atlantic .....	17	16	21	24	26	83	9	13	16	18
East North Central .....	24	15	19	23	26	76	8	12	15	18
West North Central .....	26	15	20	23	26	74	8	13	15	18
South Atlantic .....	24	15	20	23	25	76	8	12	14	17
East South Central .....	23	14	20	23	26	77	8	12	15	18
West South Central .....	23	16	20	23	25	77	8	12	14	17
Mountain .....	29	15	20	23	25	71	8	13	15	17
Pacific .....	23	15	20	23	25	77	9	13	15	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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below

the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 46. Paid leave combinations: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>2</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>2</sup>	Personal leave, vacation, or holidays <sup>2</sup>
All workers .....	36	37	60	69	72	83	85
<b>Worker characteristics</b>							
Management, professional, and related .....	45	55	70	72	91	93	91
Management, business, and financial .....	57	56	89	93	94	97	97
Professional and related .....	41	55	64	65	89	91	88
Teachers .....	11	59	16	15	89	90	77
Primary, secondary, and special education school teachers .....	9	72	12	10	97	98	83
Registered nurses .....	58	59	78	80	86	89	89
Service .....	25	24	45	50	54	67	70
Protective service .....	39	39	67	72	72	81	83
Sales and office .....	40	37	66	75	74	84	88
Sales and related .....	30	27	53	62	62	74	81
Office and administrative support .....	45	43	73	83	80	90	92
Natural resources, construction, and maintenance .....	27	24	54	75	61	84	87
Construction, extraction, farming, fishing, and forestry .....	19	16	42	64	50	76	80
Installation, maintenance, and repair .....	34	31	67	87	72	92	95
Production, transportation, and material moving ...	31	25	52	78	64	86	88
Production .....	31	24	54	87	63	91	94
Transportation and material moving .....	31	27	50	70	64	82	83
Full time .....	43	45	72	83	83	95	95
Part time .....	13	13	21	26	36	48	53
Union .....	43	54	63	72	89	96	93
Nonunion .....	35	34	59	69	69	81	83
Average wage within the following categories: <sup>3</sup>							
Lowest 25 percent .....	17	15	31	43	42	61	65
Lowest 10 percent .....	9	8	17	27	28	48	51
Second 25 percent .....	39	37	65	78	75	88	91
Third 25 percent .....	44	43	75	86	84	93	94
Highest 25 percent .....	47	57	73	75	92	95	93
Highest 10 percent .....	46	58	71	72	94	96	92
<b>Establishment characteristics</b>							
Goods-producing industries .....	30	24	55	84	64	90	93
Service-providing industries .....	37	39	60	67	73	82	83
Education and health services .....	40	54	61	63	87	90	88
Educational services .....	24	58	40	38	91	91	83
Elementary and secondary schools .....	18	66	27	24	94	94	84
Junior colleges, colleges, and universities .....	36	44	66	67	89	90	86
Health care and social assistance .....	52	51	77	80	84	89	91
Hospitals .....	66	65	87	89	94	94	94
Public administration .....	51	51	87	87	91	91	90

See footnotes at end of table.

**Table 46. Paid leave combinations: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>2</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>2</sup>	Personal leave, vacation, or holidays <sup>2</sup>
1 to 99 workers .....	25	23	51	62	59	75	78
1 to 49 workers .....	23	22	49	60	57	73	75
50 to 99 workers .....	31	29	55	69	66	82	84
100 workers or more .....	45	49	67	76	83	91	91
100 to 499 workers .....	41	41	63	75	76	87	90
500 workers or more .....	49	57	71	76	90	94	92
<b>Geographic areas</b>							
New England .....	42	45	63	68	76	81	80
Middle Atlantic .....	45	46	63	70	77	85	86
East North Central .....	39	39	56	70	68	82	85
West North Central .....	27	29	58	67	71	82	82
South Atlantic .....	36	36	59	70	69	84	86
East South Central .....	32	33	56	70	71	86	88
West South Central .....	32	34	60	71	73	85	86
Mountain .....	32	34	59	67	70	82	85
Pacific .....	33	34	63	68	73	82	83

<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> Includes workers with access to one or more of these leave benefits.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 33. Leave benefits: Access, private industry workers, National Compensation Survey, March 2011**

(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	63	77	38	63	66	38	11	85
<b>Worker characteristics</b>									
Management, professional, and related .....	89	86	87	56	82	83	53	19	89
Management, business, and financial .....	97	91	96	59	86	87	56	21	92
Professional and related .....	85	83	83	55	80	81	51	17	88
Service .....	53	43	58	24	41	46	23	7	79
Protective service .....	60	39	62	25	44	58	33	6	83
Sales and office .....	81	66	79	41	67	69	40	11	87
Sales and related .....	72	55	69	33	59	63	36	7	86
Office and administrative support .....	87	74	86	46	71	73	42	14	87
Natural resources, construction, and maintenance	79	51	80	26	52	54	30	8	78
Construction, extraction, farming, fishing, and forestry .....	68	38	69	19	39	41	23	7	74
Installation, maintenance, and repair .....	90	64	90	33	65	68	36	9	83
Production, transportation, and material moving ...	84	54	83	32	65	67	38	6	85
Production .....	91	54	90	31	68	69	40	7	87
Transportation and material moving .....	77	54	75	33	61	65	35	5	82
Full time .....	90	75	91	45	74	75	44	13	88
Part time .....	40	27	37	19	34	38	20	6	75
Union .....	89	71	90	49	85	86	48	10	91
Nonunion .....	76	62	76	37	61	64	37	11	84
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	51	32	51	18	36	41	20	5	77
Lowest 10 percent .....	34	21	38	11	26	32	15	4	74
Second 25 percent .....	85	66	84	41	67	70	39	10	86
Third 25 percent .....	89	74	90	43	74	75	44	12	87
Highest 25 percent .....	90	85	89	56	83	84	54	19	90
Highest 10 percent .....	90	87	90	58	86	86	60	21	91
<b>Establishment characteristics</b>									
Goods-producing industries .....	88	56	88	31	67	68	42	9	86
Construction .....	69	37	70	19	36	39	19	7	72
Manufacturing .....	95	62	95	36	79	79	50	10	92
Service-providing industries .....	75	64	75	40	62	65	37	11	84
Trade, transportation, and utilities .....	78	61	78	36	66	69	39	5	87
Wholesale trade .....	90	76	89	37	73	74	37	9	85
Retail trade .....	72	52	71	33	60	63	38	4	86
Transportation and warehousing .....	83	71	85	42	75	79	42	6	92
Utilities .....	98	94	96	64	97	96	71	11	98

See footnotes at end of table.

**Table 33. Leave benefits: Access, private industry workers, National Compensation Survey, March 2011—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 .....	92	89	91	67	83	88	53	23	95
Financial activities .....	94	89	92	61	85	87	56	23	90
Finance and insurance .....	95	91	95	66	90	91	62	26	94
Credit intermediation and related activities .....	96	93	96	62	90	92	63	24	95
Insurance carriers and related activities .....	95	91	95	70	91	91	62	29	93
Real estate and rental and leasing .....	87	79	83	44	68	72	33	—	75
Professional and business services .....	81	65	76	38	58	61	37	13	80
Professional and technical services .....	90	85	89	50	73	76	43	16	86
Administrative and waste services .....	68	40	60	21	34	38	24	6	71
Education and health services .....	81	78	80	54	76	76	42	18	88
Educational services .....	65	76	57	46	73	78	48	13	85
Junior colleges, colleges, and universities .....	80	82	72	54	91	93	67	15	93
Health care and social assistance .....	84	78	84	55	77	76	41	18	88
Leisure and hospitality .....	39	32	48	14	26	35	16	3	77
Accommodation and food services .....	37	30	47	12	24	32	15	3	77
Other services .....	69	52	67	24	52	53	24	10	73
1 to 99 workers .....	69	54	70	27	50	54	26	8	77
1 to 49 workers .....	66	52	68	25	47	50	24	7	74
50 to 99 workers .....	76	58	76	33	61	64	33	10	88
100 workers or more .....	87	73	86	51	78	80	52	14	93
100 to 499 workers .....	84	67	82	45	72	73	43	11	91
500 workers or more .....	91	82	90	60	87	88	63	19	96
<b>Geographic areas</b>									
New England .....	75	70	75	44	67	77	46	12	87
Middle Atlantic .....	80	67	76	49	70	76	42	10	82
East North Central .....	79	58	78	41	67	66	38	11	83
West North Central .....	74	61	76	30	63	61	37	10	87
South Atlantic .....	77	60	79	36	62	66	39	11	83
East South Central .....	79	58	78	38	65	68	38	7	91
West South Central .....	80	64	80	35	62	64	39	13	85
Mountain .....	75	63	77	35	58	60	32	9	84
Pacific .....	73	65	75	33	56	56	33	12	86

<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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 34. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2011**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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 .....	10	25	13	14	9	14	6	4	1	1	2	8	8
<b>Worker characteristics</b>													
Management, professional, and related .....	3	15	13	14	12	21	9	7	2	2	2	9	9
Management, business, and financial .....	2	11	11	14	13	25	9	8	2	2	2	9	9
Professional and related .....	3	17	14	14	11	19	8	7	2	2	2	9	9
Service .....	26	27	14	13	5	5	4	2	1	1	1	6	6
Protective service .....	—	29	—	—	—	5	5	3	—	—	—	7	7
Sales and office .....	10	32	13	13	8	14	5	3	1	1	1	7	7
Sales and related .....	16	47	12	10	5	6	2	1	( <sup>1</sup> )	—	—	6	6
Office and administrative support .....	7	24	14	14	10	19	6	3	1	1	1	8	8
Natural resources, construction, and maintenance .....	10	31	18	13	7	11	5	3	1	( <sup>1</sup> )	1	7	7
Construction, extraction, farming, fishing, and forestry .....	14	32	18	13	8	8	3	1	1	—	—	7	7
Installation, maintenance, and repair .....	7	30	18	12	7	13	6	4	1	( <sup>1</sup> )	1	8	7
Production, transportation, and material moving .....	9	23	12	16	10	14	7	4	2	1	3	8	8
Production .....	6	18	12	14	10	18	8	6	3	1	4	9	9
Transportation and material moving .....	11	30	12	17	9	10	5	3	1	1	1	7	7
Full time .....	8	23	14	14	10	16	7	5	2	1	2	8	8
Part time .....	28	35	11	10	4	7	3	1	( <sup>1</sup> )	( <sup>1</sup> )	1	6	6
Union .....	2	15	10	18	11	16	11	7	3	2	5	9	9
Nonunion .....	11	26	14	13	9	14	5	4	1	1	1	8	7
Average wage within the following categories: <sup>2</sup>													
Lowest 25 percent .....	27	35	14	10	4	5	2	1	( <sup>1</sup> )	—	—	6	6
Lowest 10 percent .....	49	26	11	7	3	2	2	—	—	—	—	5	6
Second 25 percent .....	11	32	14	14	8	12	5	2	1	1	1	7	7
Third 25 percent .....	6	22	13	15	10	16	8	5	2	1	1	8	8
Highest 25 percent .....	3	13	12	15	12	22	9	8	2	1	3	9	9
Highest 10 percent .....	2	11	11	13	13	24	10	10	3	1	2	9	10
<b>Establishment characteristics</b>													
Goods-producing industries .....	6	17	11	13	12	18	9	7	3	1	3	9	9
Construction .....	15	35	19	13	8	6	2	( <sup>1</sup> )	—	—	—	7	6
Manufacturing .....	3	12	9	13	13	21	11	9	3	2	4	9	9
Service-providing industries .....	11	27	14	14	8	14	5	3	1	1	1	8	7
Trade, transportation, and utilities .....	14	40	12	13	7	7	4	2	1	( <sup>1</sup> )	1	7	6
Wholesale trade .....	5	22	19	18	11	10	7	4	1	1	2	8	8
Retail trade .....	21	56	10	7	3	2	1	—	—	—	—	6	6
Transportation and warehousing .....	6	22	9	24	7	17	9	—	—	—	—	8	8
Utilities .....	—	—	—	—	20	20	15	10	11	—	—	10	10

See footnotes at end of table.

**Table 34. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2011—Continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
Information .....	—	16	30	17	9	17	7	4	( <sup>1</sup> )	—	—	8	8
Financial activities .....	1	11	8	19	13	35	9	3	1	( <sup>1</sup> )	1	9	9
Finance and insurance .....	1	8	6	20	14	41	7	3	1	( <sup>1</sup> )	1	9	10
Credit intermediation and related activities .....	2	7	3	14	7	57	6	3	—	—	1	9	10
Insurance carriers and related activities .....	—	9	12	28	18	20	8	3	1	—	—	9	9
Real estate and rental and leasing .....	3	24	17	13	10	10	—	4	—	—	—	8	8
Professional and business services .....	7	21	14	16	10	18	6	6	1	—	—	8	8
Professional and technical services .....	2	12	14	18	13	24	6	8	—	—	—	9	9
Administrative and waste services .....	14	36	15	13	5	8	5	3	—	—	—	7	7
Education and health services .....	7	29	16	12	8	11	6	3	2	2	3	8	7
Educational services .....	2	2	4	10	6	15	14	14	12	8	15	12	11
Junior colleges, colleges, and universities .....	2	1	2	7	7	10	16	15	15	11	15	12	12
Health care and social assistance .....	8	33	18	12	8	11	5	2	1	—	—	7	7
Leisure and hospitality .....	46	13	14	14	5	2	3	—	—	—	—	5	6
Accommodation and food services .....	53	10	15	14	5	—	—	—	—	—	—	5	5
Other services .....	10	26	13	14	7	11	4	6	2	4	3	8	8
1 to 99 workers .....	14	27	15	14	9	13	4	3	1	1	1	7	7
1 to 49 workers .....	14	27	16	15	8	13	4	2	1	1	1	7	7
50 to 99 workers .....	14	26	14	12	11	13	4	4	—	—	1	7	7
100 workers or more .....	7	23	12	14	9	16	8	6	2	1	2	8	8
100 to 499 workers .....	8	28	14	12	10	14	7	3	2	1	1	8	8
500 workers or more .....	5	16	9	15	9	19	10	9	3	2	4	9	9
<b>Geographic areas</b>													
New England .....	5	15	11	11	12	22	10	7	2	1	3	9	9
Middle Atlantic .....	10	21	13	12	10	15	8	6	2	1	3	8	8
East North Central .....	8	27	15	13	10	14	5	3	2	1	3	8	8
West North Central .....	6	31	19	15	9	8	6	1	3	—	—	8	7
South Atlantic .....	14	29	13	12	7	14	4	4	1	1	1	7	7
East South Central .....	18	21	14	16	9	12	5	3	1	—	—	7	7
West South Central .....	14	27	12	13	8	14	6	4	1	1	1	8	7
Mountain .....	11	28	12	18	8	11	7	3	1	—	—	8	7
Pacific .....	8	20	13	19	9	17	6	5	2	1	1	8	8

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

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 35. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2011**

(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 .....	65	6	28
<b>Worker characteristics</b>			
Management, professional, and related .....	59	9	32
Management, business, and financial .....	62	9	29
Professional and related .....	58	9	34
Service .....	65	3	33
Protective service .....	64	—	—
Sales and office .....	68	6	26
Sales and related .....	74	6	20
Office and administrative support .....	65	6	29
Natural resources, construction, and maintenance .....	67	8	24
Installation, maintenance, and repair .....	69	9	22
Production, transportation, and material moving ...	74	4	22
Production .....	71	4	25
Transportation and material moving .....	77	5	18
Full time .....	65	7	28
Part time .....	65	4	31
Union .....	76	5	19
Nonunion .....	64	6	29
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	69	4	27
Lowest 10 percent .....	65	6	29
Second 25 percent .....	67	4	29
Third 25 percent .....	66	6	28
Highest 25 percent .....	61	10	29
Highest 10 percent .....	60	13	27
<b>Establishment characteristics</b>			
Goods-producing industries .....	67	8	24
Manufacturing .....	67	8	25
Service-providing industries .....	65	6	29
Trade, transportation, and utilities .....	76	6	18
Wholesale trade .....	71	13	16
Retail trade .....	78	4	19
Transportation and warehousing .....	79	3	18
Utilities .....	67	—	—

See footnotes at end of table.

**Table 35. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2011—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>
Information .....	72	10	18
Financial activities .....	62	6	33
Finance and insurance .....	60	6	34
Credit intermediation and related activities .....	69	4	27
Insurance carriers and related activities .....	47	6	47
Real estate and rental and leasing .....	66	6	27
Professional and business services .....	64	9	27
Professional and technical services .....	60	11	28
Administrative and waste services .....	71	4	25
Education and health services .....	54	3	43
Educational services .....	75	8	17
Junior colleges, colleges, and universities .....	77	10	13
Health care and social assistance .....	51	2	47
Leisure and hospitality .....	68	5	27
Accommodation and food services .....	64	6	30
Other services .....	70	8	22
1 to 99 workers .....	66	8	25
1 to 49 workers .....	65	10	25
50 to 99 workers .....	70	5	25
100 workers or more .....	64	5	31
100 to 499 workers .....	70	4	26
500 workers or more .....	58	5	37
<b>Geographic areas</b>			
New England .....	63	9	28
Middle Atlantic .....	73	7	21
East North Central .....	61	8	31
West North Central .....	63	6	31
South Atlantic .....	62	5	33
East South Central .....	52	8	40
West South Central .....	68	5	27
Mountain .....	63	6	30
Pacific .....	71	5	24

<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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based

on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> private industry workers, National Compensation Survey, March 2011**

(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 .....	20	55	21	3	1	8	6
Full time .....	18	56	22	3	1	8	6
Part time .....	32	49	17	–	–	6	5
Union .....	18	43	33	5	1	8	6
Nonunion .....	20	57	19	2	1	8	6
1 to 99 workers .....	26	57	15	2	( <sup>3</sup> )	7	5
1 to 49 workers .....	25	57	16	1	1	7	5
50 to 99 workers .....	27	57	13	–	–	6	5
100 workers or more .....	15	54	26	4	2	9	6
100 to 499 workers .....	19	63	17	2	( <sup>3</sup> )	7	6
500 workers or more .....	9	42	39	6	4	11	9
<b>After 5 years</b>							
All workers .....	18	55	22	3	2	8	6
Full time .....	16	56	23	3	2	9	6
Part time .....	31	50	17	–	–	7	5
Union .....	16	44	33	5	2	9	6
Nonunion .....	18	57	20	2	2	8	6
1 to 99 workers .....	24	57	16	2	1	7	5
1 to 49 workers .....	23	58	16	2	1	7	5
50 to 99 workers .....	26	57	14	–	–	6	6
100 workers or more .....	13	53	27	3	3	10	6
100 to 499 workers .....	17	62	18	2	1	7	6
500 workers or more .....	8	41	40	5	7	13	10

See footnotes at end of table.

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> private industry workers, National Compensation Survey, March 2011—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 .....	18	55	22	3	2	9	6
Full time .....	16	56	23	3	2	9	6
Part time .....	31	49	17	—	—	7	6
Union .....	16	44	32	6	2	10	7
Nonunion .....	18	56	21	2	2	9	6
1 to 99 workers .....	24	57	16	2	1	7	5
1 to 49 workers .....	23	57	17	2	1	7	5
50 to 99 workers .....	26	56	14	—	—	7	6
100 workers or more .....	13	53	27	4	3	11	6
100 to 499 workers .....	16	62	18	2	1	8	6
500 workers or more .....	8	40	40	6	7	15	10
<b>After 20 years</b>							
All workers .....	18	55	22	3	2	9	6
Full time .....	16	56	23	3	2	10	6
Part time .....	31	49	17	—	—	7	6
Union .....	16	44	31	7	2	10	7
Nonunion .....	18	56	21	2	2	9	6
1 to 99 workers .....	24	57	16	2	1	7	5
1 to 49 workers .....	23	57	17	2	1	7	5
50 to 99 workers .....	26	56	15	—	—	7	6
100 workers or more .....	12	53	27	4	3	12	6
100 to 499 workers .....	16	63	18	2	1	8	6
500 workers or more .....	7	40	40	6	7	16	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> 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 percent.

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 37. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2011**

(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	9	34	56
<b>Worker characteristics</b>				
Management, professional, and related .....	49	15	35	51
Management, business, and financial .....	40	11	29	60
Professional and related .....	54	17	38	46
Service .....	41	7	35	59
Sales and office .....	45	8	37	55
Sales and related .....	50	9	42	50
Office and administrative support .....	42	8	34	58
Natural resources, construction, and maintenance:				
Installation, maintenance, and repair .....	38	5	34	62
Production, transportation, and material moving ...	37	6	31	63
Production .....	29	4	24	71
Transportation and material moving .....	46	8	38	54
Full time .....	43	10	34	57
Nonunion .....	43	9	34	57
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	37	6	30	63
Second 25 percent .....	48	8	40	52
Third 25 percent .....	43	9	34	57
Highest 25 percent .....	44	13	32	56
Highest 10 percent .....	47	15	32	53
<b>Establishment characteristics</b>				
Goods-producing industries .....	29	8	21	71
Manufacturing .....	30	8	22	70
Service-providing industries .....	46	10	37	54
Trade, transportation, and utilities .....	52	8	44	48
Wholesale trade .....	31	5	26	69
Retail trade .....	54	9	45	46
Transportation and warehousing .....	68	8	61	32
Utilities .....	66	24	42	34
Information .....	32	9	23	68
Financial activities .....	36	8	28	64
Finance and insurance .....	37	9	27	63
Credit intermediation and related activities	32	8	24	68
Real estate and rental and leasing .....	35	–	–	65
Professional and business services .....	36	11	25	64
Professional and technical services .....	44	16	28	56
Education and health services .....	63	13	49	37
Educational services .....	65	16	50	35
Junior colleges, colleges, and universities	82	19	63	18
Health care and social assistance .....	62	13	49	38
Other services .....	45	11	34	55
1 to 99 workers .....	35	7	28	65
1 to 49 workers .....	32	6	26	68
50 to 99 workers .....	42	9	33	58
100 workers or more .....	52	12	40	48

See footnotes at end of table.

**Table 37. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2011—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	
100 to 499 workers .....	51	11	40	49
<b>Geographic areas</b>				
New England .....	42	10	32	58
Middle Atlantic .....	37	9	29	63
East North Central .....	38	7	31	62
West North Central .....	43	7	36	57
South Atlantic .....	51	12	39	49
East South Central .....	53	13	40	47
West South Central .....	42	7	35	58
Mountain .....	54	9	45	46
Pacific .....	45	12	33	55

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

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note

for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> private industry workers, National Compensation Survey, March 2011**

(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 .....	7	38	36	12	6	2	10	10
Full time .....	4	37	38	13	6	2	10	10
Part time .....	24	46	21	4	3	1	7	5
Union .....	5	47	37	7	3	2	9	8
Nonunion .....	7	37	36	12	6	2	10	10
1 to 99 workers .....	9	45	34	8	3	1	8	6
1 to 49 workers .....	9	45	34	8	3	( <sup>3</sup> )	8	6
50 to 99 workers .....	7	47	34	8	—	—	8	7
100 workers or more .....	5	31	37	15	8	3	11	10
100 to 499 workers .....	7	41	35	12	4	2	9	10
500 workers or more .....	3	19	40	19	14	5	13	10
<b>After 5 years</b>								
All workers .....	2	10	37	34	11	6	14	15
Full time .....	1	8	37	36	12	7	14	15
Part time .....	10	24	36	20	6	4	11	10
Union .....	1	7	47	33	9	4	13	12
Nonunion .....	2	11	35	34	12	7	14	15
1 to 99 workers .....	3	14	40	32	8	4	13	10
1 to 49 workers .....	3	16	39	31	8	3	12	10
50 to 99 workers .....	2	10	44	33	7	4	13	12
100 workers or more .....	1	6	33	35	15	9	15	15
100 to 499 workers .....	1	8	41	34	11	4	14	14
500 workers or more .....	1	4	24	37	20	14	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 2011—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 .....	2	7	16	41	22	13	17	15
Full time .....	1	6	16	42	23	13	17	15
Part time .....	9	19	17	34	14	8	14	15
Union .....	1	4	11	56	19	9	17	15
Nonunion .....	2	8	16	39	22	13	17	15
1 to 99 workers .....	3	12	21	39	18	7	15	15
1 to 49 workers .....	3	13	23	37	17	7	15	15
50 to 99 workers .....	2	8	18	46	20	7	16	15
100 workers or more .....	1	3	10	42	25	18	18	15
100 to 499 workers .....	1	4	13	49	22	10	17	15
500 workers or more .....	( <sup>3</sup> )	2	7	33	30	27	20	20
<b>After 20 years</b>								
All workers .....	2	7	13	19	35	25	19	20
Full time .....	1	5	13	19	36	26	20	20
Part time .....	9	17	14	18	26	17	16	15
Union .....	1	3	7	11	43	36	21	20
Nonunion .....	2	7	13	20	34	23	19	20
1 to 99 workers .....	3	11	18	25	28	15	16	15
1 to 49 workers .....	3	13	20	26	25	14	16	15
50 to 99 workers .....	2	7	14	25	34	17	18	20
100 workers or more .....	1	3	8	13	42	34	22	20
100 to 499 workers .....	1	4	9	18	45	23	20	20
500 workers or more .....	( <sup>3</sup> )	1	6	7	38	48	24	24

<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 percent.

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 39. Consolidated leave plans:<sup>1</sup> Access, private industry workers, National Compensation Survey, March 2011**

(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	17
<b>Worker characteristics</b>										
Management, professional, and related .....	37	17	22	25	27	63	10	14	17	19
Management, business, and financial .....	31	17	22	25	27	69	10	14	17	20
Professional and related .....	41	17	22	25	27	59	10	14	17	19
Service .....	26	14	19	22	24	74	7	11	13	14
Protective service .....	22	14	18	22	24	78	6	11	13	14
Sales and office .....	23	15	20	23	25	77	8	12	15	17
Sales and related .....	15	12	17	20	22	85	7	11	14	17
Office and administrative support .....	28	15	21	24	26	72	8	12	15	17
Natural resources, construction, and maintenance	14	11	15	18	20	86	7	11	13	14
Construction, extraction, farming, fishing, and forestry .....	16	10	14	17	18	84	6	9	11	12
Installation, maintenance, and repair .....	13	11	17	19	22	87	7	11	14	16
Production, transportation, and material moving ...	14	11	16	18	21	86	7	11	14	17
Production .....	16	11	16	18	22	84	7	11	14	17
Transportation and material moving .....	11	10	15	18	21	89	7	11	14	18
Full time .....	25	15	20	23	26	75	8	12	15	17
Part time .....	23	12	17	20	22	77	6	10	12	14
Union .....	15	13	18	22	25	85	8	12	16	20
Nonunion .....	26	15	20	23	25	74	8	12	14	16
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	18	12	17	20	22	82	6	10	12	14
Lowest 10 percent .....	15	11	17	19	21	85	5	9	11	12
Second 25 percent .....	25	14	20	23	25	75	7	12	14	17
Third 25 percent .....	23	15	20	23	26	77	8	12	15	18
Highest 25 percent .....	32	17	21	24	26	68	10	14	16	19
Highest 10 percent .....	31	17	21	24	27	69	11	14	17	20
<b>Establishment characteristics</b>										
Goods-producing industries .....	16	11	16	18	22	84	7	11	14	17
Construction .....	15	9	12	15	16	85	6	9	11	11
Manufacturing .....	16	12	16	19	23	84	7	12	15	19
Service-providing industries .....	27	16	21	24	26	73	8	12	15	17
Trade, transportation, and utilities .....	12	11	17	20	23	88	7	11	14	18
Wholesale trade .....	15	12	16	19	21	85	8	12	15	17
Retail trade .....	12	10	17	20	23	88	6	11	14	17
Transportation and warehousing .....	9	11	17	21	23	91	7	12	16	20
Utilities .....	13	16	19	22	27	87	9	13	16	21

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, private industry workers, National Compensation Survey, March 2011—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
Information .....	18	16	20	23	25	82	10	14	17	21
Financial activities .....	35	17	21	24	26	65	10	14	16	19
Finance and insurance .....	38	18	22	25	28	62	10	14	16	19
Credit intermediation and related activities .....	30	18	22	25	27	70	10	14	16	19
Insurance carriers and related activities .....	51	18	22	25	28	49	10	14	16	20
Real estate and rental and leasing .....	26	10	15	18	19	74	9	13	15	16
Professional and business services .....	28	14	18	21	23	72	8	12	14	16
Professional and technical services .....	31	15	18	21	22	69	10	13	16	17
Administrative and waste services .....	23	12	16	19	20	77	6	10	12	13
Education and health services .....	49	18	23	27	28	51	10	14	16	18
Educational services .....	16	13	16	18	18	84	13	16	18	20
Junior colleges, colleges, and universities .....	11	16	19	22	23	89	14	17	19	21
Health care and social assistance .....	53	18	23	27	29	47	9	14	16	17
Leisure and hospitality .....	17	11	18	21	22	83	6	10	12	13
Accommodation and food services .....	19	11	18	21	22	81	6	10	11	12
Other services .....	12	13	16	19	20	88	7	11	13	15
1 to 99 workers .....	20	13	18	21	22	80	7	11	13	15
1 to 49 workers .....	20	12	17	20	22	80	7	11	13	14
50 to 99 workers .....	20	14	19	22	24	80	7	12	14	16
100 workers or more .....	30	16	21	25	27	70	8	13	16	19
100 to 499 workers .....	22	15	19	22	25	78	8	12	15	18
500 workers or more .....	39	18	23	26	29	61	10	14	17	21
<b>Geographic areas</b>										
New England .....	28	17	22	25	27	72	9	13	15	18
Middle Atlantic .....	19	16	21	24	26	81	8	13	15	18
East North Central .....	26	14	19	23	25	74	8	12	15	18
West North Central .....	28	15	19	22	26	72	7	12	15	18
South Atlantic .....	26	15	20	23	24	74	7	11	13	16
East South Central .....	26	14	19	23	25	74	7	11	14	16
West South Central .....	23	16	20	23	25	77	8	12	14	16
Mountain .....	31	15	20	23	24	69	8	12	15	17
Pacific .....	25	14	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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
All workers .....	36	33	60	72	68	82	84
<b>Worker characteristics</b>							
Management, professional, and related .....	53	53	82	86	89	92	93
Management, business, and financial .....	58	56	91	95	94	97	98
Professional and related .....	51	51	78	81	87	90	90
Service .....	22	20	39	46	48	64	67
Protective service .....	23	21	37	54	44	65	70
Sales and office .....	39	36	64	74	72	83	87
Sales and related .....	30	27	53	62	62	74	81
Office and administrative support .....	45	42	72	83	79	89	92
Natural resources, construction, and maintenance .....	25	21	50	73	57	83	86
Construction, extraction, farming, fishing, and forestry .....	17	14	35	60	45	74	78
Installation, maintenance, and repair .....	33	29	64	86	69	91	94
Production, transportation, and material moving ...	31	24	52	79	63	86	88
Production .....	30	23	53	87	62	91	94
Transportation and material moving .....	31	25	50	71	63	81	83
Full time .....	44	41	73	87	80	94	95
Part time .....	14	12	21	27	34	47	54
Union .....	47	40	69	86	81	94	94
Nonunion .....	35	33	59	70	67	80	83
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	15	13	28	41	38	58	63
Lowest 10 percent .....	8	7	15	25	25	47	50
Second 25 percent .....	39	35	64	79	72	87	90
Third 25 percent .....	41	38	72	86	79	92	94
Highest 25 percent .....	53	52	82	87	89	94	94
Highest 10 percent .....	54	53	85	87	92	95	95
<b>Establishment characteristics</b>							
Goods-producing industries .....	30	24	55	84	64	90	93
Construction .....	16	12	35	60	44	75	80
Manufacturing .....	35	28	62	93	71	96	97
Service-providing industries .....	37	35	61	69	69	80	83
Trade, transportation, and utilities .....	34	29	59	71	69	82	87
Wholesale trade .....	35	31	74	88	82	92	93
Retail trade .....	31	25	50	62	60	75	83
Transportation and warehousing .....	38	35	68	79	78	91	91
Utilities .....	63	62	94	96	97	99	98

See footnotes at end of table.

**Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
Information .....	66	65	87	90	91	94	94
Financial activities .....	59	58	88	92	92	95	95
Finance and insurance .....	64	63	90	94	94	97	97
Credit intermediation and related activities .....	61	60	92	95	95	98	98
Insurance carriers and related activities .....	68	67	89	95	94	97	97
Real estate and rental and leasing .....	41	40	78	81	85	88	89
Professional and business services .....	37	35	63	74	68	80	84
Professional and technical services .....	48	48	83	88	87	92	92
Administrative and waste services .....	20	18	38	56	44	63	73
Education and health services .....	49	50	73	76	82	88	88
Educational services .....	33	42	54	56	81	82	75
Junior colleges, colleges, and universities .....	45	49	68	71	89	90	86
Health care and social assistance .....	52	51	76	80	83	89	91
Leisure and hospitality .....	13	11	26	32	36	55	56
Accommodation and food services .....	11	10	24	30	33	54	54
Other services .....	22	19	48	62	58	74	76
1 to 99 workers .....	25	23	50	62	58	75	78
1 to 49 workers .....	23	21	49	60	57	73	75
50 to 99 workers .....	30	27	55	69	64	81	84
100 workers or more .....	49	46	71	82	79	89	92
100 to 499 workers .....	42	38	64	78	73	86	90
500 workers or more .....	58	56	79	88	87	94	94
<b>Geographic areas</b>							
New England .....	41	40	66	72	74	80	80
Middle Atlantic .....	45	42	63	73	74	83	86
East North Central .....	40	35	56	73	65	81	85
West North Central .....	28	25	59	70	66	80	82
South Atlantic .....	35	32	57	71	64	82	85
East South Central .....	36	32	53	72	64	84	87
West South Central .....	33	30	61	75	70	84	86
Mountain .....	33	32	60	69	66	81	84
Pacific .....	31	30	62	68	69	80	81

<sup>1</sup> Includes workers with access to one or more of these leave benefits.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 33. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2011**

(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	60	59	85	91	75	17	93
<b>Worker characteristics</b>									
Management, professional, and related .....	55	90	43	64	87	92	75	17	95
Professional and related .....	50	90	36	65	87	92	74	17	95
Teachers .....	31	88	12	69	85	92	72	17	94
Primary, secondary, and special education school teachers .....	27	96	9	78	89	97	74	18	97
Service .....	78	84	75	51	82	87	73	16	91
Protective service .....	87	89	87	53	88	91	82	17	94
Sales and office .....	86	90	85	54	84	90	78	17	94
Office and administrative support .....	87	91	86	55	85	91	80	17	94
Natural resources, construction, and maintenance .....	95	94	94	45	85	91	82	15	93
Production, transportation, and material moving ...	74	87	63	59	79	87	72	14	91
Full time .....	74	98	67	64	91	97	81	18	97
Part time .....	29	41	21	29	51	57	42	11	74
Union .....	69	97	57	70	95	98	81	21	97
Nonunion .....	66	83	62	49	77	85	71	13	90
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	63	75	56	44	71	79	64	14	86
Lowest 10 percent .....	49	62	41	37	61	68	54	11	79
Second 25 percent .....	87	93	84	57	88	93	80	17	95
Third 25 percent .....	77	94	70	63	89	94	80	18	96
Highest 25 percent .....	49	96	36	71	92	97	78	18	98
Highest 10 percent .....	46	98	34	64	95	97	79	19	98
<b>Establishment characteristics</b>									
Service-providing industries .....	67	89	59	59	85	91	75	17	93
Education and health services .....	55	90	43	64	85	92	73	17	94
Educational services .....	50	90	36	65	85	92	74	16	94
Elementary and secondary schools .....	42	91	27	72	85	93	72	17	94
Junior colleges, colleges, and universities .....	77	88	66	43	86	89	79	14	95
Health care and social assistance .....	91	91	90	55	86	89	71	22	95
Hospitals .....	93	93	93	49	88	91	75	25	95
Public administration .....	88	89	88	53	86	90	82	16	93
1 to 99 workers .....	70	78	66	44	73	79	60	12	85
1 to 49 workers .....	69	72	68	37	65	75	59	15	81
50 to 99 workers .....	71	87	64	56	85	86	63	9	91
100 workers or more .....	67	91	59	61	87	92	78	17	95
100 to 499 workers .....	63	87	59	60	81	87	68	18	92
500 workers or more .....	68	92	59	61	89	94	81	17	96

See footnotes at end of table.

**Table 33. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2011—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	94	86	53	90	94	88	20	96
Local government .....	60	88	51	61	83	90	71	16	92
<b>Geographic areas</b>									
New England .....	55	84	48	81	86	88	63	8	94
Middle Atlantic .....	63	90	58	70	92	92	78	10	94
East North Central .....	64	85	52	63	80	87	60	30	88
West North Central .....	68	89	56	50	82	87	70	—	89
South Atlantic .....	78	93	68	56	84	91	85	24	96
East South Central .....	72	92	67	38	82	89	87	—	91
West South Central .....	54	86	52	59	72	89	75	8	94
Mountain .....	61	84	55	52	88	93	76	—	96
Pacific .....	75	93	68	58	94	95	77	19	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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 34. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2011**

(All workers with paid holidays = 100 percent)

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

See footnotes at end of table.

**Table 34. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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 .....	1	—	1	—	11	13	24	22	11	5	9	12	11
Local government .....	6	6	3	4	7	15	19	16	12	6	8	11	11
<b>Geographic areas</b>													
New England .....	—	—	5	—	—	—	—	27	27	2	—	12	12
Middle Atlantic .....	1	—	2	—	4	—	13	31	17	8	15	13	12
East North Central .....	7	2	4	4	18	21	10	14	10	6	4	10	10
West North Central .....	5	5	—	—	6	21	—	—	—	—	—	10	10
South Atlantic .....	2	10	—	3	—	14	25	21	8	5	3	11	11
East South Central .....	—	—	—	—	—	—	13	—	5	—	—	11	11
West South Central .....	5	4	3	4	6	7	23	15	5	10	19	12	11
Mountain .....	—	2	—	—	4	37	25	11	—	—	—	12	11
Pacific .....	3	—	2	—	—	9	27	11	20	10	6	11	11

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

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

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 35. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2011**

(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 .....	82	3	15
<b>Worker characteristics</b>			
Management, professional, and related .....	83	3	14
Professional and related .....	83	2	14
Teachers .....	84	3	13
Primary, secondary, and special education school teachers .....	85	2	13
Service .....	80	3	17
Protective service .....	80	5	15
Sales and office .....	82	3	15
Office and administrative support .....	82	3	15
Natural resources, construction, and maintenance .....	84	2	14
Production, transportation, and material moving ...	79	3	18
Full time .....	82	3	15
Part time .....	80	3	16
Union .....	84	3	13
Nonunion .....	81	2	17
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	81	2	17
Lowest 10 percent .....	79	2	19
Second 25 percent .....	84	3	14
Third 25 percent .....	80	3	17
Highest 25 percent .....	84	4	12
Highest 10 percent .....	86	3	10
<b>Establishment characteristics</b>			
Service-providing industries .....	82	3	15
Education and health services .....	84	2	14
Educational services .....	85	2	12
Elementary and secondary schools .....	84	2	14
Junior colleges, colleges, and universities .....	88	3	9
Health care and social assistance .....	70	3	27
Hospitals .....	69	4	27
Public administration .....	81	4	15
1 to 99 workers .....	79	4	17
1 to 49 workers .....	79	5	16
50 to 99 workers .....	78	—	—
100 workers or more .....	83	3	15
100 to 499 workers .....	85	2	13
500 workers or more .....	82	3	15

See footnotes at end of table.

**Table 35. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2011—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 .....	90	2	8
Local government .....	80	3	17
<b>Geographic areas</b>			
New England .....	90	—	—
Middle Atlantic .....	92	4	4
East North Central .....	83	2	14
West North Central .....	84	2	14
South Atlantic .....	76	2	23
East South Central .....	82	2	16
West South Central .....	85	—	—
Mountain .....	83	—	—
Pacific .....	76	5	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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based

on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(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 .....	9	15	59	17	( <sup>3</sup> )	11	12
Full time .....	8	15	59	17	( <sup>3</sup> )	11	12
Part time .....	–	20	51	15	–	10	10
Union .....	6	10	63	20	1	12	12
Nonunion .....	11	20	54	15	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	17	57	21	–	11	12
1 to 49 workers .....	–	18	55	20	–	11	12
50 to 99 workers .....	5	15	59	21	–	11	12
100 workers or more .....	9	15	59	17	( <sup>3</sup> )	11	12
100 to 499 workers .....	–	13	59	18	–	11	12
500 workers or more .....	9	16	59	16	( <sup>3</sup> )	11	12
<b>After 5 years</b>							
All workers .....	8	15	57	20	( <sup>3</sup> )	11	12
Full time .....	8	14	57	20	( <sup>3</sup> )	12	12
Part time .....	–	20	52	14	–	10	11
Union .....	6	10	61	23	1	12	12
Nonunion .....	11	20	53	16	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	16	54	25	–	12	12
1 to 49 workers .....	–	16	52	26	–	12	12
50 to 99 workers .....	5	15	57	23	–	11	12
100 workers or more .....	9	15	57	19	( <sup>3</sup> )	11	12
100 to 499 workers .....	–	12	56	22	–	11	12
500 workers or more .....	9	15	58	18	( <sup>3</sup> )	11	12

See footnotes at end of table.

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—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	56	20	( <sup>3</sup> )	11	12
Full time .....	8	15	56	21	( <sup>3</sup> )	12	12
Part time .....	—	20	52	15	—	10	11
Union .....	6	10	60	24	1	12	12
Nonunion .....	11	21	52	17	( <sup>3</sup> )	11	12
1 to 99 workers .....	—	15	53	26	—	12	12
1 to 49 workers .....	—	16	51	27	—	12	12
50 to 99 workers .....	5	14	57	24	—	12	12
100 workers or more .....	9	15	56	19	( <sup>3</sup> )	11	12
100 to 499 workers .....	—	12	56	22	—	12	12
500 workers or more .....	9	16	56	18	( <sup>3</sup> )	11	12
<b>After 20 years</b>							
All workers .....	8	15	56	20	1	12	12
Full time .....	8	15	56	20	1	12	12
Part time .....	—	20	52	15	—	10	11
Union .....	6	10	60	23	2	12	12
Nonunion .....	11	21	51	17	1	11	12
1 to 99 workers .....	—	15	53	26	—	12	12
1 to 49 workers .....	—	16	50	26	—	12	12
50 to 99 workers .....	5	14	56	25	—	12	12
100 workers or more .....	8	15	56	19	1	12	12
100 to 499 workers .....	9	12	56	21	2	12	12
500 workers or more .....	8	16	56	19	1	11	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 percent.

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 37. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2011**

(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	63	29	8
<b>Worker characteristics</b>				
Management, professional, and related .....	93	64	29	7
Professional and related .....	93	63	30	7
Teachers .....	92	60	31	8
Primary, secondary, and special education school teachers .....	92	60	32	8
Service .....	91	64	27	9
Protective service .....	91	63	28	9
Sales and office .....	93	63	30	7
Office and administrative support .....	93	63	31	7
Natural resources, construction, and maintenance .....	90	59	31	10
Production, transportation, and material moving .....	95	59	36	5
Full time .....	92	63	30	8
Part time .....	93	70	22	7
Union .....	95	67	28	5
Nonunion .....	90	60	30	10
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	89	58	31	11
Lowest 10 percent .....	88	56	32	12
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	28	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	69	24	7
Health care and social assistance .....	90	61	29	10
Hospitals .....	92	64	28	8
Public administration .....	94	66	28	6
1 to 99 workers .....	88	52	35	12
1 to 49 workers .....	84	53	31	16
50 to 99 workers .....	93	51	42	7
100 workers or more .....	93	65	28	7
100 to 499 workers .....	91	50	42	9
500 workers or more .....	94	70	24	6

See footnotes at end of table.

**Table 37. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2011—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	74	21	5
Local government .....	91	59	32	9
<b>Geographic areas</b>				
New England .....	94	51	44	6
Middle Atlantic .....	94	63	30	6
East North Central .....	94	53	41	6
West North Central .....	94	48	47	6
South Atlantic .....	89	68	21	11
West South Central .....	87	58	30	13
Pacific .....	96	85	11	4

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

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note

for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(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 .....	5	11	57	16	9	3	12	12
Full time .....	5	10	57	16	8	3	12	12
Part time .....	—	24	46	12	12	—	11	10
Union .....	3	13	59	14	7	4	12	11
Nonunion .....	6	10	55	18	10	2	13	12
1 to 99 workers .....	5	17	59	12	—	—	11	11
1 to 49 workers .....	5	20	59	10	—	—	11	10
50 to 99 workers .....	6	13	60	16	5	—	11	12
100 workers or more .....	5	10	56	17	9	3	13	12
100 to 499 workers .....	5	13	59	15	7	1	12	12
500 workers or more .....	4	9	55	18	10	3	13	12
<b>After 5 years</b>								
All workers .....	2	4	26	50	13	5	15	15
Full time .....	2	4	25	51	13	6	16	15
Part time .....	—	10	41	32	10	—	14	14
Union .....	1	6	22	54	10	7	15	15
Nonunion .....	2	3	30	47	14	4	16	15
1 to 99 workers .....	2	4	34	50	6	2	14	15
1 to 49 workers .....	3	3	35	49	8	3	14	15
50 to 99 workers .....	—	7	34	52	4	—	14	15
100 workers or more .....	2	4	25	49	14	6	16	15
100 to 499 workers .....	1	3	33	50	9	4	15	15
500 workers or more .....	2	5	22	49	15	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 2011—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 .....	2	2	8	52	28	9	18	18
Full time .....	1	1	8	52	28	9	18	18
Part time .....	3	7	14	48	23	4	16	16
Union .....	1	3	7	51	29	10	18	18
Nonunion .....	2	1	9	53	27	8	18	18
1 to 99 workers .....	2	2	11	57	21	6	17	18
1 to 49 workers .....	3	2	11	55	22	6	17	17
50 to 99 workers .....	—	—	12	62	20	4	17	18
100 workers or more .....	2	2	8	51	29	9	18	18
100 to 499 workers .....	—	—	10	54	25	8	18	18
500 workers or more .....	2	2	7	50	30	10	19	18
<b>After 20 years</b>								
All workers .....	1	1	5	14	48	31	22	22
Full time .....	1	1	5	14	47	32	22	22
Part time .....	—	—	9	18	50	15	20	20
Union .....	( <sup>3</sup> )	2	3	11	50	34	22	22
Nonunion .....	2	1	6	16	46	29	22	22
1 to 99 workers .....	—	—	9	15	45	28	21	21
1 to 49 workers .....	—	—	10	14	43	29	21	21
50 to 99 workers .....	—	—	8	16	49	26	22	22
100 workers or more .....	1	1	4	14	48	31	22	22
100 to 499 workers .....	—	—	7	16	43	31	22	21
500 workers or more .....	2	1	3	13	50	31	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 percent.

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, National Compensation Survey, March 2011**

(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	17	21	24	27	90	12	15	18	21
<b>Worker characteristics</b>										
Management, professional, and related .....	11	18	22	25	28	89	13	15	18	21
Professional and related .....	12	18	22	25	27	88	12	15	17	21
Service .....	10	16	20	23	26	90	11	14	17	21
Protective service .....	8	17	20	23	27	92	11	14	17	22
Sales and office .....	9	17	21	25	28	91	12	15	18	22
Office and administrative support .....	9	17	21	25	28	91	12	15	18	21
Natural resources, construction, and maintenance .....	8	17	21	24	27	92	10	14	17	21
Production, transportation, and material moving ...	7	15	20	23	25	93	10	14	17	21
Full time .....	10	17	21	25	27	90	12	15	18	21
Part time .....	13	15	17	20	23	87	11	13	16	19
Union .....	5	17	21	25	29	95	12	15	18	22
Nonunion .....	13	17	21	24	26	87	12	15	17	21
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	13	16	20	23	26	87	11	14	17	21
Lowest 10 percent .....	20	15	20	22	24	80	11	14	17	19
Second 25 percent .....	8	17	22	25	27	92	12	15	18	22
Third 25 percent .....	9	17	21	24	27	91	12	15	18	21
Highest 25 percent .....	10	19	23	26	29	90	13	16	18	22
Highest 10 percent .....	7	19	21	24	27	93	14	16	18	22
<b>Establishment characteristics</b>										
Service-providing industries .....	10	17	21	24	27	90	12	15	18	21
Education and health services .....	11	18	21	24	26	89	12	15	17	20
Educational services .....	4	14	15	16	18	96	12	15	17	20
Elementary and secondary schools .....	4	8	8	9	10	96	11	13	16	18
Junior colleges, colleges, and universities .....	3	22	25	27	30	97	14	17	19	22
Health care and social assistance .....	30	19	23	26	29	70	12	15	18	22
Hospitals .....	33	20	23	26	29	67	12	16	19	22
Public administration .....	8	17	21	25	29	92	12	15	18	22
1 to 99 workers .....	8	18	21	23	26	92	10	14	17	20
1 to 49 workers .....	8	18	20	23	25	92	10	14	17	20
50 to 99 workers .....	9	18	22	25	26	91	11	14	17	21
100 workers or more .....	10	17	21	24	27	90	12	15	18	21
100 to 499 workers .....	13	16	21	24	28	87	11	14	17	21
500 workers or more .....	9	18	21	25	27	91	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 2011—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	19	22	25	27	95	13	16	19	23
Local government .....	13	17	21	24	27	87	11	14	17	20
<b>Geographic areas</b>										
Middle Atlantic .....	3	17	21	25	28	97	14	17	19	22
East North Central .....	7	19	22	25	28	93	11	14	17	22
West North Central .....	14	16	21	24	26	86	11	14	17	21
South Atlantic .....	9	17	21	23	26	91	12	14	17	21
East South Central .....	12	20	23	27	29	88	11	15	18	21
Pacific .....	12	18	22	27	29	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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: 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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
All workers .....	34	56	59	58	92	92	87
<b>Worker characteristics</b>							
Management, professional, and related .....	26	61	43	41	94	94	86
Professional and related .....	21	62	36	34	93	94	84
Teachers .....	8	65	12	10	93	93	79
Primary, secondary, and special education school teachers .....	7	75	9	7	98	98	84
Service .....	41	48	75	73	87	87	86
Protective service .....	50	52	87	85	91	91	91
Sales and office .....	49	52	84	84	92	93	91
Office and administrative support .....	50	54	85	84	93	94	92
Natural resources, construction, and maintenance .....	44	44	94	93	95	95	96
Production, transportation, and material moving ...	36	55	59	59	91	94	90
Full time .....	39	63	66	65	99	99	95
Part time .....	8	19	18	17	51	53	47
Union .....	38	69	56	55	99	99	92
Nonunion .....	31	45	61	60	86	87	83
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	25	39	55	53	80	81	78
Lowest 10 percent .....	15	30	40	40	68	69	66
Second 25 percent .....	49	56	83	82	95	95	94
Third 25 percent .....	44	61	69	68	95	96	91
Highest 25 percent .....	24	69	36	34	98	98	88
Highest 10 percent .....	21	64	34	31	98	98	83
<b>Establishment characteristics</b>							
Service-providing industries .....	34	56	59	57	92	92	87
Education and health services .....	25	61	42	40	93	94	86
Educational services .....	21	62	36	34	93	94	85
Elementary and secondary schools .....	18	68	27	24	95	95	85
Junior colleges, colleges, and universities .....	31	42	65	64	89	90	86
Health care and social assistance .....	53	54	89	88	93	93	94
Hospitals .....	47	47	92	91	96	96	96
Public administration .....	51	51	87	87	91	91	90
1 to 99 workers .....	33	42	66	65	80	81	80
1 to 49 workers .....	30	34	67	65	76	76	77
50 to 99 workers .....	37	55	64	63	88	88	86
100 workers or more .....	34	58	58	56	94	94	88
100 to 499 workers .....	34	58	57	56	90	91	87
500 workers or more .....	34	58	58	57	95	95	89

See footnotes at end of table.

**Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
State government .....	48	52	85	84	94	95	93
Local government .....	29	57	50	49	91	91	85
<b>Geographic areas</b>							
New England .....	45	76	45	46	88	89	85
Middle Atlantic .....	43	67	57	57	93	93	85
East North Central .....	35	61	52	51	86	87	83
West North Central .....	25	49	55	54	90	91	85
South Atlantic .....	37	55	67	65	94	94	90
East South Central .....	17	37	66	62	93	94	92
West South Central .....	25	53	51	49	92	92	88
Mountain .....	23	45	54	53	91	91	87
Pacific .....	41	56	68	66	95	95	88

<sup>1</sup> Includes workers with access to one or more of these leave benefits.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).