

**Table 36. Standard errors for paid sick leave: Limit on days accumulated, private industry workers, March 2019**

| Characteristics  | Limit on paid sick leave days accumulated (in number of days) <sup>1</sup> |                 |                          |                 |                 | Mean number of days |
|--|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
|  | 10th percentile  | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |                     |
| All workers .....  | 0.0  | 1.5             | 2.7                      | 5.2             | 11.8            | 2.1                 |
| <b>Worker characteristics</b>                              |  |                 |                          |                 |                 |                     |
| Management, professional, and related .....                | 0.6  | 0.0             | 1.3                      | 4.6             | 3.6             | 2.4                 |
| Management, business, and financial .....                  | 1.3  | 2.3             | 5.1                      | 7.7             | 19.2            | 3.4                 |
| Professional and related .....                             | 1.6  | 2.6             | 4.1                      | 4.4             | 2.4             | 2.8                 |
| Sales and office .....                                     | 0.0  | 1.5             | 2.7                      | 10.7            | 7.4             | 3.2                 |
| Sales and related .....                                    | 1.0  | 0.2             | 1.7                      | 0.0             | –               | 2.6                 |
| Office and administrative support .....                    | 0.0  | 0.3             | 5.3                      | 5.5             | 2.3             | 4.1                 |
| Installation, maintenance, and repair .....                | 0.0  | 1.3             | 2.9                      | 10.5            | –               | 10.4                |
| Full time .....  | 0.0  | 0.9             | 2.2                      | 0.0             | 8.3             | 2.3                 |
| Nonunion .....   | 0.0  | 0.3             | 1.5                      | 5.4             | 16.0            | 1.5                 |
| Average wage within the following categories: <sup>2</sup> |  |                 |                          |                 |                 |                     |
| Second 25 percent .....                                    | 0.0  | 1.3             | 2.9                      | –               | 15.1            | 2.2                 |
| Third 25 percent .....                                     | 0.0  | 0.0             | 4.9                      | 0.5             | 14.7            | 3.1                 |
| Highest 25 percent .....                                   | 0.9  | 0.4             | 5.0                      | 8.5             | 10.2            | 4.1                 |
| Service-providing industries .....                         | 1.0  | 0.0             | 3.8                      | 0.5             | 4.6             | 2.4                 |
| Trade, transportation, and utilities .....                 | 0.0  | 2.0             | 5.4                      | 24.9            | 15.4            | 5.4                 |
| Wholesale trade .....                                      | –  | 0.0             | –                        | 2.3             | 15.7            | 2.6                 |
| Retail trade .....   | –  | 1.3             | 2.4                      | 3.5             | 0.0             | 1.6                 |
| Information .....  | –  | –               | –                        | –               | –               | 13.7                |
| Financial activities .....                                 | –  | 0.6             | 3.7                      | –               | 0.0             | 4.2                 |
| Finance and insurance .....                                | –  | 0.0             | 3.1                      | –               | 0.0             | 4.5                 |
| Credit intermediation and related activities .....         | 0.0  | 0.0             | 2.9                      | 0.3             | 12.0            | 1.7                 |
| Real estate and rental and leasing .....                   | 0.5  | 1.6             | –                        | 5.7             | 8.6             | 4.0                 |
| Education and health services .....                        | 0.4  | 3.8             | 7.1                      | 6.1             | 4.9             | 2.9                 |
| Educational services .....                                 | 2.2  | 2.3             | 12.9                     | –               | 0.0             | 3.9                 |
| Junior colleges, colleges, and universities .....          | 1.4  | 0.7             | 16.8                     | 7.0             | 0.8             | 1.5                 |
| 1 to 99 workers .....                                      | 0.0  | 1.7             | 2.8                      | 0.0             | 13.4            | 1.8                 |
| 1 to 49 workers .....                                      | 0.0  | 1.0             | 1.6                      | 5.8             | 9.0             | 1.5                 |
| 50 to 99 workers .....                                     | 1.1  | –               | –                        | 12.6            | 20.3            | 3.8                 |
| <b>Geographic areas</b>                                    |  |                 |                          |                 |                 |                     |
| Northeast .....  | 0.0  | 0.5             | 2.3                      | 3.4             | 27.9            | 5.6                 |

See footnotes at end of table.

**Table 36. Standard errors for paid sick leave: Limit on days accumulated, private industry workers, March 2019—continued**

| Characteristics          | Limit on paid sick leave days accumulated (in number of days) <sup>1</sup> |                 |                          |                 |                 | Mean number of days |
|--------------------------|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
|                          | 10th percentile  | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |                     |
| <b>Geographic areas</b>  |  |                 |                          |                 |                 |                     |
| New England .....        | 0.0  | 0.9             | 0.0                      | —               | 20.2            | 4.8                 |
| Middle Atlantic .....    | 0.9  | 0.5             | 3.6                      | 4.4             | —               | 6.1                 |
| South .....              | 1.3  | 0.8             | 5.8                      | 3.3             | 13.7            | 3.3                 |
| South Atlantic .....     | 1.4  | 1.0             | 6.4                      | 4.0             | 17.5            | 4.1                 |
| West South Central ..... | —  | 1.8             | —                        | 9.5             | —               | 7.3                 |
| West .....               | 0.6  | 1.4             | 2.6                      | —               | 21.5            | 4.0                 |
| Pacific .....            | 0.0  | 0.2             | 2.8                      | —               | 31.5            | 4.9                 |

<sup>1</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>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 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.