

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

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

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

See footnotes at end of table.

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

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

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

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

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

³ Surveyed occupations are classified into wage categories based

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

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20122013.htm.