

# Holiday Profile – Independence Day

June 2018

The National Compensation Survey<sup>1</sup> (NCS) captures the provisions and costs of employer-provided benefits in private industry and state and local government, including leave benefits such as vacation, sick leave, and holidays. In a series of holiday profiles, BLS is publishing new data on the incidence of federal and other prominent holidays.

Over 3 in 4 civilian<sup>2</sup> and private industry workers (76 and 77 percent, respectively) received paid holidays in March 2017.<sup>3</sup> Paid holidays cost employers an average of 74 cents per employee hour worked.<sup>4</sup> Among civilian workers who received paid holidays, 92 percent received Independence Day as a paid holiday, with 94 percent of private industry workers receiving the holiday. (See Table 1.)

Over 2 in 3 state and local government workers (68 percent) received paid holidays in March 2017.<sup>3</sup> Among state and local government workers who received paid holidays, 84 percent received Independence Day as a paid holiday. Teachers represent a large portion of state and local government workers, and in particular, the professional and related occupational group. Teachers often have a compressed work schedule of 37 or 38 weeks per year and are not offered paid holidays or paid holidays during break periods.

**Table 1. Percent of workers receiving Independence Day paid holiday, March 2017**

(All workers with paid holidays = 100 percent)

Characteristics	Civilian		Private industry		State and local government	
	Percent	Standard Error	Percent	Standard Error	Percent	Standard Error
<b>All workers</b>	92	0.5	94	0.5	84	1.0
<b>Occupational group:</b>						
Management, business, and financial	98	0.4	99	0.4	97	0.7
Professional and related	89	0.8	97	0.6	67	2.5
Service	85	2.6	83	3.4	90	1.5
Sales and office	92	0.7	91	0.8	95	0.9
Natural resources, construction, and maintenance	96	0.8	95	0.9	99	0.4
Production, transportation, and material moving	95	1.0	96	1.0	79	5.4
<b>Bargaining status<sup>1</sup>:</b>						
Union	89	0.9	98	1.0	79	1.4
Nonunion	93	0.5	93	0.6	87	1.8
<b>Establishment size:</b>						
1-99 workers	91	0.7	92	0.8	82	2.3
100 workers or more	93	0.5	96	0.6	84	1.0
<b>Census region<sup>1</sup>:</b>						
Northeast	93	1.5	93	1.5	90	2.5
South	90	0.7	92	0.7	80	2.0
Midwest	94	0.6	97	0.7	82	1.2
West	93	1.3	94	1.5	88	1.9

**Footnotes:**

(1) For more information on bargaining status and census region definitions, see the *Bureau of Labor Statistics, Handbook of Methods, National Compensation Measures*, [www.bls.gov/opub/hom/ncs/concepts.htm](http://www.bls.gov/opub/hom/ncs/concepts.htm).

Highlights of Independence Day paid holiday benefits include (see page 2):

- The incidence ranged from 98 percent of civilian workers in management, business, and financial occupations to 85 percent in service occupations and 99 percent in management, business, and financial occupations to 83 percent in service occupations for private industry workers.
- For state and local government workers, the incidence ranged from 99 percent for natural resources, construction, and maintenance occupations to 67 percent of workers in professional and related occupations.
- Nonunion workers (93 percent) were more likely than union workers (89 percent) to receive the paid holiday.
- Private industry workers in establishments of 100 workers or more received the paid holiday at a higher rate (96 percent) than workers in establishments of 1 to 99 workers (92 percent).
- Ninety-seven percent of private industry workers in the Midwest region received the paid holiday, compared with 92 percent in the South.

### Estimation Methods for Specific Paid Holidays

The estimates of specific paid holiday percentages for this profile are based on information field economists collected for sample establishments. Missing data were not subject to imputation procedures used in other NCS publications. Workers were included as having paid holiday leave for either partial or full workday paid holidays. Data are rounded to the nearest whole number. Use caution in applying these estimates because they are only based on collected data, part of the overall sample, and not subject to standard imputation and processing methods. Those methods can affect estimates based on establishment and worker characteristics of available and missing holiday information.<sup>5</sup>

Standard errors are based only on collected holiday information. (See Table 1.) Data that satisfied strict relative standard error criteria for collected and matched holiday collection information were used in this profile.

### Additional Holidays Data

Upcoming paid holiday benefit profiles in 2018 will be available at [www.bls.gov/ncs/ebs/holiday\\_profiles.htm](http://www.bls.gov/ncs/ebs/holiday_profiles.htm).

In addition to the paid holidays data in this profile, BLS also publishes the average number of paid holidays offered. Civilian workers<sup>2</sup> received an average of 8 paid holidays per year with approximately one-third of all workers (33 percent) receiving 10 or more paid holidays per year. Private industry workers averaged 8 paid holidays per year and state and local government workers averaged 11 paid holidays per year. For more information, see [www.bls.gov/ncs/ebs/benefits/2017/benefits\\_leave.htm](http://www.bls.gov/ncs/ebs/benefits/2017/benefits_leave.htm).

### END NOTES

<sup>(1)</sup> The National Compensation Survey (NCS) collects information on employee wages and salaries and benefits from a nationally-representative sample of about 8,200 responding establishments. (See [March 2017 Appendix 1](#)). The NCS program produces the Employment Cost Index (ECI) and Employer Costs for Employee Compensation (ECEC). The ECI tracks changes over time in average employer costs for pay and benefits, while the ECEC expresses average employer costs for pay and benefits in dollars and cents. The NCS also tracks coverage and provisions of employer-sponsored benefits such as healthcare, retirement, and leave benefits. For more information, see [www.bls.gov/ncs](http://www.bls.gov/ncs).

<sup>(2)</sup> Civilian workers include both private industry and state and local government workers.

<sup>(3)</sup> *Bureau of Labor Statistics: National Compensation Survey: Employee Benefits in the United States, March 2017*, [www.bls.gov/ncs/ebs/benefits/2017](http://www.bls.gov/ncs/ebs/benefits/2017).

<sup>(4)</sup> *Bureau of Labor Statistics: National Compensation Survey: Employer Costs for Employee Compensation, March 2017*, [www.bls.gov/news.release/archives/ecec\\_06092017.pdf](http://www.bls.gov/news.release/archives/ecec_06092017.pdf).

<sup>(5)</sup> *Bureau of Labor Statistics: Handbook of Methods, National Compensation Measures*, [www.bls.gov/opub/hom/ncs/home.htm](http://www.bls.gov/opub/hom/ncs/home.htm).

