

**Table 36. Paid sick leave: Limit on days accumulated, private industry workers, March 2019**

(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 (in number of days) <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	5	8	20	60	115	40
<b>Worker characteristics</b>						
Management, professional, and related .....	6	12	30	60	120	47
Management, business, and financial .....	6	12	23	53	90	42
Professional and related .....	6	12	30	65	120	50
Sales and office .....	5	10	20	48	120	41
Sales and related .....	5	6	12	30	—	29
Office and administrative support .....	5	10	21	60	120	46
Installation, maintenance, and repair .....	5	7	20	65	—	51
Full time .....	5	10	20	60	120	43
Nonunion .....	5	8	15	40	90	34
Average wage within the following categories: <sup>3</sup>						
Second 25 percent .....	5	7	15	—	90	34
Third 25 percent .....	5	10	24	60	115	45
Highest 25 percent .....	6	10	23	65	130	51
Service-providing industries .....	6	10	22	60	120	44
Trade, transportation, and utilities .....	5	8	24	92	150	55
Wholesale trade .....	—	5	—	30	60	25
Retail trade .....	—	6	17	40	120	34
Information .....	—	—	—	—	—	64
Financial activities .....	—	12	15	—	90	46
Finance and insurance .....	—	12	15	—	90	48
Credit intermediation and related activities .....	10	12	15	30	70	31
Real estate and rental and leasing .....	5	9	—	30	48	22
Education and health services .....	6	18	40	65	120	52
Educational services .....	10	20	45	—	130	64
Junior colleges, colleges, and universities .....	12	24	89	127	130	79
1 to 99 workers .....	5	7	15	30	65	28
1 to 49 workers .....	5	6	12	30	40	22
50 to 99 workers .....	5	—	—	48	92	39
<b>Geographic areas</b>						
Northeast .....	5	8	15	63	130	46

See footnotes at end of table.

**Table 36. Paid sick leave: Limit on days accumulated, private industry workers, March 2019—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 (in number of days) <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
<b>Geographic areas</b>						
New England .....	5	5	10	–	130	37
Middle Atlantic .....	5	8	17	63	–	50
South .....	7	10	28	60	120	45
South Atlantic .....	6	10	28	60	120	45
West South Central .....	–	11	–	73	–	47
West .....	5	7	15	–	100	34
Pacific .....	5	6	12	–	112	34

<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 2019.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.