

**Table 32. Leave benefits: Access, civilian workers,<sup>1</sup> March 2016**

(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 .....	75	68	73	42	60	62	35	14	88
<b>Worker characteristics</b>									
Management, professional, and related .....	81	84	76	59	79	82	52	22	93
Management, business, and financial .....	96	89	95	61	82	84	52	27	93
Professional and related .....	74	82	68	59	77	81	52	20	93
Teachers .....	35	83	16	62	79	85	63	15	93
Primary, secondary, and special education school teachers .....	31	93	16	75	85	92	68	16	97
Registered nurses .....	89	79	88	65	75	82	48	23	95
Service .....	54	48	55	26	37	41	20	8	81
Protective service .....	77	72	76	42	63	67	53	11	90
Sales and office .....	81	70	80	44	59	60	33	13	88
Sales and related .....	73	60	72	36	46	48	24	8	86
Office and administrative support .....	86	77	85	49	67	67	38	16	90
Natural resources, construction, and maintenance	81	60	79	31	49	52	27	9	84
Construction, extraction, farming, fishing, and forestry .....	69	48	67	20	36	40	20	8	81
Installation, maintenance, and repair .....	92	72	90	41	62	64	33	10	87
Production, transportation, and material moving ...	82	61	80	34	61	60	31	6	88
Production .....	90	58	87	34	65	63	31	8	89
Transportation and material moving .....	76	63	74	34	58	57	31	5	87
Full time .....	88	80	87	50	71	74	43	16	91
Part time .....	39	31	35	18	26	28	13	5	79
Union .....	79	86	74	60	84	87	59	15	94
Nonunion .....	75	65	73	39	56	58	32	13	87
Average wage within the following categories: <sup>3</sup>									
Lowest 25 percent .....	53	41	51	21	31	33	14	6	80
Lowest 10 percent .....	40	28	40	12	21	23	9	4	75
Second 25 percent .....	83	70	82	44	63	65	34	12	89
Third 25 percent .....	88	79	87	50	72	74	44	15	91
Highest 25 percent .....	83	87	79	61	81	84	55	22	94
Highest 10 percent .....	83	90	79	61	83	86	58	23	94
<b>Establishment characteristics</b>									
Goods-producing industries .....	89	63	87	35	62	63	33	9	88
Service-providing industries .....	73	68	71	44	60	62	36	14	88
Education and health services .....	73	79	66	58	74	78	46	18	93
Educational services .....	53	87	40	60	83	88	66	16	94
Elementary and secondary schools .....	42	90	28	70	83	90	67	16	94
Junior colleges, colleges, and universities .....	79	87	67	42	88	90	72	15	95
Health care and social assistance .....	86	74	83	57	69	71	33	19	93
Hospitals .....	94	84	93	67	84	87	48	29	96
Public administration .....	88	89	88	53	86	90	81	16	93

See footnotes at end of table.

**Table 32. Leave benefits: Access, civilian workers,<sup>1</sup> March 2016—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	56	68	29	44	46	20	9	81
1 to 49 workers .....	68	54	67	27	40	43	18	9	79
50 to 99 workers .....	73	62	72	36	55	55	25	10	87
100 workers or more .....	82	79	79	55	76	78	50	17	94
100 to 499 workers .....	82	74	80	50	68	69	39	14	93
500 workers or more .....	81	85	77	61	85	87	63	21	95
<b>Geographic areas</b>									
Northeast .....	74	70	73	53	66	73	39	16	87
New England .....	70	68	69	47	65	74	40	13	90
Middle Atlantic .....	76	71	75	55	66	72	39	17	85
South .....	78	66	76	41	62	65	39	13	87
South Atlantic .....	79	66	76	43	64	65	39	14	89
East South Central .....	78	68	78	34	60	65	39	9	85
West South Central .....	75	66	74	42	59	64	38	13	84
Midwest .....	75	64	74	39	60	60	31	13	89
East North Central .....	75	63	74	40	60	60	30	14	89
West North Central .....	74	65	73	39	61	62	35	10	90
West .....	74	71	70	39	52	51	31	14	89
Mountain .....	71	61	69	42	52	56	33	14	87
Pacific .....	75	76	70	37	52	49	31	14	89

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

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

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/nchs/ebs/glossary20152016.htm](http://www.bls.gov/nchs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 33. Paid holidays: Number of days provided, civilian workers,<sup>1</sup> March 2016**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers .....	7	3	22	14	12	10	12	8	6	3	2	2	8	8
<b>Worker characteristics</b>														
Management, professional, and related .....	2	1	16	13	13	13	14	10	9	3	3	3	9	9
Management, business, and financial .....	1	1	15	10	15	13	19	10	8	3	2	3	9	9
Professional and related .....	3	1	17	15	12	13	12	10	9	3	3	3	9	9
Teachers .....	8	—	15	—	7	10	11	10	7	3	7	11	10	10
Primary, secondary, and special education school teachers .....	10	—	23	—	—	5	10	9	4	1	—	12	10	9
Registered nurses .....	—	—	28	21	19	14	5	6	3	2	1	—	8	7
Service .....	12	6	26	16	8	6	7	6	5	3	2	3	8	7
Protective service .....	—	—	—	6	6	13	12	19	15	8	4	3	10	10
Sales and office .....	12	3	23	13	12	9	13	6	4	2	1	1	8	7
Sales and related .....	28	5	29	11	9	7	5	3	1	—	—	—	6	6
Office and administrative support .....	5	2	20	14	13	10	18	7	5	2	2	2	8	8
Natural resources, construction, and maintenance	5	5	29	16	11	8	11	7	5	2	1	2	8	7
Construction, extraction, farming, fishing, and forestry .....	7	6	30	13	13	9	6	6	5	3	1	1	8	7
Installation, maintenance, and repair .....	4	5	29	17	9	7	14	7	4	2	1	2	8	7
Production, transportation, and material moving ...	5	3	23	12	16	10	13	9	4	2	1	3	8	8
Production .....	3	2	21	10	12	14	16	11	5	2	( <sup>2</sup> )	3	9	9
Transportation and material moving .....	8	4	25	14	20	7	9	6	2	2	1	2	8	7
Full time .....	4	3	21	13	13	11	13	9	6	3	2	2	8	8
Part time .....	25	4	30	15	9	4	6	2	1	1	( <sup>2</sup> )	1	6	6
Union .....	2	2	14	8	11	8	12	15	13	5	4	6	10	10
Nonunion .....	8	3	23	15	13	10	12	7	4	2	1	2	8	8
Average wage within the following categories: <sup>3</sup>														
Lowest 25 percent .....	20	7	32	15	10	5	5	2	1	1	( <sup>2</sup> )	1	6	6
Lowest 10 percent .....	27	6	33	16	9	3	3	1	—	—	—	—	6	6
Second 25 percent .....	6	4	24	15	12	9	12	7	4	2	1	2	8	8
Third 25 percent .....	3	2	18	12	13	11	16	10	7	3	2	3	9	9
Highest 25 percent .....	2	1	14	12	14	13	14	10	10	4	2	3	9	9
Highest 10 percent .....	2	1	12	11	14	14	16	9	12	4	2	3	9	9
<b>Establishment characteristics</b>														
Goods-producing industries .....	3	3	18	11	12	14	16	9	8	2	1	2	9	9
Service-providing industries .....	8	3	22	14	12	9	11	8	5	3	2	2	8	8
Education and health services .....	3	3	25	16	9	8	9	7	7	4	4	6	9	8
Educational services .....	4	2	6	4	6	9	13	14	9	9	9	16	11	11
Elementary and secondary schools .....	6	2	11	4	4	9	13	12	6	6	11	14	11	10
Junior colleges, colleges, and universities .....	2	1	1	3	7	9	11	16	13	13	9	17	12	12
Health care and social assistance .....	3	—	33	22	10	7	7	4	6	2	—	1	8	7
Hospitals .....	2	—	32	24	12	9	6	—	5	3	1	—	8	7
Public administration .....	( <sup>2</sup> )	( <sup>2</sup> )	—	—	2	9	15	28	26	10	7	2	11	11

See footnotes at end of table.

**Table 33. Paid holidays: Number of days provided, civilian workers,<sup>1</sup> March 2016—continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
1 to 99 workers .....	10	4	27	16	12	9	11	5	3	1	1	1	7	7
1 to 49 workers .....	10	5	27	16	11	8	11	6	3	1	( <sup>2</sup> )	1	7	7
50 to 99 workers .....	9	3	27	14	14	12	9	4	3	2	1	1	7	7
100 workers or more .....	5	2	17	12	13	11	14	10	8	4	3	3	9	9
100 to 499 workers .....	7	3	21	13	14	10	13	7	6	3	2	2	8	8
500 workers or more .....	2	1	13	10	12	11	15	13	11	5	4	5	10	10
<b>Geographic areas</b>														
Northeast .....	6	3	17	14	11	9	14	9	10	4	1	3	9	8
New England .....	7	2	13	14	10	9	16	12	9	5	1	3	9	9
Middle Atlantic .....	6	3	18	14	11	9	13	8	10	3	1	3	9	8
South .....	10	3	22	13	12	11	11	7	5	2	2	2	8	8
South Atlantic .....	10	3	23	12	12	11	12	7	5	2	2	1	8	8
East South Central .....	10	4	19	—	11	10	14	8	5	—	—	5	8	8
West South Central .....	9	5	21	16	13	12	8	7	3	1	3	2	8	7
Midwest .....	5	2	25	14	14	9	14	7	5	3	1	2	8	8
East North Central .....	6	2	23	15	14	9	15	6	4	3	1	3	8	8
West North Central .....	4	1	29	12	14	9	12	—	6	2	—	2	8	8
West .....	6	4	22	12	13	10	12	9	5	3	2	2	8	8
Mountain .....	7	3	27	12	15	8	13	7	5	1	—	—	8	8
Pacific .....	6	5	20	12	12	10	11	10	5	3	3	2	8	8

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

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

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 34. Paid sick leave: Type of provision, civilian workers,<sup>1</sup> March 2016**

(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 .....	73	4	23
<b>Worker characteristics</b>			
Management, professional, and related .....	71	6	24
Management, business, and financial .....	67	8	25
Professional and related .....	72	5	23
Teachers .....	88	3	9
Primary, secondary, and special education school teachers .....	89	1	10
Registered nurses .....	58	1	41
Service .....	74	1	24
Protective service .....	77	3	20
Sales and office .....	71	4	26
Office and administrative support .....	72	4	24
Natural resources, construction, and maintenance .....	80	4	16
Installation, maintenance, and repair .....	79	6	15
Full time .....	73	4	23
Union .....	87	2	11
Nonunion .....	70	4	25
Average wage within the following categories: <sup>5</sup>			
Second 25 percent .....	74	2	24
Third 25 percent .....	75	3	22
Highest 25 percent .....	71	7	22
Highest 10 percent .....	70	9	21
<b>Establishment characteristics</b>			
Service-providing industries .....	73	4	23
Education and health services .....	75	1	24
Educational services .....	89	2	8
Elementary and secondary schools .....	90	1	8
Junior colleges, colleges, and universities .....	88	5	7
Health care and social assistance .....	63	1	36
Hospitals .....	58	2	40
Public administration .....	84	3	13

See footnotes at end of table.

**Table 34. Paid sick leave: Type of provision, civilian workers,<sup>1</sup> March 2016—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 .....	75	5	20
1 to 49 workers .....	74	7	20
50 to 99 workers .....	77	2	21
100 workers or more .....	72	3	25
100 to 499 workers .....	72	2	26
500 workers or more .....	73	4	23
<b>Geographic areas</b>			
Northeast .....	77	5	18
New England .....	73	4	23
Middle Atlantic .....	79	5	16
South .....	72	5	23
South Atlantic .....	71	5	23
East South Central .....	77	5	18
West South Central .....	72	3	25
Midwest .....	73	3	24
West North Central .....	72	2	26
West .....	72	3	25
Mountain .....	60	5	36
Pacific .....	76	3	21

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

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

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

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

<sup>5</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/eps/glossary20152016.htm](http://www.bls.gov/ncs/eps/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2016**

(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 .....	21	44	29	6	1	8	6
Full time .....	19	43	31	6	1	8	6
Union .....	15	27	46	12	( <sup>4</sup> )	10	10
Nonunion .....	23	49	24	4	1	8	6
1 to 99 workers .....	27	51	18	3	1	7	5
1 to 49 workers .....	27	52	17	3	1	7	5
50 to 99 workers .....	28	48	21	—	—	7	5
100 workers or more .....	17	39	36	7	1	9	8
100 to 499 workers .....	22	48	24	5	1	8	6
500 workers or more .....	12	30	47	10	1	10	10
<b>After 5 years</b>							
All workers .....	20	44	28	6	1	8	6
Full time .....	19	43	30	7	1	9	7
Union .....	13	27	45	13	1	10	10
Nonunion .....	22	49	24	4	1	8	6
1 to 99 workers .....	26	51	18	3	1	7	5
1 to 49 workers .....	26	52	17	4	1	7	5
50 to 99 workers .....	27	49	21	3	( <sup>4</sup> )	7	5
100 workers or more .....	16	39	35	8	2	9	8
100 to 499 workers .....	21	49	24	5	1	8	6
500 workers or more .....	11	30	46	11	2	11	10

See footnotes at end of table.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2016—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 .....	20	44	28	7	1	9	6
Full time .....	18	43	30	7	1	9	7
Union .....	13	27	45	14	1	10	10
Nonunion .....	22	48	24	4	1	8	6
1 to 99 workers .....	26	51	18	4	1	7	5
1 to 49 workers .....	26	52	17	4	1	7	5
50 to 99 workers .....	27	48	21	4	( <sup>4</sup> )	7	5
100 workers or more .....	15	39	36	9	2	10	9
100 to 499 workers .....	20	48	24	5	1	9	6
500 workers or more .....	10	30	46	12	2	11	10
<b>After 20 years</b>							
All workers .....	20	44	28	7	1	9	6
Full time .....	18	43	30	7	2	9	7
Union .....	13	27	45	14	1	11	10
Nonunion .....	22	48	24	4	2	9	6
1 to 99 workers .....	26	51	18	4	1	7	5
1 to 49 workers .....	26	52	17	4	1	7	5
50 to 99 workers .....	27	48	21	4	( <sup>4</sup> )	7	5
100 workers or more .....	15	39	35	8	2	10	9
100 to 499 workers .....	20	48	24	5	2	9	6
500 workers or more .....	10	30	46	12	2	12	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.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 36. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> March 2016**

(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 .....	57	22	35	43
<b>Worker characteristics</b>				
Management, professional, and related .....	66	30	35	34
Management, business, and financial .....	52	21	31	48
Professional and related .....	71	34	37	29
Teachers .....	87	49	38	13
Primary, secondary, and special education school teachers .....	87	50	37	13
Registered nurses .....	86	28	58	14
Service .....	65	24	41	35
Protective service .....	81	54	27	19
Sales and office .....	52	17	34	48
Office and administrative support .....	51	20	31	49
Natural resources, construction, and maintenance	43	15	27	57
Installation, maintenance, and repair .....	42	14	28	58
Full time .....	57	23	34	43
Union .....	73	39	34	27
Nonunion .....	52	17	35	48
Average wage within the following categories: <sup>3</sup>				
Second 25 percent .....	55	20	34	45
Third 25 percent .....	59	24	35	41
Highest 25 percent .....	61	27	33	39
Highest 10 percent .....	58	26	32	42
<b>Establishment characteristics</b>				
Service-providing industries .....	61	24	37	39
Education and health services .....	81	37	44	19
Educational services .....	88	53	35	12
Elementary and secondary schools .....	87	54	34	13
Junior colleges, colleges, and universities	90	54	36	10
Health care and social assistance .....	73	20	53	27
Hospitals .....	89	28	61	11
Public administration .....	95	67	28	5

See footnotes at end of table.

**Table 36. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> March 2016—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 .....	40	10	30	60
1 to 49 workers .....	38	10	28	62
50 to 99 workers .....	47	12	35	53
100 workers or more .....	68	30	38	32
100 to 499 workers .....	60	18	42	40
500 workers or more .....	76	41	35	24
<b>Geographic areas</b>				
Northeast .....	53	19	34	47
New England .....	59	17	42	41
Middle Atlantic .....	51	19	32	49
South .....	59	26	33	41
South Atlantic .....	62	29	32	38
East South Central .....	57	24	33	43
West South Central .....	56	22	34	44
Midwest .....	54	18	36	46
West North Central .....	62	19	43	38
West .....	59	22	37	41
Mountain .....	66	22	44	34
Pacific .....	57	22	35	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> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2016**

(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 .....	8	30	38	16	7	2	11	10
Full time .....	5	28	40	18	7	2	11	10
Part time .....	27	45	19	4	4	1	7	5
Union .....	6	31	45	13	4	1	10	10
Nonunion .....	8	30	36	16	7	2	11	10
1 to 99 workers .....	11	40	35	10	4	1	9	9
1 to 49 workers .....	12	40	35	9	4	1	9	9
50 to 99 workers .....	10	39	34	12	4	1	9	10
100 workers or more .....	5	23	40	21	9	3	12	10
100 to 499 workers .....	6	29	38	19	6	2	11	10
500 workers or more .....	3	16	41	23	13	4	13	12
<b>After 5 years</b>								
All workers .....	2	10	32	36	15	6	15	15
Full time .....	1	8	31	38	16	6	15	15
Part time .....	7	25	39	20	6	2	12	10
Union .....	1	8	36	42	10	4	14	15
Nonunion .....	2	11	31	34	16	6	15	15
1 to 99 workers .....	3	15	37	32	11	2	13	12
1 to 49 workers .....	3	17	37	30	11	2	13	12
50 to 99 workers .....	2	11	37	36	11	3	14	15
100 workers or more .....	1	6	28	38	18	8	16	15
100 to 499 workers .....	1	8	33	36	17	6	15	15
500 workers or more .....	1	4	22	41	20	12	17	15

See footnotes at end of table.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> civilian workers,<sup>2</sup> March 2016—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	39	24	14	17	15
Full time .....	1	5	14	39	26	15	18	17
Part time .....	7	18	26	35	8	6	14	15
Union .....	( <sup>4</sup> )	3	11	52	25	9	18	15
Nonunion .....	2	8	16	36	24	15	17	15
1 to 99 workers .....	3	12	22	36	20	7	15	15
1 to 49 workers .....	3	13	24	34	18	7	15	15
50 to 99 workers .....	2	8	17	42	25	7	16	15
100 workers or more .....	1	3	10	40	27	19	19	19
100 to 499 workers .....	1	4	13	42	24	17	18	16
500 workers or more .....	1	2	7	39	29	22	20	20
<b>After 20 years</b>								
All workers .....	2	7	12	19	32	29	20	20
Full time .....	1	5	11	18	34	31	20	20
Part time .....	6	17	14	26	21	14	16	16
Union .....	( <sup>4</sup> )	2	5	12	46	35	22	21
Nonunion .....	2	7	13	21	30	28	20	20
1 to 99 workers .....	3	11	19	23	28	16	17	16
1 to 49 workers .....	3	13	21	24	24	15	16	15
50 to 99 workers .....	2	7	14	23	37	17	18	20
100 workers or more .....	1	3	6	16	36	39	23	21
100 to 499 workers .....	1	3	7	20	35	34	22	20
500 workers or more .....	1	2	4	11	37	44	24	23

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

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

<sup>3</sup> Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

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

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> March 2016**

(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 .....	32	15	19	22	24	68	9	13	15	18
<b>Worker characteristics</b>										
Management, professional, and related .....	40	17	21	24	26	60	11	15	17	20
Management, business, and financial .....	36	17	21	23	26	64	11	15	17	20
Professional and related .....	42	17	21	24	26	58	11	15	17	20
Teachers .....	19	13	15	16	16	81	12	14	16	17
Registered nurses .....	68	18	22	26	28	32	11	15	17	19
Service .....	31	14	19	21	23	69	7	12	14	16
Protective service .....	18	16	20	23	27	82	10	13	15	19
Sales and office .....	35	13	18	21	24	65	8	13	15	18
Sales and related .....	32	11	17	19	23	68	7	12	14	17
Office and administrative support .....	37	15	19	22	25	63	9	13	16	18
Natural resources, construction, and maintenance .....	18	11	15	18	20	82	8	11	14	16
Construction, extraction, farming, fishing, and forestry .....	20	9	13	16	18	80	8	12	14	16
Installation, maintenance, and repair .....	17	12	17	20	23	83	7	11	14	17
Production, transportation, and material moving ... ..	20	11	15	18	21	80	7	11	15	18
Production .....	22	10	15	18	20	78	7	11	14	17
Transportation and material moving .....	17	12	16	18	22	83	7	12	15	18
Full time .....	32	15	20	23	25	68	9	13	16	18
Part time .....	32	10	15	17	19	68	6	10	12	15
Union .....	14	15	20	23	27	86	9	13	17	21
Nonunion .....	35	15	19	22	24	65	9	13	15	17
Average wage within the following categories: <sup>3</sup>										
Lowest 25 percent .....	30	11	16	18	21	70	6	11	13	15
Lowest 10 percent .....	22	10	15	17	19	78	6	10	12	14
Second 25 percent .....	31	14	19	22	24	69	8	12	15	17
Third 25 percent .....	31	15	20	23	25	69	9	13	16	19
Highest 25 percent .....	35	17	21	23	26	65	11	15	17	20
Highest 10 percent .....	36	17	21	23	25	64	12	16	18	21
<b>Establishment characteristics</b>										
Goods-producing industries .....	24	11	15	18	20	76	7	12	15	18
Service-providing industries .....	34	15	20	22	25	66	9	13	15	18
Education and health services .....	47	17	21	25	27	53	11	15	17	19
Educational services .....	10	14	16	17	19	90	13	15	18	20
Elementary and secondary schools .....	8	10	10	11	11	92	11	14	16	18
Junior colleges, colleges, and universities .....	8	19	23	25	27	92	14	17	19	22
Health care and social assistance .....	59	17	22	25	27	41	10	14	17	19
Hospitals .....	72	20	25	28	31	28	13	16	20	22
Public administration .....	10	18	22	26	30	90	11	15	18	22

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> March 2016—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 .....	28	13	17	19	20	72	7	12	14	15
1 to 49 workers .....	27	12	16	19	20	73	7	12	13	15
50 to 99 workers .....	30	14	18	20	21	70	7	12	15	17
100 workers or more .....	36	16	20	24	27	64	10	14	17	20
100 to 499 workers .....	37	14	19	22	25	63	9	13	16	20
500 workers or more .....	34	18	22	25	28	66	11	14	17	21
<b>Geographic areas</b>										
Northeast .....	28	16	20	22	25	72	10	14	16	19
New England .....	32	18	21	23	26	68	9	13	16	18
Middle Atlantic .....	27	15	19	22	25	73	10	14	16	19
South .....	30	14	18	21	24	70	8	12	15	17
South Atlantic .....	30	15	19	22	24	70	9	12	15	17
East South Central .....	24	16	20	23	25	76	8	12	15	17
West South Central .....	34	13	17	19	22	66	8	12	14	17
Midwest .....	34	15	19	23	25	66	8	13	16	19
East North Central .....	32	15	20	23	26	68	8	13	16	19
West North Central .....	39	14	19	22	24	61	8	13	16	19
West .....	36	14	19	22	24	64	9	13	15	18
Mountain .....	43	13	18	21	23	57	8	13	15	17
Pacific .....	33	14	19	22	24	67	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> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 32. Leave benefits: Access, private industry workers, March 2016**

(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	64	76	40	56	57	29	13	87
<b>Worker characteristics</b>									
Management, professional, and related .....	89	82	88	58	76	79	45	24	93
Management, business, and financial .....	97	89	97	61	81	83	48	28	93
Professional and related .....	85	78	83	56	73	76	43	22	93
Service .....	50	42	52	22	30	33	11	7	79
Protective service .....	64	47	58	28	30	34	15	5	82
Sales and office .....	81	69	79	43	57	58	29	13	88
Sales and related .....	73	60	72	36	46	48	24	8	85
Office and administrative support .....	86	75	85	48	64	64	33	16	89
Natural resources, construction, and maintenance	79	56	77	29	46	48	21	8	83
Construction, extraction, farming, fishing, and forestry .....	66	42	63	17	29	34	12	7	80
Installation, maintenance, and repair .....	91	69	90	40	60	61	29	9	87
Production, transportation, and material moving ...	83	59	81	33	60	59	29	6	88
Production .....	89	57	87	33	64	63	31	8	89
Transportation and material moving .....	76	61	75	32	57	55	28	5	87
Full time .....	90	76	91	48	67	69	35	16	90
Part time .....	40	30	36	18	24	26	11	5	79
Union .....	89	76	88	51	75	77	39	11	91
Nonunion .....	76	63	75	39	54	55	28	13	86
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	52	39	50	19	28	30	11	6	80
Lowest 10 percent .....	40	27	41	11	20	22	8	4	76
Second 25 percent .....	82	65	81	41	58	59	26	11	87
Third 25 percent .....	89	75	88	47	67	69	35	14	90
Highest 25 percent .....	92	84	91	58	78	80	48	24	92
Highest 10 percent .....	93	87	92	60	79	83	53	24	94
<b>Establishment characteristics</b>									
Goods-producing industries .....	89	63	87	35	61	62	32	9	88
Construction .....	71	47	68	18	32	35	10	5	78
Manufacturing .....	97	70	96	42	75	75	42	10	92
Service-providing industries .....	74	64	74	41	55	56	28	14	87
Trade, transportation, and utilities .....	81	66	79	38	57	57	29	7	89
Wholesale trade .....	92	77	89	40	68	69	28	10	87
Retail trade .....	74	58	73	34	48	47	23	7	87
Transportation and warehousing .....	87	74	87	43	71	71	44	6	93
Utilities .....	100	92	98	61	88	87	58	10	96

See footnotes at end of table.

**Table 32. Leave benefits: Access, private industry workers, March 2016—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 .....	97	92	96	81	92	92	53	33	97
Financial activities .....	94	89	94	61	82	86	54	31	93
Finance and insurance .....	97	91	97	68	90	92	65	37	96
Credit intermediation and related activities .....	98	93	98	63	91	93	69	34	97
Insurance carriers and related activities .....	97	87	96	76	87	90	60	39	95
Real estate and rental and leasing .....	83	81	85	39	59	66	17	10	83
Professional and business services .....	78	64	75	38	52	54	29	16	82
Professional and technical services .....	91	80	90	48	67	72	42	27	86
Administrative and waste services .....	61	42	55	21	28	29	11	6	74
Education and health services .....	83	73	79	56	68	70	32	19	93
Educational services .....	65	75	56	48	73	72	41	20	90
Junior colleges, colleges, and universities .....	81	83	73	50	88	90	58	21	95
Health care and social assistance .....	86	73	83	57	67	70	30	18	93
Leisure and hospitality .....	36	34	41	12	17	23	8	6	77
Accommodation and food services .....	33	31	41	11	16	22	6	5	77
Other services .....	64	57	68	30	40	37	15	8	79
1 to 99 workers .....	69	55	68	28	42	45	18	9	81
1 to 49 workers .....	68	53	67	26	39	42	17	9	79
50 to 99 workers .....	73	60	72	34	53	53	23	10	87
100 workers or more .....	87	75	85	54	72	73	41	18	94
100 to 499 workers .....	85	72	83	48	66	66	35	14	93
500 workers or more .....	89	80	89	62	82	83	51	23	95
<b>Geographic areas</b>									
Northeast .....	76	67	76	49	62	70	33	17	85
New England .....	73	65	73	41	61	71	35	13	89
Middle Atlantic .....	78	68	77	52	62	69	33	18	84
South .....	79	62	78	39	58	60	31	12	85
South Atlantic .....	79	61	78	41	61	60	32	12	88
East South Central .....	79	62	81	33	54	59	28	9	83
West South Central .....	79	63	78	39	56	60	32	14	82
Midwest .....	76	60	77	36	57	56	26	11	89
East North Central .....	76	60	77	36	57	55	26	12	88
West North Central .....	75	60	76	37	57	57	28	10	91
West .....	74	68	71	36	46	45	24	13	88
Mountain .....	73	58	71	41	47	51	27	14	86
Pacific .....	75	73	71	34	45	42	23	13	88

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 33. Paid holidays: Number of days provided, private industry workers, March 2016**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers .....	8	3	24	15	14	10	12	6	4	2	1	2	8	7
<b>Worker characteristics</b>														
Management, professional, and related .....	2	1	18	15	15	13	15	8	7	2	1	2	9	8
Management, business, and financial .....	1	1	17	11	16	14	20	8	7	2	1	2	9	9
Professional and related .....	2	1	19	18	14	13	12	8	7	2	1	2	9	8
Service .....	14	8	33	20	10	6	4	2	1	1	( <sup>1</sup> )	1	6	6
Protective service .....	—	—	28	—	—	—	3	—	—	—	—	1	7	7
Sales and office .....	14	3	25	14	13	9	13	4	2	1	( <sup>1</sup> )	1	7	7
Sales and related .....	28	5	29	11	9	7	5	3	1	—	—	—	6	6
Office and administrative support .....	6	2	23	16	15	10	18	5	3	1	1	1	8	8
Natural resources, construction, and maintenance .....	6	6	33	18	11	8	10	4	2	1	1	1	7	7
Construction, extraction, farming, fishing, and forestry .....	8	7	35	16	14	9	5	2	—	—	—	1	7	6
Installation, maintenance, and repair .....	4	5	31	19	10	7	13	6	3	1	1	1	8	7
Production, transportation, and material moving .....	5	3	24	12	16	11	13	8	3	2	( <sup>1</sup> )	3	8	8
Production .....	3	2	21	10	12	14	16	11	5	—	—	3	9	9
Transportation and material moving .....	8	4	27	15	21	7	8	5	2	—	—	2	8	7
Full time .....	5	3	23	15	14	11	13	7	4	2	1	2	8	8
Part time .....	27	5	32	16	9	3	5	1	1	1	—	—	6	6
Union .....	—	2	21	12	17	10	12	10	7	2	—	4	9	8
Nonunion .....	9	3	25	16	13	10	12	5	3	1	( <sup>1</sup> )	1	8	7
Average wage within the following categories: <sup>2</sup>														
Lowest 25 percent .....	22	7	34	15	9	5	4	1	( <sup>1</sup> )	—	—	( <sup>1</sup> )	6	6
Lowest 10 percent .....	27	7	33	15	10	3	3	1	—	—	—	—	6	6
Second 25 percent .....	8	4	28	17	13	9	11	5	2	1	( <sup>1</sup> )	1	7	7
Third 25 percent .....	4	2	22	15	15	11	16	7	4	1	1	2	8	8
Highest 25 percent .....	2	1	16	13	16	14	15	8	8	3	1	2	9	9
Highest 10 percent .....	2	1	14	12	16	15	16	8	11	3	1	2	9	9
<b>Establishment characteristics</b>														
Goods-producing industries .....	3	3	19	12	12	14	16	8	8	2	1	2	9	9
Construction .....	7	8	38	19	13	10	4	1	—	—	—	—	7	6
Manufacturing .....	2	1	12	9	12	16	21	11	10	3	1	3	9	9
Service-providing industries .....	9	3	26	16	14	9	11	5	3	1	1	1	8	7
Trade, transportation, and utilities .....	18	5	31	13	13	6	7	4	1	1	( <sup>1</sup> )	1	7	6
Wholesale trade .....	3	2	27	15	15	12	14	7	2	—	—	2	8	8
Retail trade .....	34	8	37	11	5	2	1	1	( <sup>1</sup> )	—	—	—	5	6
Transportation and warehousing .....	2	5	24	14	29	4	10	7	—	—	—	—	8	8
Utilities .....	—	—	—	—	—	28	15	21	—	—	—	—	10	10

See footnotes at end of table.

**Table 33. Paid holidays: Number of days provided, private industry workers, March 2016—continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days	
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days			
Information .....	—	—	16	32	12	15	14	7	—	—	—	—	—	8	8
Financial activities .....	1	—	11	10	17	17	36	6	2	1	—	—	—	9	9
Finance and insurance .....	—	—	6	6	17	18	43	6	2	1	—	—	—	9	10
Credit intermediation and related activities .....	—	—	5	4	14	7	62	5	1	—	—	—	—	9	10
Insurance carriers and related activities .....	—	—	9	11	22	24	23	7	3	—	—	—	—	9	9
Real estate and rental and leasing .....	5	—	28	23	16	12	—	5	—	—	—	—	—	7	7
Professional and business services .....	6	2	23	13	18	13	11	8	5	1	—	—	—	8	8
Professional and technical services .....	5	—	12	13	24	13	14	7	6	—	—	—	—	8	8
Administrative and waste services .....	9	4	35	12	12	11	9	7	—	—	—	—	—	7	7
Education and health services .....	3	4	31	21	10	8	7	5	5	2	2	2	3	8	7
Educational services .....	—	2	—	5	7	10	13	13	11	9	7	19	12	11	11
Junior colleges, colleges, and universities .....	—	2	—	4	7	7	12	12	15	14	8	17	12	12	12
Health care and social assistance .....	3	—	35	23	10	7	6	3	4	1	—	1	7	7	7
Leisure and hospitality .....	18	6	28	26	13	4	—	3	—	—	—	—	—	6	6
Accommodation and food services .....	19	6	24	32	14	4	—	—	—	—	—	—	—	6	7
Other services .....	10	3	19	13	16	4	18	—	2	7	—	—	—	8	8
1 to 99 workers .....	10	4	28	16	12	9	10	5	2	1	( <sup>1</sup> )	1	7	7	7
1 to 49 workers .....	11	5	28	17	11	8	11	5	2	1	( <sup>1</sup> )	1	7	7	7
50 to 99 workers .....	10	3	29	15	15	12	9	3	2	—	—	( <sup>1</sup> )	7	7	7
100 workers or more .....	5	2	20	14	15	11	14	7	5	2	1	2	8	8	8
100 to 499 workers .....	8	3	23	14	15	10	13	6	4	2	—	—	8	8	8
500 workers or more .....	—	—	17	15	16	12	16	9	6	2	1	3	9	9	9
<b>Geographic areas</b>															
Northeast .....	7	3	19	16	12	10	15	8	6	2	1	2	8	8	8
New England .....	8	2	14	15	11	10	17	—	5	2	—	2	8	8	8
Middle Atlantic .....	6	3	20	16	12	9	14	7	7	2	( <sup>1</sup> )	2	8	8	8
South .....	11	4	24	15	13	12	11	5	3	1	1	1	7	7	7
South Atlantic .....	11	3	25	14	13	11	12	4	3	1	—	—	7	7	7
East South Central .....	10	4	23	—	10	—	14	7	4	—	—	2	8	8	8
West South Central .....	10	5	23	18	14	13	8	5	2	( <sup>1</sup> )	( <sup>1</sup> )	1	7	7	7
Midwest .....	5	2	28	16	15	9	13	5	3	2	( <sup>1</sup> )	3	8	7	7
East North Central .....	6	—	26	17	15	8	14	5	3	2	—	3	8	7	7
West North Central .....	4	—	33	13	15	9	11	6	3	2	—	2	8	7	7
West .....	7	5	25	14	14	10	11	6	4	—	—	1	8	7	7
Mountain .....	8	3	30	14	16	9	11	5	4	—	—	—	7	7	7
Pacific .....	7	5	23	14	13	11	11	7	4	—	—	1	8	8	8

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 34. Paid sick leave: Type of provision, private industry workers, March 2016**

(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 .....	70	4	25
<b>Worker characteristics</b>			
Management, professional, and related .....	64	7	28
Management, business, and financial .....	64	9	27
Professional and related .....	64	6	29
Service .....	71	1	28
Sales and office .....	69	4	27
Sales and related .....	67	4	29
Office and administrative support .....	70	4	26
Natural resources, construction, and maintenance .....	78	5	17
Installation, maintenance, and repair .....	78	6	15
Production, transportation, and material moving ...	82	2	16
Transportation and material moving .....	85	1	13
Full time .....	70	5	26
Union .....	85	2	13
Nonunion .....	68	5	27
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	72	2	27
Second 25 percent .....	72	2	26
Third 25 percent .....	73	4	23
Highest 25 percent .....	66	8	26
Highest 10 percent .....	64	11	26
<b>Establishment characteristics</b>			
Goods-producing industries:			
Construction .....	77	4	19
Service-providing industries .....			
Trade, transportation, and utilities .....	74	3	22
Wholesale trade .....	81	6	13
Retail trade .....	67	3	31
Transportation and warehousing .....	85	1	14
Utilities .....	82	2	16
Information .....	73	11	17
Financial activities .....	63	6	31
Finance and insurance .....	63	5	32
Credit intermediation and related activities .....	72	2	26
Insurance carriers and related activities ...	49	6	45
Real estate and rental and leasing .....	66	—	—
Professional and business services .....	68	8	23
Professional and technical services .....	64	8	29
Education and health services .....	66	1	33
Educational services .....	85	5	10
Junior colleges, colleges, and universities .....	84	8	8
Health care and social assistance .....	62	—	—
Leisure and hospitality .....	75	—	—
Accommodation and food services .....	74	—	—
Other services .....	74	6	20

See footnotes at end of table.

**Table 34. Paid sick leave: Type of provision, private industry workers, March 2016—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>
1 to 99 workers .....	74	5	20
1 to 49 workers .....	73	7	20
50 to 99 workers .....	77	2	22
100 workers or more .....	67	3	30
100 to 499 workers .....	70	2	28
500 workers or more .....	62	5	32
<b>Geographic areas</b>			
Northeast .....	74	5	21
New England .....	67	5	28
Middle Atlantic .....	76	5	19
South .....	69	5	26
South Atlantic .....	68	6	26
East South Central .....	73	6	21
West South Central .....	68	3	28
Midwest .....	70	3	27
East North Central .....	71	3	26
West .....	69	4	27
Mountain .....	55	5	40
Pacific .....	75	3	22

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

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

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

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> private industry workers, March 2016**

(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 .....	25	53	19	2	1	7	6
Full time .....	23	52	21	2	1	7	6
Union .....	25	46	26	3	( <sup>3</sup> )	7	6
Nonunion .....	25	54	18	2	1	7	6
1 to 99 workers .....	29	53	16	2	1	6	5
1 to 49 workers .....	28	54	15	2	1	7	5
50 to 99 workers .....	30	51	17	—	—	6	5
100 workers or more .....	21	52	23	3	1	8	6
100 to 499 workers .....	25	55	17	2	1	7	6
500 workers or more .....	16	46	33	4	2	9	7
<b>After 5 years</b>							
All workers .....	24	53	20	3	1	8	6
Full time .....	22	52	21	3	2	8	6
Union .....	22	46	27	4	1	8	6
Nonunion .....	24	54	19	2	2	8	6
1 to 99 workers .....	28	53	16	2	1	7	5
1 to 49 workers .....	27	54	15	3	1	7	5
50 to 99 workers .....	29	51	17	2	1	6	5
100 workers or more .....	20	52	23	3	2	8	6
100 to 499 workers .....	24	56	17	2	2	7	6

See footnotes at end of table.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> private industry workers, March 2016—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		
500 workers or more .....	14	46	33	4	3	10	7
<b>After 10 years</b>							
All workers .....	23	52	20	3	2	8	6
Full time .....	22	52	22	3	2	8	6
Union .....	21	47	27	4	1	8	6
Nonunion .....	24	53	19	3	2	8	6
1 to 99 workers .....	28	53	16	3	1	7	5
1 to 49 workers .....	27	54	15	3	1	7	5
50 to 99 workers .....	29	50	17	2	1	6	5
100 workers or more .....	19	52	24	3	2	9	6
100 to 499 workers .....	23	56	18	2	2	8	6
500 workers or more .....	13	46	34	4	3	11	8
<b>After 20 years</b>							
All workers .....	23	52	20	3	2	8	6
Full time .....	22	52	22	3	2	9	6
Union .....	21	47	28	4	1	8	6
Nonunion .....	24	53	19	3	2	8	6
1 to 99 workers .....	28	53	16	3	1	7	5
1 to 49 workers .....	27	53	15	3	1	7	5
50 to 99 workers .....	29	50	17	2	1	7	5
100 workers or more .....	19	52	24	3	2	9	6
100 to 499 workers .....	23	56	18	2	2	8	6
500 workers or more .....	13	46	34	4	3	11	8

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

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

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

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> private industry workers, March 2016**

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

See footnotes at end of table.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> private industry workers, March 2016—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	8	16	37	23	14	17	15
Full time .....	1	6	15	37	26	15	18	15
Part time .....	7	18	26	35	8	6	14	14
Union .....	—	—	12	54	23	8	17	15
Nonunion .....	2	8	17	35	23	15	17	15
1 to 99 workers .....	3	12	22	35	20	7	15	15
1 to 49 workers .....	3	14	24	34	18	7	15	15
50 to 99 workers .....	3	8	17	40	25	7	16	15
100 workers or more .....	1	3	10	38	26	21	19	20
100 to 499 workers .....	1	4	13	41	24	18	18	16
500 workers or more .....	—	—	6	35	30	26	21	20
<b>After 20 years</b>								
All workers .....	2	7	12	20	31	28	20	20
Full time .....	1	6	12	19	32	30	20	20
Part time .....	6	18	14	27	20	14	16	16
Union .....	—	—	4	13	46	34	22	20
Nonunion .....	2	8	13	21	29	27	19	20
1 to 99 workers .....	3	12	19	24	27	16	17	15
1 to 49 workers .....	3	13	21	24	24	15	16	15
50 to 99 workers .....	3	7	14	23	37	17	18	20
100 workers or more .....	1	3	6	16	34	40	23	20
100 to 499 workers .....	1	4	7	20	34	34	22	20
500 workers or more .....	—	—	4	11	34	49	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.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, private industry workers, March 2016**

(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 .....	35	14	19	22	24	65	8	12	15	17
<b>Worker characteristics</b>										
Management, professional, and related .....	45	17	21	24	26	55	11	15	17	19
Management, business, and financial .....	40	17	20	23	25	60	11	15	17	19
Professional and related .....	47	17	21	24	26	53	11	15	17	19
Service .....	36	14	18	21	23	64	6	11	13	14
Protective service .....	38	16	19	22	25	62	6	9	11	13
Sales and office .....	37	13	18	21	24	63	8	12	15	17
Sales and related .....	32	11	17	19	23	68	7	12	14	17
Office and administrative support .....	40	14	19	22	24	60	8	13	15	18
Natural resources, construction, and maintenance	19	10	15	18	20	81	7	11	13	15
Construction, extraction, farming, fishing, and forestry .....	23	9	12	15	17	77	7	11	13	14
Installation, maintenance, and repair .....	18	12	17	20	22	82	7	11	14	16
Production, transportation, and material moving ...	20	11	15	18	21	80	7	11	14	18
Production .....	23	10	15	18	20	77	7	11	14	17
Transportation and material moving .....	17	12	16	18	22	83	7	12	15	18
Full time .....	35	15	19	22	25	65	8	13	15	18
Part time .....	33	10	15	17	19	67	6	10	12	15
Union .....	19	14	19	22	26	81	8	12	16	21
Nonunion .....	37	14	19	22	24	63	8	12	15	17
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	30	11	16	18	20	70	6	10	13	14
Lowest 10 percent .....	21	10	15	17	19	79	5	10	12	13
Second 25 percent .....	34	14	18	22	24	66	7	11	14	16
Third 25 percent .....	34	15	19	22	25	66	8	13	15	18
Highest 25 percent .....	39	17	21	23	26	61	10	14	17	20
Highest 10 percent .....	38	17	21	23	25	62	12	15	18	21
<b>Establishment characteristics</b>										
Goods-producing industries .....	24	11	15	18	20	76	7	12	15	18
Construction .....	25	10	14	16	17	75	7	11	12	13
Manufacturing .....	24	12	16	19	21	76	8	12	15	19
Service-providing industries .....	37	15	19	22	25	63	8	12	15	17
Trade, transportation, and utilities .....	26	11	16	19	23	74	7	12	14	17
Wholesale trade .....	22	12	16	19	21	78	8	12	15	17
Retail trade .....	32	10	16	19	24	68	6	11	13	16
Transportation and warehousing .....	14	11	16	21	26	86	8	12	16	19
Utilities .....	22	15	18	20	25	78	9	13	16	21

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, private industry workers, March 2016—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 .....	29	18	22	25	27	71	11	14	17	21
Financial activities .....	40	16	20	24	26	60	11	14	16	18
Finance and insurance .....	44	17	21	24	27	56	12	15	17	20
Credit intermediation and related activities .....	33	16	20	24	26	67	12	15	17	20
Insurance carriers and related activities .....	62	17	21	25	27	38	10	14	16	19
Real estate and rental and leasing .....	27	13	17	20	21	73	8	11	13	14
Professional and business services .....	38	16	19	22	24	62	9	13	15	17
Professional and technical services .....	44	16	19	22	24	56	10	14	16	18
Administrative and waste services .....	38	14	19	22	23	62	6	11	12	14
Education and health services .....	57	17	21	25	27	43	10	14	17	18
Educational services .....	20	13	16	17	18	80	13	17	19	20
Junior colleges, colleges, and universities .....	14	18	21	24	26	86	14	17	19	21
Health care and social assistance .....	61	17	22	25	27	39	10	14	17	18
Leisure and hospitality .....	23	11	16	19	21	77	6	10	12	13
Accommodation and food services .....	24	10	16	18	21	76	5	10	12	12
Other services .....	27	11	14	16	17	73	8	12	14	15
1 to 99 workers .....	28	12	17	19	20	72	7	11	14	15
1 to 49 workers .....	27	12	16	18	20	73	7	11	13	15
50 to 99 workers .....	31	14	17	20	21	69	7	12	14	16
100 workers or more .....	41	16	20	24	27	59	9	13	17	20
100 to 499 workers .....	39	14	19	22	25	61	8	13	16	19
500 workers or more .....	44	18	22	25	28	56	10	14	17	21
<b>Geographic areas</b>										
Northeast .....	31	16	20	22	25	69	9	13	16	18
New England .....	36	17	21	23	26	64	9	13	15	18
Middle Atlantic .....	30	15	19	22	24	70	9	14	16	18
South .....	33	14	18	21	23	67	8	12	14	16
South Atlantic .....	33	15	19	22	24	67	8	12	14	16
East South Central .....	26	15	19	22	25	74	7	11	14	16
West South Central .....	35	12	17	19	22	65	8	12	14	16
Midwest .....	37	15	19	23	25	63	8	12	16	18
East North Central .....	34	15	20	23	26	66	8	12	16	18
West North Central .....	42	14	18	21	24	58	8	12	15	18
West .....	39	14	18	21	23	61	8	12	15	17
Mountain .....	46	13	18	21	23	54	8	12	15	17
Pacific .....	36	14	19	22	23	64	8	12	15	17

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 32. Leave benefits: Access, State and local government workers, March 2016**

(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	90	59	58	85	91	76	16	94
<b>Worker characteristics</b>									
Management, professional, and related .....	55	91	42	63	87	92	75	17	95
Professional and related .....	49	91	35	64	87	92	74	16	95
Teachers .....	30	89	10	69	85	92	72	16	94
Primary, secondary, and special education school teachers .....	26	96	9	80	90	97	74	17	98
Service .....	78	86	76	51	82	88	74	15	93
Protective service .....	87	90	89	53	88	92	81	15	96
Sales and office .....	86	91	85	53	85	91	79	16	95
Office and administrative support .....	87	92	86	54	85	92	80	16	95
Natural resources, construction, and maintenance .....	96	96	97	47	87	93	85	15	94
Production, transportation, and material moving .....	74	89	64	63	80	88	74	16	94
Full time .....	74	98	66	64	92	97	82	17	98
Part time .....	28	43	21	28	50	57	41	12	75
Union .....	69	97	57	70	94	98	81	20	97
Nonunion .....	66	84	61	49	78	85	71	13	91
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	64	77	57	44	73	80	66	14	88
Lowest 10 percent .....	49	65	43	36	63	71	56	10	82
Second 25 percent .....	87	94	84	56	88	93	81	17	96
Third 25 percent .....	74	93	65	64	88	94	80	17	96
Highest 25 percent .....	48	97	35	70	93	97	77	17	98
Highest 10 percent .....	45	98	33	61	95	97	79	18	98
<b>Establishment characteristics</b>									
Service-providing industries .....	67	90	59	58	85	91	76	16	94
Education and health services .....	55	91	42	63	85	92	73	16	95
Educational services .....	49	91	35	64	85	93	74	15	95
Elementary and secondary schools .....	41	91	26	72	85	93	72	16	95
Junior colleges, colleges, and universities .....	78	90	63	37	87	90	81	12	95
Health care and social assistance .....	91	91	89	54	84	89	70	22	95
Hospitals .....	93	93	93	47	86	89	71	24	94
Public administration .....	88	89	88	53	86	90	81	16	93
1 to 99 workers .....	71	81	66	47	77	81	62	13	87
1 to 49 workers .....	69	74	68	39	69	75	59	14	83
50 to 99 workers .....	73	90	65	59	89	89	67	13	94
100 workers or more .....	67	91	58	60	87	92	78	17	95
100 to 499 workers .....	63	88	60	60	80	88	68	15	92
500 workers or more .....	68	92	58	60	89	94	81	17	96

See footnotes at end of table.

**Table 32. Leave benefits: Access, State and local government workers, March 2016—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	95	83	51	92	94	89	19	97
Local government .....	59	88	51	61	83	90	71	15	93
<b>Geographic areas</b>									
Northeast .....	60	90	55	74	91	92	76	10	94
New England .....	52	89	47	83	87	91	66	11	95
Middle Atlantic .....	63	91	58	70	93	92	79	10	94
South .....	69	91	61	53	82	91	82	16	95
South Atlantic .....	77	92	65	53	85	91	84	22	97
East South Central .....	72	93	63	38	84	91	86	–	91
West South Central .....	53	88	52	63	77	90	77	11	95
Midwest .....	67	87	55	58	80	88	64	21	90
East North Central .....	66	86	53	65	79	88	60	27	91
West North Central .....	69	90	58	48	82	88	71	–	90
West .....	70	91	64	55	92	94	77	16	96
Mountain .....	58	83	53	55	86	91	76	–	96
Pacific .....	74	94	68	55	94	95	77	18	96

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 33. Paid holidays: Number of days provided, State and local government workers, March 2016**

(All workers with paid holidays = 100 percent)

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

See footnotes at end of table.

**Table 33. Paid holidays: Number of days provided, State and local government workers, March 2016—continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
State government .....	1	—	—	1	3	11	11	25	21	10	10	6	12	11
Local government .....	4	1	6	3	5	7	15	19	18	9	7	7	11	11
<b>Geographic areas</b>														
Northeast .....	1	1	—	—	—	3	5	17	37	13	6	13	12	12
New England .....	—	—	—	—	—	—	—	16	33	25	2	—	12	12
Middle Atlantic .....	1	1	—	—	—	3	4	17	39	9	7	14	13	12
South .....	3	1	7	2	6	8	11	21	15	6	11	8	11	11
South Atlantic .....	1	—	10	—	2	—	12	24	19	7	9	4	11	11
East South Central .....	—	3	—	—	—	7	—	13	—	—	—	21	11	10
West South Central .....	2	—	4	—	6	7	7	21	12	6	25	7	11	11
Midwest .....	5	—	3	5	4	13	21	—	18	7	4	2	10	10
East North Central .....	5	—	3	4	3	16	23	10	16	9	6	—	10	10
West North Central .....	3	—	3	—	5	—	18	—	—	—	—	—	10	11
West .....	—	—	—	2	3	—	16	27	12	14	9	6	11	11
Mountain .....	—	—	—	—	—	3	35	22	14	—	—	7	11	11
Pacific .....	—	—	—	2	3	—	11	29	12	15	11	6	11	11

<sup>1</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 34. Paid sick leave: Type of provision, State and local government workers, March 2016**

(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 .....	87	2	11
<b>Worker characteristics</b>			
Management, professional, and related .....	87	2	11
Professional and related .....	87	2	11
Teachers .....	89	2	8
Primary, secondary, and special education school teachers .....	90	1	8
Service .....	85	3	12
Protective service .....	84	5	11
Sales and office .....	86	3	11
Office and administrative support .....	86	3	11
Natural resources, construction, and maintenance .....	88	—	—
Production, transportation, and material moving ...	83	—	—
Full time .....	86	2	11
Part time .....	88	2	10
Union .....	89	2	9
Nonunion .....	84	2	14
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	86	1	13
Lowest 10 percent .....	87	—	—
Second 25 percent .....	87	2	11
Third 25 percent .....	84	3	13
Highest 25 percent .....	89	2	8
Highest 10 percent .....	91	2	7
<b>Establishment characteristics</b>			
Service-providing industries .....	86	2	11
Education and health services .....	88	2	10
Educational services .....	91	2	8
Elementary and secondary schools .....	90	1	8
Junior colleges, colleges, and universities .....	91	3	6
Health care and social assistance .....	72	3	25
Hospitals .....	69	5	27
Public administration .....	84	3	13
1 to 99 workers .....	84	3	13
1 to 49 workers .....	84	—	—
50 to 99 workers .....	84	—	—
100 workers or more .....	87	2	11
100 to 499 workers .....	88	2	10
500 workers or more .....	87	2	11

See footnotes at end of table.

**Table 34. Paid sick leave: Type of provision, State and local government workers, March 2016—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 .....	85	2	13
<b>Geographic areas</b>			
Northeast .....	94	4	2
New England .....	96	—	—
Middle Atlantic .....	93	5	2
South .....	86	1	13
South Atlantic .....	85	—	—
East South Central .....	87	2	11
West South Central .....	85	2	13
Midwest .....	87	2	11
East North Central .....	90	2	8
West North Central .....	83	—	—
West .....	82	2	16
Mountain .....	83	—	—
Pacific .....	81	—	—

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

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

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

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, March 2016**

(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 .....	7	15	61	17	( <sup>3</sup> )	11	12
Full time .....	7	14	61	17	( <sup>3</sup> )	11	12
Part time .....	–	23	52	13	–	10	10
Union .....	6	10	64	19	( <sup>3</sup> )	12	12
Nonunion .....	9	20	57	14	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	21	56	20	–	12	12
1 to 49 workers .....	–	16	59	22	–	12	12
50 to 99 workers .....	–	26	52	19	–	11	12
100 workers or more .....	8	14	61	16	( <sup>3</sup> )	11	12
100 to 499 workers .....	6	13	62	18	1	12	12
500 workers or more .....	8	14	61	16	( <sup>3</sup> )	11	12
<b>After 5 years</b>							
All workers .....	7	14	59	19	( <sup>3</sup> )	12	12
Full time .....	7	14	59	20	( <sup>3</sup> )	12	12
Part time .....	–	23	54	13	–	10	11
Union .....	6	10	62	22	( <sup>3</sup> )	12	12
Nonunion .....	8	20	56	16	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	20	56	21	–	12	12
1 to 49 workers .....	–	15	57	25	–	12	12
50 to 99 workers .....	–	25	55	–	–	11	12
100 workers or more .....	8	14	59	19	( <sup>3</sup> )	12	12
100 to 499 workers .....	6	13	58	22	1	12	12
500 workers or more .....	8	14	60	18	( <sup>3</sup> )	11	12

See footnotes at end of table.

**Table 35. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, March 2016—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 .....	7	15	58	20	( <sup>3</sup> )	12	12
Full time .....	7	14	58	21	( <sup>3</sup> )	12	12
Part time .....	—	22	54	13	—	10	11
Union .....	6	9	61	23	( <sup>3</sup> )	12	12
Nonunion .....	8	20	55	16	( <sup>3</sup> )	11	12
1 to 99 workers .....	—	19	56	22	—	12	12
1 to 49 workers .....	—	14	58	26	—	13	12
50 to 99 workers .....	—	25	55	—	—	11	12
100 workers or more .....	8	14	58	20	( <sup>3</sup> )	12	12
100 to 499 workers .....	6	12	58	23	1	12	12
500 workers or more .....	8	15	58	19	( <sup>3</sup> )	12	12
<b>After 20 years</b>							
All workers .....	7	15	58	20	1	12	12
Full time .....	7	14	58	20	1	12	12
Part time .....	—	22	54	14	—	10	11
Union .....	6	9	61	23	2	12	12
Nonunion .....	8	20	54	16	1	11	12
1 to 99 workers .....	—	19	56	21	—	12	12
1 to 49 workers .....	—	14	58	24	—	13	12
50 to 99 workers .....	—	25	55	—	—	11	12
100 workers or more .....	7	14	58	19	1	12	12
100 to 499 workers .....	6	12	58	21	2	12	12
500 workers or more .....	8	15	58	19	1	12	12

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

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

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

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2016**

(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 .....	92	62	30	8
Professional and related .....	92	61	31	8
Teachers .....	90	57	32	10
Primary, secondary, and special education school teachers .....	89	56	33	11
Service .....	92	66	26	8
Protective service .....	91	65	27	9
Sales and office .....	93	64	29	7
Office and administrative support .....	93	64	30	7
Natural resources, construction, and maintenance .....	–	61	–	–
Production, transportation, and material moving ...	96	61	35	4
Full time .....	92	62	30	8
Part time .....	94	67	28	6
Union .....	94	66	28	6
Nonunion .....	90	59	30	10
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	92	61	31	8
Lowest 10 percent .....	91	58	33	9
Second 25 percent .....	93	64	29	7
Third 25 percent .....	92	65	27	8
Highest 25 percent .....	91	61	31	9
Highest 10 percent .....	91	59	32	9
<b>Establishment characteristics</b>				
Service-providing industries .....	92	62	30	8
Education and health services .....	91	61	30	9
Educational services .....	91	61	30	9
Elementary and secondary schools .....	90	59	32	10
Junior colleges, colleges, and universities .....	93	70	23	7
Health care and social assistance .....	90	59	31	10
Hospitals .....	–	64	–	–
Public administration .....	95	67	28	5
1 to 99 workers .....	89	50	39	11
1 to 49 workers .....	–	53	–	–
50 to 99 workers .....	–	46	–	–
100 workers or more .....	92	64	28	8
100 to 499 workers .....	93	49	43	7
500 workers or more .....	92	69	23	8

See footnotes at end of table.

**Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2016—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	75	20	5
Local government .....	91	58	33	9
<b>Geographic areas</b>				
Northeast .....	94	59	35	6
New England .....	95	48	47	5
Middle Atlantic .....	94	64	30	6
South .....	88	63	25	12
South Atlantic .....	88	69	19	12
East South Central .....	—	58	—	—
West South Central .....	87	55	32	13
Midwest .....	94	51	43	6
East North Central .....	93	53	39	7
West North Central .....	95	46	49	5
West .....	96	78	18	4
Mountain .....	—	66	—	—
Pacific .....	96	82	13	4

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2016**

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

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	43	90	130	180	240	138
<b>Worker characteristics</b>						
Management, professional, and related .....	50	100	139	180	230	143
Professional and related .....	60	100	145	180	230	145
Teachers .....	60	100	160	180	240	149
Primary, secondary, and special education school teachers .....	60	100	150	180	240	148
Service .....	30	60	120	180	225	123
Protective service .....	30	–	120	180	234	124
Sales and office .....	40	90	121	180	240	139
Office and administrative support .....	45	90	120	180	240	139
Natural resources, construction, and maintenance .....	–	–	–	–	–	124
Production, transportation, and material moving ...	–	–	135	200	250	146
Full time .....	43	90	130	180	240	138
Part time .....	–	93	130	180	250	146
Union .....	80	120	160	200	250	160
Nonunion .....	30	60	120	180	200	117
Average wage within the following categories: <sup>3</sup>						
Lowest 25 percent .....	30	60	120	180	200	116
Lowest 10 percent .....	30	50	100	150	199	107
Second 25 percent .....	45	90	130	180	240	139
Third 25 percent .....	45	89	120	180	240	135
Highest 25 percent .....	60	120	160	181	240	157
Highest 10 percent .....	90	125	160	200	250	162
<b>Establishment characteristics</b>						
Service-providing industries .....	43	90	130	180	240	138
Education and health services .....	56	100	145	180	240	146
Educational services .....	53	100	145	180	240	146
Elementary and secondary schools .....	50	90	135	180	240	144
Junior colleges, colleges, and universities .....	90	130	165	180	200	160
Health care and social assistance .....	–	90	–	180	225	150
Hospitals .....	–	–	–	–	–	137
Public administration .....	30	60	120	180	212	121
1 to 99 workers .....	30	60	–	120	180	99
1 to 49 workers .....	–	–	–	–	–	98
50 to 99 workers .....	–	–	–	–	–	100
100 workers or more .....	45	90	140	180	240	145
100 to 499 workers .....	35	80	120	180	219	131
500 workers or more .....	60	110	150	200	240	153

See footnotes at end of table.

**Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2016—continued**

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

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government .....	—	120	180	180	240	161
Local government .....	40	90	120	180	230	133
<b>Geographic areas</b>						
Northeast .....	105	150	175	200	250	176
New England .....	105	120	165	200	219	161
Middle Atlantic .....	—	160	180	200	300	184
South .....	30	70	120	180	240	125
South Atlantic .....	60	90	120	180	180	126
East South Central .....	—	—	—	—	—	147
West South Central .....	25	—	100	175	—	108
Midwest .....	45	80	120	180	205	131
East North Central .....	45	100	120	180	255	145
West North Central .....	45	—	120	145	180	113
West .....	—	—	120	156	200	122
Mountain .....	—	—	—	—	—	117
Pacific .....	—	100	125	—	200	126

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

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

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> State and local government workers, March 2016**

(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 .....	3	11	58	18	9	1	13	12
Full time .....	2	10	59	18	9	1	13	12
Part time .....	10	25	45	13	–	–	10	10
Union .....	3	13	61	16	6	1	12	11
Nonunion .....	3	9	56	20	11	1	13	12
1 to 99 workers .....	–	13	62	15	6	–	12	12
1 to 49 workers .....	2	15	67	–	7	–	12	11
50 to 99 workers .....	6	–	54	25	4	–	12	12
100 workers or more .....	3	10	58	18	9	1	13	12
100 to 499 workers .....	2	15	61	14	7	1	12	12
500 workers or more .....	3	9	57	20	10	2	13	12
<b>After 5 years</b>								
All workers .....	2	5	26	50	13	5	16	15
Full time .....	1	4	25	51	14	5	16	15
Part time .....	9	12	43	27	–	–	13	12
Union .....	2	7	21	54	11	5	15	15
Nonunion .....	2	3	30	46	15	5	16	15
1 to 99 workers .....	–	4	34	51	8	–	15	15
1 to 49 workers .....	–	–	37	48	8	–	15	15
50 to 99 workers .....	–	–	28	55	8	–	15	15
100 workers or more .....	2	5	24	49	14	5	16	15
100 to 499 workers .....	–	–	33	49	9	5	15	15
500 workers or more .....	2	5	22	50	16	6	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, March 2016—continued**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>2</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 10 years</b>								
All workers .....	1	2	9	52	26	10	18	18
Full time .....	1	1	9	52	27	10	19	18
Part time .....	—	7	23	47	16	—	16	15
Union .....	( <sup>3</sup> )	3	9	49	28	11	18	18
Nonunion .....	1	1	10	54	25	9	18	18
1 to 99 workers .....	—	—	10	63	18	7	17	17
1 to 49 workers .....	—	—	—	59	21	7	17	17
50 to 99 workers .....	—	—	—	68	13	7	18	18
100 workers or more .....	1	2	9	50	28	10	19	18
100 to 499 workers .....	—	—	10	53	26	8	18	18
500 workers or more .....	1	2	9	49	28	11	19	18
<b>After 20 years</b>								
All workers .....	1	1	6	14	46	32	22	22
Full time .....	1	1	5	13	46	33	22	22
Part time .....	—	—	16	19	44	14	19	20
Union .....	( <sup>3</sup> )	2	5	10	46	36	22	23
Nonunion .....	1	1	7	17	46	29	22	22
1 to 99 workers .....	—	—	8	20	43	28	21	21
1 to 49 workers .....	—	—	—	21	41	27	21	21
50 to 99 workers .....	—	—	8	—	46	29	22	22
100 workers or more .....	1	1	6	13	46	33	22	22
100 to 499 workers .....	—	—	7	16	44	31	22	21
500 workers or more .....	1	1	5	12	47	34	22	23

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

<sup>2</sup> Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

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

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, March 2016**

(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 .....	11	18	22	25	28	89	12	15	18	21
<b>Worker characteristics</b>										
Management, professional, and related .....	13	18	22	25	27	87	13	15	18	22
Professional and related .....	15	19	22	25	27	85	13	15	18	21
Service .....	10	18	22	25	28	90	11	14	17	21
Protective service .....	8	18	21	25	29	92	11	14	17	21
Sales and office .....	10	18	23	26	29	90	12	15	18	22
Office and administrative support .....	10	18	23	26	29	90	12	15	18	22
Natural resources, construction, and maintenance .....	7	19	23	26	29	93	11	14	17	21
Production, transportation, and material moving ...	8	15	20	23	24	92	11	14	17	21
Full time .....	11	18	22	25	28	89	12	15	18	22
Part time .....	14	15	18	21	23	86	9	12	15	18
Union .....	6	19	24	28	31	94	11	15	18	22
Nonunion .....	15	18	21	24	27	85	12	15	17	21
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	14	17	21	24	27	86	11	14	17	20
Lowest 10 percent .....	19	17	21	24	26	81	12	14	17	20
Second 25 percent .....	10	19	23	26	29	90	12	15	18	22
Third 25 percent .....	11	18	22	25	28	89	12	15	18	22
Highest 25 percent .....	10	20	23	26	28	90	13	15	18	21
Highest 10 percent .....	9	21	24	27	29	91	13	16	18	21
<b>Establishment characteristics</b>										
Service-providing industries .....	11	18	22	25	28	89	12	15	18	21
Education and health services .....	12	19	21	24	26	88	13	15	18	21
Educational services .....	4	16	17	18	20	96	13	15	17	20
Elementary and secondary schools .....	4	10	10	11	12	96	11	13	16	18
Junior colleges, colleges, and universities .....	5	23	27	29	30	95	15	17	19	22
Health care and social assistance .....	31	20	23	26	28	69	12	16	19	23
Hospitals .....	34	20	23	26	28	66	13	17	20	23
Public administration .....	10	18	22	26	30	90	11	15	18	22
1 to 99 workers .....	12	18	21	23	26	88	11	14	17	21
100 workers or more .....	11	18	22	26	28	89	12	15	18	22
100 to 499 workers .....	13	18	22	26	29	87	11	14	17	21
500 workers or more .....	10	18	22	25	28	90	12	15	18	22

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, March 2016—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 .....	6	19	22	25	27	94	13	16	19	23
Local government .....	14	18	22	25	28	86	11	14	17	21
<b>Geographic areas</b>										
Northeast .....	3	20	23	26	28	97	12	16	19	22
Middle Atlantic .....	3	19	23	26	30	97	12	16	19	22
South .....	14	17	20	23	26	86	12	15	17	21
South Atlantic .....	9	18	20	23	26	91	12	15	17	21
East South Central .....	13	20	25	28	30	87	12	15	18	21
West South Central .....	24	16	18	21	24	76	12	14	17	21
Midwest .....	11	18	23	26	28	89	11	14	17	21
East North Central .....	9	19	23	25	29	91	11	14	17	21
West .....	12	19	24	28	31	88	12	15	17	21
Pacific .....	13	19	25	29	31	87	12	15	17	21

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

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2016.

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/glossary20152016.htm](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.