

Table 32. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid jury duty leave	Family leave ²	
						Paid	Unpaid
All workers	76	67	74	41	72	11	86
Worker characteristics							
Management, professional, and related	79	87	74	58	87	17	91
Management, business, and financial	95	91	94	57	89	19	93
Professional and related	73	86	67	58	87	17	91
Teachers	35	84	17	64	89	16	91
Primary, secondary, and special education school teachers	31	92	12	76	94	17	94
Registered nurses	82	81	82	62	84	21	90
Service	58	48	61	28	56	8	81
Protective service	77	69	79	42	81	13	91
Sales and office	82	69	80	41	73	11	87
Sales and related	72	56	70	32	66	7	86
Office and administrative support	88	77	86	47	78	14	88
Natural resources, construction, and maintenance	80	56	80	28	61	8	79
Construction, extraction, farming, fishing, and forestry	69	42	69	20	47	6	73
Installation, maintenance, and repair	91	69	90	37	74	9	85
Production, transportation, and material moving ...	84	55	82	33	70	6	85
Production	91	53	90	30	72	7	87
Transportation and material moving	77	57	74	35	68	5	83
Full time	87	79	86	47	81	13	89
Part time	39	28	36	21	44	6	76
Union	79	83	73	58	91	15	94
Nonunion	75	64	75	38	68	10	85
Average wage within the following categories: ³							
Lowest 25 percent	54	35	54	21	48	5	78
Lowest 10 percent	37	22	40	14	35	3	73
Second 25 percent	84	70	83	41	75	10	86
Third 25 percent	90	80	88	46	82	14	89
Highest 25 percent	80	87	77	59	88	17	92
Highest 10 percent	77	90	73	59	90	18	93
Establishment characteristics							
Goods-producing industries	88	55	88	30	70	8	86
Service-providing industries	74	69	72	43	72	12	86
Education and health services	72	83	65	58	85	16	90
Educational services	53	87	40	62	90	15	93
Elementary and secondary schools	43	90	27	70	92	17	93
Junior colleges, colleges, and universities	78	86	68	49	91	14	94
Health care and social assistance	86	79	84	55	81	17	89
Hospitals	91	89	89	67	91	25	95
Public administration	88	89	88	53	90	16	93

See footnotes at end of table.

Table 32. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid jury duty leave	Family leave ²	
						Paid	Unpaid
1 to 99 workers	70	54	70	27	58	8	77
1 to 49 workers	68	53	69	25	55	7	73
50 to 99 workers	75	58	75	34	66	9	89
100 workers or more	82	78	78	53	85	14	94
100 to 499 workers	82	70	79	47	78	11	92
500 workers or more	82	85	77	59	91	17	96
Geographic areas							
New England	73	72	71	51	82	11	89
Middle Atlantic	78	71	74	50	81	9	85
East North Central	77	62	74	44	71	14	84
West North Central	74	67	73	35	70	10	87
South Atlantic	78	65	77	40	73	13	86
East South Central	77	63	75	36	74	7	91
West South Central	76	67	74	37	69	9	84
Mountain	73	65	73	37	67	9	86
Pacific	75	70	75	37	65	14	89

¹ 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.

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

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the

estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2010

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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	9	21	12	12	9	15	9	6	3	2	3	8	8
Worker characteristics													
Management, professional, and related	3	12	11	12	11	19	12	9	5	2	4	9	10
Management, business, and financial	2	9	9	13	12	24	12	9	5	2	4	10	10
Professional and related	4	13	12	12	10	17	11	9	5	2	4	9	9
Teachers	10	10	6	7	8	11	17	9	6	5	11	10	10
Primary, secondary, and special education school teachers	12	15	6	6	5	12	16	6	—	—	12	10	10
Registered nurses	7	31	20	13	6	8	5	5	3	1	1	8	7
Service	22	20	11	10	7	8	7	6	4	2	3	8	7
Protective service	3	11	8	4	9	13	18	13	14	3	4	10	11
Sales and office	9	28	11	12	8	15	7	4	2	1	1	8	8
Sales and related	17	45	11	10	6	6	3	2	1	(²)	(²)	7	6
Office and administrative support	6	20	12	13	10	19	9	5	3	1	2	9	8
Natural resources, construction, and maintenance	10	26	16	11	8	12	8	5	3	1	2	8	7
Construction, extraction, farming, fishing, and forestry	14	27	15	11	9	9	6	4	2	1	2	8	7
Installation, maintenance, and repair	7	24	17	11	8	14	8	5	3	1	2	8	8
Production, transportation, and material moving	8	21	12	14	10	14	9	5	2	1	3	8	8
Production	7	15	12	13	11	17	10	6	3	1	4	9	9
Transportation and material moving	10	28	13	15	9	11	7	3	1	1	2	8	7
Full time	7	19	12	12	10	16	9	6	4	2	3	9	8
Part time	29	30	9	9	5	8	4	2	1	1	2	6	6
Union	3	11	7	10	10	14	14	12	9	4	7	10	10
Nonunion	11	23	13	12	9	15	8	5	2	1	2	8	8
Average wage within the following categories: ³													
Lowest 25 percent	25	33	13	10	5	7	3	2	(²)	(²)	1	6	6
Lowest 10 percent	43	27	12	8	5	3	1	1	—	—	1	5	6
Second 25 percent	9	25	13	13	9	13	7	4	2	1	2	8	8
Third 25 percent	4	16	11	12	10	18	12	7	4	2	3	9	9
Highest 25 percent	3	11	10	13	11	19	11	9	6	2	5	10	10
Highest 10 percent	2	9	9	12	12	20	12	10	6	2	5	10	10
Establishment characteristics													
Goods-producing industries	6	16	11	12	13	17	10	7	3	1	3	9	9
Service-providing industries	10	22	12	12	8	14	8	6	3	2	3	8	8
Education and health services	6	20	12	10	8	13	9	6	5	4	7	9	9
Educational services	6	6	4	6	7	14	14	10	10	8	16	11	11
Elementary and secondary schools	9	10	4	4	7	13	13	8	9	7	16	11	11
Junior colleges, colleges, and universities	2	1	2	8	7	12	15	12	12	11	17	12	12
Health care and social assistance	7	28	17	12	9	12	7	4	2	1	1	8	7
Hospitals	4	32	19	10	8	7	5	9	4	—	—	8	7
Public administration	(²)	—	—	1	10	16	22	23	18	5	4	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2010—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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	13	25	15	13	9	13	5	3	1	1	1	8	7
1 to 49 workers	13	26	15	14	8	14	5	2	1	1	1	7	7
50 to 99 workers	13	23	15	10	13	12	6	4	1	1	1	8	7
100 workers or more	6	17	9	11	9	16	11	8	5	2	4	9	9
100 to 499 workers	8	23	12	12	10	14	10	5	3	1	2	8	8
500 workers or more	5	11	6	11	8	17	13	11	7	3	7	10	10
Geographic areas													
New England	4	14	8	9	10	23	13	10	4	1	3	9	10
Middle Atlantic	9	17	11	11	10	14	10	10	4	2	4	9	9
East North Central	7	21	14	12	11	15	6	4	3	2	4	8	8
West North Central	6	25	17	14	8	10	—	4	3	—	1	8	8
South Atlantic	11	25	11	9	8	15	9	7	2	1	1	8	8
East South Central	21	18	9	16	7	12	7	4	2	1	5	8	8
West South Central	12	23	11	12	9	14	8	3	2	2	3	8	8
Mountain	10	23	10	16	9	14	9	4	3	—	—	8	8
Pacific	7	17	11	15	9	15	9	6	6	2	3	9	9

¹ 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.

² Less than 0.5 percent.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation

Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ National Compensation Survey, March 2010

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	Other basis ⁴
All workers	69	6	25
Worker characteristics			
Management, professional, and related	68	7	25
Management, business, and financial	67	8	25
Professional and related	68	7	26
Teachers	82	3	14
Primary, secondary, and special education school teachers	83	2	15
Registered nurses	53	1	46
Service	68	3	29
Protective service	75	4	21
Sales and office	70	6	24
Sales and related	77	7	17
Office and administrative support	67	5	27
Natural resources, construction, and maintenance	70	9	21
Installation, maintenance, and repair	69	10	21
Production, transportation, and material moving ...	74	5	21
Production	72	4	24
Transportation and material moving	76	5	19
Full time	69	6	25
Part time	67	5	28
Union	80	5	16
Nonunion	67	6	27
Average wage within the following categories: ⁵			
Lowest 25 percent	69	5	26
Lowest 10 percent	64	6	30
Second 25 percent	70	4	26
Third 25 percent	70	5	25
Highest 25 percent	68	8	24
Highest 10 percent	69	10	21
Establishment characteristics			
Goods-producing industries	67	9	24
Service-providing industries	69	6	25
Education and health services	68	3	29
Educational services	84	3	13
Elementary and secondary schools	84	2	14
Junior colleges, colleges, and universities	85	5	10
Health care and social assistance	55	2	43
Hospitals	46	1	52
Public administration	81	4	15

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ National Compensation Survey, March 2010—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	Other basis ⁴
1 to 99 workers	68	9	23
1 to 49 workers	67	10	23
50 to 99 workers	72	5	23
100 workers or more	70	4	26
100 to 499 workers	71	4	24
500 workers or more	69	4	27
Geographic areas			
New England	67	8	25
Middle Atlantic	76	7	17
East North Central	67	7	26
West North Central	69	5	25
South Atlantic	66	4	30
East South Central	58	6	36
West South Central	75	5	20
Mountain	66	6	28
Pacific	71	5	24

¹ 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.

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

³ Plan does not specify maximum number of days.

⁴ Includes sick leave plans, such as those available as part of consolidated leave plans, which may also provide vacations, personal leave, etc.

⁵ The categories are based on the average

wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2010

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ³					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		
After 1 year							
All workers	16	45	32	6	1	8	6
Full time	15	45	33	7	1	9	6
Part time	27	43	26	–	–	7	6
Union	11	23	51	14	1	10	10
Nonunion	18	51	26	4	1	8	6
1 to 99 workers	24	54	19	3	(⁴)	7	5
1 to 49 workers	24	54	19	2	(⁴)	7	5
50 to 99 workers	23	54	18	–	–	7	6
100 workers or more	12	39	40	8	1	10	10
100 to 499 workers	15	52	27	5	(⁴)	8	6
500 workers or more	9	28	51	11	2	11	10
After 5 years							
All workers	15	44	32	7	1	9	7
Full time	14	44	33	7	1	9	7
Part time	25	45	26	–	–	7	6
Union	10	24	49	15	1	11	10
Nonunion	17	51	27	5	1	8	6
1 to 99 workers	22	54	19	4	(⁴)	7	5
1 to 49 workers	23	54	20	3	(⁴)	7	5
50 to 99 workers	21	55	18	–	–	7	6
100 workers or more	11	38	40	9	2	10	10
100 to 499 workers	14	52	27	6	1	8	6
500 workers or more	8	28	50	12	3	12	10

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2010—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ³					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		
After 10 years							
All workers	15	44	32	8	1	9	7
Full time	14	45	32	8	2	9	7
Part time	25	44	26	—	—	7	6
Union	10	24	48	17	1	11	10
Nonunion	16	51	27	5	1	9	6
1 to 99 workers	22	54	20	4	(⁴)	7	6
1 to 49 workers	23	54	20	3	(⁴)	7	5
50 to 99 workers	21	53	20	6	(⁴)	7	6
100 workers or more	11	39	39	10	2	11	10
100 to 499 workers	14	52	27	6	1	9	6
500 workers or more	8	28	49	12	3	12	10
After 20 years							
All workers	15	44	32	7	2	10	7
Full time	14	45	32	8	2	10	7
Part time	25	44	26	—	—	7	6
Union	10	24	48	16	2	11	10
Nonunion	16	51	27	5	1	9	6
1 to 99 workers	22	54	20	4	1	7	6
1 to 49 workers	23	54	20	3	1	7	5
50 to 99 workers	20	53	20	6	(⁴)	7	6
100 workers or more	10	39	39	10	2	11	10
100 to 499 workers	13	52	27	6	1	9	6
500 workers or more	8	28	49	13	3	13	10

¹ 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.

² 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.

³ Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

⁴ Less than 0.5 percent.

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/glossary20092010.htm.

Table 36. Paid vacations:¹ Number of annual days by service requirement, civilian workers,² National Compensation Survey, March 2010

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ³						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		
After 1 year								
All workers	7	35	39	12	6	2	10	10
Full time	5	34	41	13	6	2	10	10
Part time	23	47	19	5	4	1	7	5
Union	4	34	46	9	5	2	10	10
Nonunion	7	35	37	12	6	2	10	10
1 to 99 workers	9	46	35	7	3	1	8	6
1 to 49 workers	9	46	34	7	3	1	8	5
50 to 99 workers	7	44	38	7	—	—	8	8
100 workers or more	5	27	42	15	9	3	11	10
100 to 499 workers	6	37	38	12	5	2	10	10
500 workers or more	4	17	45	18	12	4	13	10
After 5 years								
All workers	2	10	35	36	11	6	14	15
Full time	1	8	35	38	12	6	14	15
Part time	10	25	36	18	5	5	11	10
Union	1	7	37	41	9	5	14	15
Nonunion	2	10	35	35	11	6	14	15
1 to 99 workers	3	15	41	32	7	3	12	10
1 to 49 workers	3	17	40	31	7	3	12	10
50 to 99 workers	2	9	43	36	7	3	13	12
100 workers or more	1	6	31	39	14	9	15	15
100 to 499 workers	1	7	39	36	11	5	14	15
500 workers or more	1	4	23	42	18	12	17	15

See footnotes at end of table.

Table 36. Paid vacations:¹ Number of annual days by service requirement, civilian workers,² National Compensation Survey, March 2010—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ³						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		
After 10 years								
All workers	2	7	15	42	23	12	17	15
Full time	1	5	14	43	24	12	17	15
Part time	9	20	18	34	11	8	14	15
Union	1	3	10	54	23	9	17	15
Nonunion	2	8	16	40	23	12	17	15
1 to 99 workers	3	12	22	40	18	6	15	15
1 to 49 workers	3	14	23	37	17	6	14	15
50 to 99 workers	2	7	17	48	21	7	16	15
100 workers or more	1	3	9	44	26	16	18	18
100 to 499 workers	1	4	11	50	23	11	17	15
500 workers or more	1	2	7	38	30	21	20	20
After 20 years								
All workers	2	6	12	18	38	25	19	20
Full time	1	5	11	18	39	26	20	20
Part time	9	17	15	18	25	16	16	15
Union	(⁴)	2	5	11	46	35	21	21
Nonunion	2	7	13	19	36	23	19	20
1 to 99 workers	2	11	18	25	29	14	16	15
1 to 49 workers	3	13	20	25	26	13	16	15
50 to 99 workers	1	6	13	25	36	18	18	20
100 workers or more	1	2	6	13	44	33	22	20
100 to 499 workers	1	3	8	17	46	25	20	20
500 workers or more	1	1	5	8	43	41	23	22

¹ 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.

² 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.

³ 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.

⁴ Less than 0.5 percent.

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/glossary20092010.htm.

Table 37. Consolidated leave plans:¹ Access, civilian workers,² National Compensation Survey, March 2010

(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	21	15	20	23	25	79	8	12	15	18
Worker characteristics										
Management, professional, and related	30	17	22	25	28	70	11	14	17	20
Management, business, and financial	25	17	22	25	27	75	11	15	17	20
Professional and related	32	18	22	26	28	68	11	14	17	20
Teachers	17	15	18	19	21	83	12	14	16	19
Registered nurses	58	19	24	27	29	42	10	14	17	19
Service	22	14	20	23	24	78	8	12	14	16
Protective service	12	15	19	22	25	88	10	13	16	19
Sales and office	20	15	20	23	25	80	8	12	15	18
Sales and related	12	12	17	19	22	88	7	12	14	17
Office and administrative support	24	16	21	24	26	76	9	13	15	18
Natural resources, construction, and maintenance	13	11	15	18	20	87	7	11	13	15
Construction, extraction, farming, fishing, and forestry	14	10	14	17	18	86	7	10	12	14
Installation, maintenance, and repair	12	11	16	19	22	88	8	12	14	17
Production, transportation, and material moving	12	11	16	19	22	88	7	11	14	17
Production	13	11	16	19	22	87	7	11	14	17
Transportation and material moving	11	10	16	19	22	89	7	11	14	18
Full time	22	15	20	24	26	78	9	13	15	18
Part time	20	13	17	20	22	80	6	10	12	14
Union	12	13	18	22	25	88	9	14	17	21
Nonunion	23	15	20	23	25	77	8	12	15	17
Average wage within the following categories: ³										
Lowest 25 percent	17	13	18	21	23	83	6	10	12	14
Lowest 10 percent	15	11	17	19	21	85	5	9	11	12
Second 25 percent	21	14	20	23	25	79	8	12	15	17
Third 25 percent	21	15	20	24	26	79	9	13	16	19
Highest 25 percent	26	17	21	24	27	74	10	14	17	20
Highest 10 percent	25	17	22	25	27	75	11	15	17	20
Establishment characteristics										
Goods-producing industries	14	11	15	18	22	86	7	11	14	17
Service-providing industries	23	16	21	24	26	77	9	13	15	18
Education and health services	37	18	23	27	28	63	11	14	17	19
Educational services	6	14	16	17	19	94	12	15	17	20
Elementary and secondary schools	6	10	10	10	11	94	11	13	16	18
Junior colleges, colleges, and universities	5	20	25	27	29	95	14	17	19	22
Health care and social assistance	48	18	24	27	29	52	10	14	17	18
Hospitals	67	20	25	28	30	33	12	16	19	22
Public administration	7	17	21	25	28	93	12	15	18	22

See footnotes at end of table.

Table 37. Consolidated leave plans:¹ Access, civilian workers,² National Compensation Survey, March 2010—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	17	13	18	21	22	83	7	11	14	15
1 to 49 workers	17	12	17	20	21	83	7	11	13	15
50 to 99 workers	16	14	19	23	24	84	7	12	15	17
100 workers or more	25	17	21	25	27	75	9	13	16	20
100 to 499 workers	21	15	20	23	26	79	8	12	16	19
500 workers or more	28	17	22	26	28	72	11	14	17	21
Geographic areas										
New England	25	17	23	25	27	75	9	13	16	19
Middle Atlantic	15	16	21	24	26	85	9	13	16	18
East North Central	22	14	19	23	25	78	8	12	15	18
West North Central	23	16	20	23	26	77	8	12	15	18
South Atlantic	21	16	20	23	25	79	8	12	14	17
East South Central	25	14	19	23	25	75	8	12	15	17
West South Central	20	15	20	23	25	80	8	12	14	17
Mountain	27	14	20	23	25	73	9	13	15	17
Pacific	23	15	20	23	25	77	9	13	15	18

¹ 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.

² 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.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below

the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 43. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
All workers	35	36	59	70	72	84	85
Worker characteristics							
Management, professional, and related	43	54	70	72	91	93	91
Management, business, and financial	54	54	89	93	94	97	97
Professional and related	40	54	64	65	90	92	89
Teachers	11	60	16	15	88	89	77
Primary, secondary, and special education school teachers	9	72	12	10	96	96	84
Registered nurses	55	56	78	79	88	90	90
Service	25	24	44	50	53	68	71
Protective service	39	38	67	74	75	83	84
Sales and office	39	36	66	76	75	85	88
Sales and related	29	26	53	63	63	76	81
Office and administrative support	44	42	74	83	82	90	92
Natural resources, construction, and maintenance	26	23	53	74	61	84	87
Construction, extraction, farming, fishing, and forestry	17	14	39	61	49	75	80
Installation, maintenance, and repair	35	32	68	87	74	92	95
Production, transportation, and material moving ...	30	24	52	78	64	87	89
Production	30	22	52	88	62	92	93
Transportation and material moving	30	26	51	69	66	82	85
Full time	41	43	71	83	83	95	95
Part time	13	13	20	26	36	49	54
Union	42	53	63	70	89	95	93
Nonunion	33	33	59	69	69	82	84
Average wage within the following categories: ³							
Lowest 25 percent	17	15	31	44	42	62	67
Lowest 10 percent	10	8	16	27	27	48	53
Second 25 percent	37	35	65	78	76	89	91
Third 25 percent	43	41	76	86	84	94	94
Highest 25 percent	45	55	71	75	91	95	93
Highest 10 percent	43	56	69	71	93	96	92
Establishment characteristics							
Goods-producing industries	29	23	53	84	63	90	92
Service-providing industries	36	38	60	67	74	83	84
Education and health services	39	53	61	62	87	90	88
Educational services	23	58	39	37	91	91	83
Elementary and secondary schools	18	66	27	24	94	94	84
Junior colleges, colleges, and universities	37	46	66	67	89	90	86
Health care and social assistance	51	50	77	81	84	89	91
Hospitals	63	63	87	88	94	95	95
Public administration	51	52	87	87	91	91	91

See footnotes at end of table.

Table 43. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
1 to 99 workers	25	22	51	63	59	76	79
1 to 49 workers	23	21	49	62	57	74	77
50 to 99 workers	30	28	54	68	65	81	84
100 workers or more	44	48	67	75	84	91	91
100 to 499 workers	40	40	64	75	77	88	90
500 workers or more	47	55	70	75	90	94	92
Geographic areas							
New England	44	47	63	69	76	82	82
Middle Atlantic	42	44	63	71	76	85	86
East North Central	38	37	55	70	69	83	85
West North Central	28	30	59	67	72	83	84
South Atlantic	35	35	59	71	70	84	86
East South Central	30	31	53	69	69	86	88
West South Central	29	32	59	69	72	85	86
Mountain	30	32	58	67	70	83	85
Pacific	32	33	63	69	74	84	84

¹ 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.

² Includes workers with access to one or more of the these benefits.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2010

(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 ¹	
								Paid	Unpaid
All workers	68	89	60	60	85	91	75	17	94
Worker characteristics									
Management, professional, and related	56	90	44	65	86	93	75	17	94
Professional and related	50	90	36	66	86	93	74	17	95
Teachers	32	88	12	70	85	92	73	17	94
Primary, secondary, and special education school teachers	28	93	9	79	87	96	73	18	96
Service	78	85	75	51	83	88	73	16	92
Protective service	87	89	87	54	89	92	81	17	95
Sales and office	87	91	86	55	84	91	78	16	94
Office and administrative support	87	92	86	56	85	92	80	16	95
Natural resources, construction, and maintenance	95	94	94	46	85	91	82	15	93
Production, transportation, and material moving	76	87	63	59	78	88	71	14	92
Full time	75	98	67	65	91	97	81	18	97
Part time	30	41	20	30	52	59	44	11	75
Union	70	97	57	71	95	98	81	21	97
Nonunion	66	83	62	50	77	85	71	13	90
Average wage within the following categories: ²									
Lowest 25 percent	63	75	56	45	72	80	65	13	87
Lowest 10 percent	48	62	40	37	61	69	53	11	80
Second 25 percent	87	93	83	58	87	93	79	17	95
Third 25 percent	77	94	71	65	89	95	81	17	96
Highest 25 percent	50	96	37	70	92	97	78	18	97
Highest 10 percent	46	98	34	65	95	97	79	19	97
Establishment characteristics									
Service-providing industries	67	89	59	60	85	91	75	17	94
Education and health services	56	90	43	65	85	93	74	17	95
Educational services	51	90	36	66	85	93	74	16	94
Elementary and secondary schools	43	90	27	72	85	94	73	17	94
Junior colleges, colleges, and universities	77	88	66	45	87	89	78	14	95
Health care and social assistance	91	91	90	58	87	91	72	22	95
Hospitals	93	93	94	53	89	92	76	25	95
Public administration	88	89	88	53	86	90	82	16	93
1 to 99 workers	70	78	67	45	73	80	60	12	85
1 to 49 workers	68	72	67	36	64	74	59	14	80
50 to 99 workers	73	89	66	58	87	88	61	9	92
100 workers or more	67	91	59	62	87	93	78	17	95
100 to 499 workers	64	88	59	62	81	88	68	17	92
500 workers or more	69	92	59	62	89	94	81	18	96

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2010—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 ¹	
								Paid	Unpaid
State government	90	94	86	54	90	94	88	19	97
Local government	60	88	51	61	83	90	71	16	93
Geographic areas									
New England	56	86	48	80	86	89	62	7	95
Middle Atlantic	63	90	58	69	93	93	77	9	94
East North Central	64	85	52	64	80	88	60	30	88
West North Central	69	89	56	51	83	88	70	—	89
South Atlantic	79	93	68	57	84	92	85	24	96
East South Central	72	91	67	39	82	89	86	—	91
West South Central	53	86	52	61	71	89	77	8	95
Mountain	61	85	55	55	88	93	75	—	96
Pacific	76	93	68	58	95	96	78	19	96

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

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2010

(All workers with paid holidays = 100 percent)

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

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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	—	11	15	17	20	16	6	9	12	12
Local government	5	6	4	3	7	15	19	15	12	6	8	11	11
Geographic areas													
New England	—	—	5	—	—	—	—	27	28	2	—	12	12
Middle Atlantic	1	—	2	—	3	—	13	29	17	8	15	13	12
East North Central	7	2	4	3	18	21	10	14	10	7	3	10	10
West North Central	5	5	—	—	—	21	—	—	—	—	—	10	10
South Atlantic	—	10	2	2	—	14	26	20	8	4	3	11	11
East South Central	—	—	—	—	—	—	13	—	—	—	—	11	11
West South Central	4	4	3	4	8	12	19	8	4	15	19	12	11
Mountain	—	2	—	—	3	37	25	11	—	—	—	12	11
Pacific	2	—	1	—	—	9	17	10	30	10	9	12	12

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

² Less than 0.5 percent.

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/glossary20092010.htm.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2010

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
All workers	82	3	15
Worker characteristics			
Management, professional, and related	83	2	14
Professional and related	83	2	15
Teachers	84	2	13
Primary, secondary, and special education school teachers	84	2	14
Service	81	3	16
Protective service	80	5	15
Sales and office	82	3	15
Office and administrative support	82	3	15
Natural resources, construction, and maintenance	84	2	14
Production, transportation, and material moving ...	80	3	17
Full time	83	3	15
Part time	80	3	16
Union	84	3	13
Nonunion	81	2	17
Average wage within the following categories: ⁴			
Lowest 25 percent	82	2	16
Lowest 10 percent	81	1	18
Second 25 percent	83	3	15
Third 25 percent	81	3	17
Highest 25 percent	83	3	13
Highest 10 percent	86	3	11
Establishment characteristics			
Service-providing industries	82	3	15
Education and health services	84	2	15
Educational services	86	2	13
Elementary and secondary schools	84	1	14
Junior colleges, colleges, and universities	89	3	8
Health care and social assistance	70	3	27
Hospitals	69	4	27
Public administration	81	4	15
1 to 99 workers	77	4	19
1 to 49 workers	78	5	17
50 to 99 workers	76	—	—
100 workers or more	83	2	14
100 to 499 workers	85	2	13
500 workers or more	82	3	15

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
State government	90	2	8
Local government	80	3	17
Geographic areas			
New England	89	—	—
Middle Atlantic	93	4	4
East North Central	84	3	13
West North Central	84	2	14
South Atlantic	75	2	23
East South Central	82	2	17
West South Central	83	3	14
Mountain	83	—	—
Pacific	78	4	18

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

² Plan does not specify maximum number of days.

³ Includes sick leave plans, such as those available as part of consolidated leave plans, which may also provide vacations, personal leave, etc.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based

on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					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		
After 1 year							
All workers	9	15	59	17	(³)	11	12
Full time	9	15	59	17	(³)	11	12
Part time	–	20	52	16	–	10	11
Union	6	10	64	19	1	12	12
Nonunion	–	20	54	14	–	11	12
1 to 99 workers	–	18	54	22	–	11	12
1 to 49 workers	–	20	54	20	–	11	12
50 to 99 workers	7	15	53	25	–	11	12
100 workers or more	9	15	60	16	(³)	11	12
100 to 499 workers	–	12	61	18	–	11	12
500 workers or more	9	16	59	15	(³)	11	12
After 5 years							
All workers	9	15	57	19	(³)	11	12
Full time	8	14	57	19	(³)	11	12
Part time	–	20	53	15	–	10	11
Union	6	10	61	23	1	12	12
Nonunion	11	20	53	16	(³)	11	12
1 to 99 workers	–	17	51	26	–	12	12
1 to 49 workers	–	18	53	23	–	12	12
50 to 99 workers	7	14	50	29	–	12	12
100 workers or more	9	15	58	18	(³)	11	12
100 to 499 workers	–	11	58	22	–	12	12
500 workers or more	9	16	58	17	(³)	11	12

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					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		
After 10 years							
All workers	9	15	56	20	(³)	11	12
Full time	8	15	56	20	(³)	12	12
Part time	—	19	53	16	—	10	11
Union	6	10	60	23	1	12	12
Nonunion	11	21	52	16	(³)	11	12
1 to 99 workers	—	16	50	28	—	12	12
1 to 49 workers	—	19	51	24	—	12	12
50 to 99 workers	7	13	48	32	—	12	12
100 workers or more	9	15	57	19	(³)	11	12
100 to 499 workers	—	11	59	22	—	12	12
500 workers or more	9	17	56	18	(³)	11	12
After 20 years							
All workers	8	15	56	19	1	12	12
Full time	8	15	56	20	1	12	12
Part time	—	19	53	16	—	10	11
Union	6	10	61	23	2	12	12
Nonunion	11	21	51	16	1	11	12
1 to 99 workers	—	16	49	27	—	12	12
1 to 49 workers	—	19	51	23	—	12	12
50 to 99 workers	7	13	48	32	—	12	12
100 workers or more	9	15	57	19	1	11	12
100 to 499 workers	8	11	59	21	2	12	12
500 workers or more	9	16	56	18	1	11	12

¹ 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.

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

³ Less than 0.5 percent.

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/glossary20092010.htm.

Table 36. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						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		
After 1 year								
All workers	5	11	57	16	9	2	12	12
Full time	5	10	58	16	8	3	12	12
Part time	—	24	45	12	13	—	11	10
Union	3	13	59	14	7	4	12	11
Nonunion	6	10	55	18	10	1	12	12
1 to 99 workers	5	17	60	12	—	—	11	11
1 to 49 workers	—	21	60	9	5	—	11	10
50 to 99 workers	8	12	59	16	4	—	11	12
100 workers or more	5	10	57	17	9	3	13	12
100 to 499 workers	5	13	60	15	6	1	11	11
500 workers or more	4	9	56	17	10	3	13	12
After 5 years								
All workers	2	4	26	50	13	5	15	15
Full time	2	4	25	51	13	5	16	15
Part time	—	11	41	30	10	—	14	14
Union	1	6	22	53	10	7	15	15
Nonunion	2	3	29	47	15	4	15	15
1 to 99 workers	2	5	33	52	7	2	14	15
1 to 49 workers	—	3	35	50	8	—	14	15
50 to 99 workers	—	7	30	55	5	—	14	15
100 workers or more	2	4	25	49	14	6	16	15
100 to 499 workers	1	3	33	50	9	4	15	15
500 workers or more	2	4	23	49	16	7	16	15

See footnotes at end of table.

Table 36. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						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		
After 10 years								
All workers	2	2	8	52	28	9	18	18
Full time	1	2	8	52	28	9	18	18
Part time	—	7	14	47	23	—	17	17
Union	1	3	7	51	29	9	18	18
Nonunion	2	1	9	53	27	8	18	18
1 to 99 workers	2	3	11	58	22	5	17	18
1 to 49 workers	—	—	10	56	22	6	17	18
50 to 99 workers	—	—	12	59	21	4	17	17
100 workers or more	1	2	8	51	29	9	18	18
100 to 499 workers	—	—	10	53	27	7	18	18
500 workers or more	2	2	7	50	29	10	18	18
After 20 years								
All workers	1	1	5	14	48	30	22	22
Full time	1	1	5	13	48	31	22	22
Part time	—	—	9	18	49	16	20	20
Union	(³)	2	3	11	50	34	22	22
Nonunion	2	1	6	16	47	28	22	22
1 to 99 workers	—	—	10	14	45	27	21	21
1 to 49 workers	—	—	11	13	44	28	21	21
50 to 99 workers	—	—	8	16	48	25	21	22
100 workers or more	1	1	4	14	49	31	22	22
100 to 499 workers	—	—	7	16	46	30	22	21
500 workers or more	2	1	3	13	50	31	22	22

¹ 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.

² 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.

³ Less than 0.5 percent.

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/glossary20092010.htm.

Table 37. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2010

(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	9	17	21	24	27	91	12	15	18	21
Worker characteristics										
Management, professional, and related	10	18	22	25	27	90	12	15	18	21
Professional and related	12	18	22	25	27	88	12	15	17	21
Service	10	16	20	23	26	90	11	14	17	21
Protective service	7	16	19	23	26	93	11	14	17	21
Sales and office	9	17	21	25	28	91	12	15	18	22
Office and administrative support	9	17	21	25	28	91	12	15	18	22
Natural resources, construction, and maintenance	8	17	21	24	28	92	11	14	17	21
Production, transportation, and material moving ...	6	16	20	23	26	94	10	14	17	21
Full time	9	17	21	24	27	91	12	15	18	21
Part time	13	15	18	21	23	87	11	13	16	19
Union	5	17	21	25	29	95	12	15	18	22
Nonunion	13	17	21	24	26	87	12	15	17	21
Average wage within the following categories: ²										
Lowest 25 percent	12	17	21	24	26	88	11	14	17	20
Lowest 10 percent	18	15	20	23	25	82	11	14	17	19
Second 25 percent	8	17	21	24	27	92	12	15	18	22
Third 25 percent	9	17	21	24	26	91	12	15	18	21
Highest 25 percent	9	20	23	26	29	91	13	16	18	22
Highest 10 percent	8	20	22	26	28	92	14	16	18	22
Establishment characteristics										
Service-providing industries	9	17	21	24	27	91	12	15	18	21
Education and health services	10	18	21	24	26	90	12	15	17	20
Educational services	3	13	15	16	17	97	12	15	17	20
Elementary and secondary schools	4	8	8	9	10	96	11	13	16	18
Junior colleges, colleges, and universities	3	23	26	28	31	97	14	17	19	22
Health care and social assistance	30	19	23	26	29	70	12	15	18	22
Hospitals	32	20	23	26	29	68	12	16	19	22
Public administration	7	17	21	25	28	93	12	15	18	22
1 to 99 workers	8	17	21	23	25	92	10	14	17	20
1 to 49 workers	7	18	20	22	24	93	10	14	17	20
50 to 99 workers	9	16	21	24	26	91	11	14	16	21
100 workers or more	10	17	21	24	27	90	12	15	18	21
100 to 499 workers	12	17	21	24	28	88	11	14	17	21
500 workers or more	9	18	21	24	27	91	12	15	18	22

See footnotes at end of table.

Table 37. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2010—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	5	19	23	25	28	95	13	16	19	23
Local government	12	17	21	24	27	88	11	14	17	20
Geographic areas										
Middle Atlantic	3	18	22	26	29	97	14	17	19	22
East North Central	7	19	22	24	27	93	11	14	18	22
West North Central	14	16	21	24	26	86	11	14	17	21
South Atlantic	9	17	21	23	26	91	12	14	17	21
East South Central	13	19	23	27	30	87	11	15	18	21
West South Central	16	14	18	21	23	84	12	14	17	21
Pacific	10	18	22	27	30	90	12	15	17	21

¹ 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.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 43. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	34	57	59	58	92	92	88
Worker characteristics							
Management, professional, and related	27	62	43	42	94	94	86
Professional and related	22	63	36	34	94	94	85
Teachers	8	65	12	10	93	93	80
Primary, secondary, and special education school teachers	7	75	9	7	96	96	85
Service	42	49	74	73	87	87	86
Protective service	50	52	87	85	91	92	92
Sales and office	50	53	84	84	92	93	91
Office and administrative support	51	55	85	84	93	94	92
Natural resources, construction, and maintenance	45	45	94	93	95	95	96
Production, transportation, and material moving ...	36	56	59	60	91	94	92
Full time	39	64	67	65	99	99	95
Part time	8	20	18	17	52	54	49
Union	38	69	56	55	99	99	92
Nonunion	32	47	61	60	87	87	84
Average wage within the following categories: ²							
Lowest 25 percent	25	40	55	53	80	81	79
Lowest 10 percent	16	31	40	39	68	69	65
Second 25 percent	49	56	82	82	95	95	94
Third 25 percent	45	63	71	69	96	96	92
Highest 25 percent	24	69	36	34	98	98	87
Highest 10 percent	22	65	34	31	98	98	82
Establishment characteristics							
Service-providing industries	34	57	59	57	92	92	88
Education and health services	26	62	43	40	93	94	87
Educational services	21	62	36	34	93	94	85
Elementary and secondary schools	18	68	27	24	95	95	85
Junior colleges, colleges, and universities	32	44	66	64	89	90	86
Health care and social assistance	56	56	90	88	94	94	95
Hospitals	51	51	92	92	97	97	96
Public administration	51	52	87	87	91	91	91
1 to 99 workers	33	42	66	65	81	81	80
1 to 49 workers	29	33	66	65	75	75	75
50 to 99 workers	39	57	66	65	90	90	87
100 workers or more	35	59	58	57	94	94	89
100 to 499 workers	35	59	58	56	91	91	87
500 workers or more	34	59	58	57	95	95	89

See footnotes at end of table.

Table 43. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
State government	50	54	85	84	95	95	94
Local government	29	58	50	49	91	92	86
Geographic areas							
New England	46	78	46	47	89	90	84
Middle Atlantic	43	67	58	57	93	93	86
East North Central	36	62	52	51	87	87	84
West North Central	26	50	55	54	90	91	86
South Atlantic	37	56	67	65	94	94	90
East South Central	18	37	66	62	94	95	93
West South Central	27	55	52	49	92	93	87
Mountain	24	48	54	53	92	92	88
Pacific	41	56	68	67	95	95	88

¹ Includes workers with access to one or more of the these benefits.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid jury duty leave	Family leave ¹	
						Paid	Unpaid
All workers	78	62	77	37	68	10	85
Worker characteristics							
Management, professional, and related	89	86	87	54	85	17	90
Management, business, and financial	96	91	96	56	88	18	92
Professional and related	86	84	83	54	84	17	89
Service	54	42	59	24	49	6	79
Protective service	61	37	66	24	65	7	85
Sales and office	81	67	80	40	72	11	86
Sales and related	72	55	70	32	66	7	86
Office and administrative support	88	74	86	45	76	13	87
Natural resources, construction, and maintenance	79	51	78	26	57	7	77
Construction, extraction, farming, fishing, and forestry	67	36	66	17	42	5	71
Installation, maintenance, and repair	91	66	90	35	72	9	84
Production, transportation, and material moving ...	84	54	83	31	69	5	85
Production	91	53	90	30	71	6	86
Transportation and material moving	78	55	75	33	67	4	83
Full time	90	74	91	43	77	12	88
Part time	40	26	37	19	42	5	76
Union	88	71	87	48	85	10	91
Nonunion	76	61	76	36	66	10	84
Average wage within the following categories: ²							
Lowest 25 percent	52	32	53	19	44	4	78
Lowest 10 percent	35	19	39	12	33	3	72
Second 25 percent	85	66	84	39	71	9	85
Third 25 percent	90	75	89	43	78	12	88
Highest 25 percent	89	84	89	53	85	16	90
Highest 10 percent	89	86	89	54	87	18	91
Establishment characteristics							
Goods-producing industries	88	54	88	30	70	8	86
Construction	68	36	68	17	40	5	70
Manufacturing	95	61	95	35	81	9	92
Service-providing industries	75	64	75	39	68	11	84
Trade, transportation, and utilities	79	61	78	34	71	5	87
Wholesale trade	91	79	91	35	75	8	84
Retail trade	72	51	71	32	66	4	86
Transportation and warehousing	83	72	84	38	79	4	92
Utilities	98	93	96	61	92	10	97

See footnotes at end of table.

Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid jury duty leave	Family leave ¹	
						Paid	Unpaid
Information	93	89	92	69	91	20	96
Financial activities	93	89	92	60	89	23	89
Finance and insurance	95	92	95	64	92	25	94
Credit intermediation and related activities	96	94	96	63	93	22	95
Insurance carriers and related activities	95	90	95	67	91	26	92
Real estate and rental and leasing	84	80	82	43	77	15	73
Professional and business services	81	64	76	35	63	12	80
Professional and technical services	89	83	89	45	77	15	84
Administrative and waste services	69	40	59	19	41	6	72
Education and health services	82	78	79	53	80	15	88
Educational services	63	75	53	46	79	11	85
Junior colleges, colleges, and universities	80	82	72	56	93	13	93
Health care and social assistance	85	78	83	54	80	16	88
Leisure and hospitality	41	31	51	15	38	4	77
Accommodation and food services	39	29	50	14	37	4	78
Other services	74	53	71	25	58	10	76
1 to 99 workers	70	53	70	26	57	7	77
1 to 49 workers	68	52	69	25	54	7	73
50 to 99 workers	75	56	75	32	64	9	89
100 workers or more	87	73	85	50	82	13	94
100 to 499 workers	85	67	82	44	77	10	92
500 workers or more	90	81	89	57	89	17	96
Geographic areas							
New England	76	69	75	46	80	12	88
Middle Atlantic	80	67	77	46	78	9	83
East North Central	79	58	78	40	69	11	83
West North Central	75	62	76	32	66	9	86
South Atlantic	78	60	79	36	69	11	83
East South Central	79	55	77	35	69	6	90
West South Central	80	63	78	32	65	9	82
Mountain	75	62	77	34	62	8	84
Pacific	75	65	76	33	59	12	87

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

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2010

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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	10	24	13	14	9	15	7	4	2	1	2	8	8
Worker characteristics													
Management, professional, and related	3	14	13	15	11	21	10	7	2	1	3	9	9
Management, business, and financial	2	11	10	15	12	26	10	7	3	2	3	9	10
Professional and related	3	15	15	15	11	18	10	7	2	1	3	9	9
Service	28	25	13	12	7	6	4	2	1	(¹)	1	6	6
Protective service	8	34	—	—	—	6	5	3	—	(¹)	1	7	7
Sales and office	10	31	12	13	9	15	5	2	1	(¹)	1	8	7
Sales and related	17	46	11	10	6	6	2	1	(¹)	(¹)	(¹)	6	6
Office and administrative support	6	23	13	15	10	20	7	3	2	1	1	8	8
Natural resources, construction, and maintenance	11	29	18	12	8	10	5	3	2	(¹)	1	8	7
Construction, extraction, farming, fishing, and forestry	16	32	17	12	9	7	3	1	1	(¹)	1	7	7
Installation, maintenance, and repair	8	27	18	12	8	13	7	4	2	(¹)	1	8	7
Production, transportation, and material moving	9	22	12	14	10	14	8	4	2	1	3	8	8
Production	7	16	12	13	11	17	10	6	3	1	4	9	9
Transportation and material moving	10	30	13	16	10	10	6	2	1	1	2	8	7
Full time	8	22	14	14	10	16	8	4	2	1	2	8	8
Part time	31	32	9	9	5	7	3	1	1	(¹)	1	6	6
Union	2	15	10	16	12	16	12	8	3	2	6	9	9
Nonunion	12	25	14	13	9	14	6	4	1	1	1	8	7
Average wage within the following categories: ²													
Lowest 25 percent	28	34	14	10	5	5	2	1	(¹)	(¹)	1	6	6
Lowest 10 percent	49	26	10	6	4	3	1	—	—	—	—	5	6
Second 25 percent	11	30	14	14	9	13	6	2	1	(¹)	1	7	7
Third 25 percent	5	20	13	15	11	17	9	5	2	1	1	8	8
Highest 25 percent	3	13	12	15	12	21	10	7	3	1	4	9	9
Highest 10 percent	1	11	11	14	13	22	11	9	3	1	3	9	9
Establishment characteristics													
Goods-producing industries	6	16	11	12	13	17	10	7	3	1	3	9	9
Construction	17	36	19	12	8	4	2	—	—	—	—	7	6
Manufacturing	4	11	9	12	13	20	13	9	3	2	4	9	10
Service-providing industries	11	26	14	14	9	14	6	3	1	1	1	8	7
Trade, transportation, and utilities	13	39	12	12	7	8	4	2	1	(¹)	1	7	6
Wholesale trade	4	21	18	17	11	13	6	4	—	—	3	8	8
Retail trade	21	55	11	7	4	2	1	(¹)	—	—	—	6	6
Transportation and warehousing	5	23	9	21	10	18	10	2	—	—	—	8	8
Utilities	—	—	—	9	18	16	16	9	15	—	—	10	10

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2010—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
Information	1	14	29	17	9	16	9	5	—	—	—	8	8
Financial activities	1	10	8	18	13	36	9	3	1	(¹)	1	9	9
Finance and insurance	1	7	6	18	13	42	8	2	1	(¹)	(¹)	9	10
Credit intermediation and related activities	1	6	4	14	7	57	6	2	1	—	—	9	10
Insurance carriers and related activities	1	9	12	27	17	21	9	2	1	—	—	9	9
Real estate and rental and leasing	4	23	14	16	14	10	14	3	—	—	—	8	8
Professional and business services	6	21	14	16	10	17	7	5	1	1	2	8	8
Professional and technical services	2	12	14	20	14	22	9	6	—	—	—	9	9
Administrative and waste services	14	37	15	12	5	8	5	3	—	—	—	7	6
Education and health services	6	26	16	13	8	13	7	3	2	1	3	8	8
Educational services	2	2	4	8	6	15	16	12	11	8	17	12	11
Junior colleges, colleges, and universities	2	1	2	7	6	10	18	13	14	10	18	12	12
Health care and social assistance	7	30	18	13	9	12	6	2	1	—	—	8	7
Leisure and hospitality	52	12	14	12	3	3	3	—	—	—	—	5	5
Accommodation and food services	59	10	13	11	4	2	—	—	—	—	—	5	5
Other services	10	23	14	14	7	10	4	7	4	2	4	8	8
1 to 99 workers	14	26	15	13	9	13	4	2	1	(¹)	1	7	7
1 to 49 workers	14	27	15	14	8	13	4	2	1	(¹)	1	7	7
50 to 99 workers	14	25	15	11	12	12	5	4	1	(¹)	1	7	7
100 workers or more	7	21	11	14	9	16	10	6	2	1	3	8	8
100 to 499 workers	8	26	13	13	10	14	9	4	2	1	1	8	8
500 workers or more	5	14	9	15	9	19	11	9	3	2	5	9	9
Geographic areas													
New England	5	16	9	10	11	25	13	8	1	1	3	9	10
Middle Atlantic	10	19	12	12	11	15	9	7	2	1	3	8	8
East North Central	7	24	16	13	10	14	6	3	2	1	4	8	8
West North Central	7	29	19	15	8	8	8	2	3	—	—	8	7
South Atlantic	13	28	13	11	8	15	5	4	1	1	1	7	7
East South Central	—	22	11	16	8	10	5	2	1	—	—	7	7
West South Central	14	26	12	13	10	14	7	3	1	(¹)	1	8	7
Mountain	11	26	12	18	10	10	7	3	2	—	—	8	8
Pacific	8	20	13	17	9	17	7	5	1	1	1	8	8

¹ Less than 0.5 percent.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2010

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
All workers	66	7	28
Worker characteristics			
Management, professional, and related	60	9	31
Management, business, and financial	63	9	28
Professional and related	59	9	32
Service	63	4	34
Protective service	56	2	42
Sales and office	69	6	26
Sales and related	76	7	17
Office and administrative support	65	5	30
Natural resources, construction, and maintenance	67	10	23
Installation, maintenance, and repair	67	11	22
Production, transportation, and material moving ...	74	5	21
Production	71	5	24
Transportation and material moving	76	5	19
Full time	66	7	27
Part time	65	5	30
Union	75	6	19
Nonunion	64	7	29
Average wage within the following categories: ⁴			
Lowest 25 percent	68	5	27
Lowest 10 percent	60	8	32
Second 25 percent	68	4	28
Third 25 percent	67	6	27
Highest 25 percent	62	10	28
Highest 10 percent	62	13	26
Establishment characteristics			
Goods-producing industries	67	9	24
Manufacturing	66	8	26
Service-providing industries	65	6	28
Trade, transportation, and utilities	78	7	15
Wholesale trade	71	12	17
Retail trade	83	5	12
Transportation and warehousing	77	3	20
Utilities	69	–	–

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2010—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
Information	65	15	20
Financial activities	62	7	32
Finance and insurance	61	6	33
Credit intermediation and related activities	70	4	26
Insurance carriers and related activities	47	7	46
Real estate and rental and leasing	64	8	28
Professional and business services	63	9	29
Professional and technical services	59	11	30
Administrative and waste services	69	4	27
Education and health services	57	3	40
Educational services	77	8	15
Junior colleges, colleges, and universities	77	10	13
Health care and social assistance	53	2	44
Leisure and hospitality	62	5	33
Accommodation and food services	58	5	36
Other services	70	10	20
1 to 99 workers	68	9	23
1 to 49 workers	66	10	23
50 to 99 workers	72	5	23
100 workers or more	64	5	31
100 to 499 workers	68	5	27
500 workers or more	59	5	36
Geographic areas			
New England	63	9	28
Middle Atlantic	72	8	20
East North Central	62	8	29
West North Central	65	6	29
South Atlantic	63	5	32
East South Central	47	8	45
West South Central	72	6	22
Mountain	61	7	31
Pacific	69	6	26

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

² Plan does not specify maximum number of days.

³ Includes sick leave plans, such as those available as part of consolidated leave plans, which may also provide vacations, personal leave, etc.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based

on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2010

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					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		
After 1 year							
All workers	19	55	22	3	1	7	6
Full time	18	56	23	3	1	8	6
Part time	30	49	20	–	–	6	6
Union	18	41	34	6	1	8	6
Nonunion	19	57	21	2	1	7	6
1 to 99 workers	25	57	16	1	(³)	6	5
1 to 49 workers	25	56	17	1	(³)	6	5
50 to 99 workers	25	59	13	–	–	6	5
100 workers or more	14	53	28	4	1	9	6
100 to 499 workers	17	63	18	2	(³)	7	6
500 workers or more	9	40	42	7	3	11	10
After 5 years							
All workers	17	55	23	3	2	8	6
Full time	16	55	24	3	2	8	6
Part time	28	51	19	–	–	6	6
Union	16	42	34	6	2	9	7
Nonunion	18	57	21	2	2	8	6
1 to 99 workers	23	57	17	2	(³)	7	5
1 to 49 workers	24	56	18	2	(³)	7	5
50 to 99 workers	22	60	15	–	–	7	6
100 workers or more	12	53	29	4	3	9	6
100 to 499 workers	16	62	19	2	1	7	6
500 workers or more	7	40	42	6	5	12	10

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2010—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					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		
After 10 years							
All workers	17	55	23	3	2	8	6
Full time	16	55	24	3	2	9	6
Part time	28	50	20	—	—	7	6
Union	15	43	32	8	2	9	7
Nonunion	17	57	22	3	2	8	6
1 to 99 workers	23	57	17	2	(³)	7	5
1 to 49 workers	24	56	18	2	(³)	7	5
50 to 99 workers	22	59	16	3	1	7	6
100 workers or more	12	53	28	4	3	10	6
100 to 499 workers	15	63	19	2	1	8	6
500 workers or more	7	40	41	7	5	13	10
After 20 years							
All workers	17	55	23	3	2	9	6
Full time	16	55	24	3	2	9	6
Part time	28	50	20	—	—	7	6
Union	15	43	32	8	2	10	7
Nonunion	17	57	22	3	2	9	6
1 to 99 workers	23	57	17	2	(³)	7	5
1 to 49 workers	24	56	18	2	(³)	7	5
50 to 99 workers	22	59	16	3	1	7	6
100 workers or more	12	53	28	4	3	11	6
100 to 499 workers	15	63	19	2	1	8	6
500 workers or more	7	40	41	7	5	14	10

¹ 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.

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

³ Less than 0.5 percent.

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/glossary20092010.htm.

Table 36. Paid vacations: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2010

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						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		
After 1 year								
All workers	7	39	36	11	5	2	9	10
Full time	4	37	38	12	6	2	10	10
Part time	25	48	18	4	4	2	7	5
Union	4	46	39	6	4	1	9	10
Nonunion	7	38	36	12	6	2	10	10
1 to 99 workers	9	47	34	7	2	1	8	5
1 to 49 workers	10	47	33	7	2	1	8	5
50 to 99 workers	7	46	36	6	—	—	8	8
100 workers or more	5	31	38	15	8	3	11	10
100 to 499 workers	6	39	36	12	5	2	9	10
500 workers or more	3	21	40	19	13	4	12	10
After 5 years								
All workers	2	10	37	34	11	6	14	15
Full time	1	8	37	36	12	6	14	15
Part time	10	26	36	18	5	5	11	10
Union	1	7	46	34	8	4	13	12
Nonunion	2	11	36	34	11	6	14	15
1 to 99 workers	3	15	41	31	7	3	12	10
1 to 49 workers	3	17	40	30	7	3	12	10
50 to 99 workers	2	9	44	35	7	3	13	12
100 workers or more	1	6	33	36	14	9	15	15
100 to 499 workers	1	8	40	34	11	6	14	15
500 workers or more	1	4	24	39	19	14	17	15

See footnotes at end of table.

Table 36. Paid vacations: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2010—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						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		
After 10 years								
All workers	2	8	16	41	22	12	17	15
Full time	1	6	15	42	24	13	17	15
Part time	9	21	18	33	11	8	13	15
Union	1	4	11	56	19	9	17	15
Nonunion	2	8	16	39	22	12	17	15
1 to 99 workers	3	12	22	39	18	6	15	15
1 to 49 workers	3	14	24	37	17	6	14	15
50 to 99 workers	1	7	17	47	21	7	16	15
100 workers or more	1	3	9	42	26	18	18	16
100 to 499 workers	1	4	11	50	23	11	17	15
500 workers or more	1	3	7	33	30	26	20	20
After 20 years								
All workers	2	7	13	19	36	24	19	20
Full time	1	5	12	19	38	25	19	20
Part time	9	18	15	18	23	16	15	15
Union	1	3	7	10	45	35	21	20
Nonunion	2	8	13	20	35	22	19	20
1 to 99 workers	2	12	19	25	28	14	16	15
1 to 49 workers	3	13	21	25	26	12	16	15
50 to 99 workers	1	7	14	25	35	18	18	20
100 workers or more	1	3	7	13	43	34	22	20
100 to 499 workers	1	4	8	17	46	24	20	20
500 workers or more	1	2	6	7	40	46	23	22

¹ 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.

² 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/glossary20092010.htm.

Table 37. Consolidated leave plans:¹ Access, private industry workers, National Compensation Survey, March 2010

(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	23	15	20	23	25	77	8	12	15	17
Worker characteristics										
Management, professional, and related	34	17	22	25	28	66	10	14	17	19
Management, business, and financial	28	17	22	25	27	72	10	14	17	19
Professional and related	37	18	22	26	28	63	10	14	17	19
Service	25	14	20	23	24	75	6	11	13	14
Protective service	20	14	18	22	25	80	6	11	13	14
Sales and office	22	15	20	23	25	78	8	12	15	17
Sales and related	12	12	17	19	22	88	7	12	14	17
Office and administrative support	27	15	21	24	26	73	8	12	15	17
Natural resources, construction, and maintenance	14	10	15	18	20	86	7	11	13	15
Construction, extraction, farming, fishing, and forestry	14	9	13	16	17	86	6	9	11	12
Installation, maintenance, and repair	13	11	16	19	21	87	7	11	14	16
Production, transportation, and material moving ...	13	10	16	19	22	87	7	11	14	17
Production	14	11	16	18	22	86	7	11	14	17
Transportation and material moving	11	10	15	19	22	89	7	11	14	17
Full time	24	15	20	24	26	76	8	12	15	17
Part time	20	12	17	20	22	80	6	9	12	14
Union	16	13	18	21	25	84	8	13	16	20
Nonunion	24	15	20	23	25	76	8	12	14	16
Average wage within the following categories: ²										
Lowest 25 percent	16	12	18	20	22	84	6	10	12	14
Lowest 10 percent	15	11	17	20	21	85	5	9	11	12
Second 25 percent	23	14	20	23	25	77	7	12	14	17
Third 25 percent	23	15	20	24	26	77	8	13	15	18
Highest 25 percent	29	17	21	24	27	71	10	14	16	19
Highest 10 percent	28	17	21	25	27	72	11	14	17	20
Establishment characteristics										
Goods-producing industries	14	11	15	18	22	86	7	11	14	17
Construction	15	9	12	15	16	85	6	9	11	11
Manufacturing	14	11	16	19	23	86	7	12	15	19
Service-providing industries	25	16	21	24	26	75	8	12	15	17
Trade, transportation, and utilities	10	11	16	19	22	90	7	11	14	18
Wholesale trade	16	11	16	19	21	84	8	12	15	17
Retail trade	8	10	17	19	22	92	6	11	14	17
Transportation and warehousing	9	10	17	21	24	91	7	12	16	20
Utilities	14	16	19	22	28	86	10	13	16	21

See footnotes at end of table.

Table 37. Consolidated leave plans:¹ Access, private industry workers, National Compensation Survey, March 2010—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	17	17	21	24	27	83	10	13	17	20
Financial activities	35	17	21	24	26	65	10	14	16	19
Finance and insurance	36	18	22	25	28	64	10	14	17	19
Credit intermediation and related activities	29	18	22	25	27	71	10	14	16	19
Insurance carriers and related activities	51	18	22	25	28	49	10	14	16	19
Real estate and rental and leasing	28	11	15	18	19	72	9	13	15	16
Professional and business services	25	14	18	21	23	75	8	12	14	16
Professional and technical services	28	15	18	21	22	72	9	13	16	17
Administrative and waste services	23	12	16	19	21	77	6	10	12	13
Education and health services	47	18	23	27	28	53	10	14	17	18
Educational services	12	14	17	19	19	88	13	16	18	20
Junior colleges, colleges, and universities	7	18	24	26	28	93	14	17	19	21
Health care and social assistance	50	18	24	27	29	50	10	14	16	18
Other services	11	13	17	19	20	89	7	11	13	14
1 to 99 workers	17	12	18	21	22	83	7	11	13	15
1 to 49 workers	18	12	17	20	21	82	7	11	13	14
50 to 99 workers	17	14	19	22	24	83	7	12	15	17
100 workers or more	29	17	21	25	27	71	8	13	16	19
100 to 499 workers	23	15	20	23	26	77	8	12	15	18
500 workers or more	37	17	22	26	28	63	10	14	17	21
Geographic areas										
New England	27	17	23	26	27	73	9	13	16	18
Middle Atlantic	17	16	21	24	26	83	8	13	15	17
East North Central	23	14	19	23	25	77	8	12	15	18
West North Central	25	16	20	23	26	75	7	12	15	17
South Atlantic	23	16	20	23	25	77	7	11	14	16
East South Central	28	13	19	23	25	72	7	11	14	16
West South Central	20	15	20	23	25	80	7	12	14	16
Mountain	29	14	20	23	24	71	8	13	15	17
Pacific	25	15	20	23	25	75	8	13	15	17

¹ 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.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 43. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	35	32	59	72	68	82	85
Worker characteristics							
Management, professional, and related	51	51	82	86	90	93	93
Management, business, and financial	55	53	90	95	94	97	98
Professional and related	49	50	79	82	88	91	91
Service	21	19	38	46	47	64	68
Protective service	21	16	35	57	48	70	71
Sales and office	38	34	64	75	73	84	88
Sales and related	29	26	53	63	63	76	81
Office and administrative support	43	40	72	83	80	89	92
Natural resources, construction, and maintenance	24	21	49	72	57	82	86
Construction, extraction, farming, fishing, and forestry	14	11	32	58	43	73	78
Installation, maintenance, and repair	34	30	65	87	72	92	95
Production, transportation, and material moving ...	29	22	51	79	63	87	89
Production	29	21	51	88	62	92	93
Transportation and material moving	30	24	51	71	64	82	84
Full time	42	38	72	87	80	94	95
Part time	14	12	21	28	35	48	54
Union	45	39	69	84	80	92	94
Nonunion	34	31	58	70	67	81	84
Average wage within the following categories: ²							
Lowest 25 percent	16	13	28	42	38	59	65
Lowest 10 percent	10	8	14	25	25	47	51
Second 25 percent	37	32	63	79	72	88	91
Third 25 percent	41	37	73	87	81	93	94
Highest 25 percent	50	49	81	86	88	94	94
Highest 10 percent	51	50	83	86	91	94	94
Establishment characteristics							
Goods-producing industries	29	22	53	84	62	90	92
Construction	14	11	33	59	43	73	79
Manufacturing	35	27	60	94	70	96	97
Service-providing industries	36	34	61	69	70	81	83
Trade, transportation, and utilities	32	26	59	72	70	83	87
Wholesale trade	34	30	76	89	84	94	94
Retail trade	29	22	49	63	61	76	82
Transportation and warehousing	34	30	69	79	80	91	92
Utilities	59	58	93	96	97	98	99

See footnotes at end of table.

Table 43. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
Information	67	65	87	90	92	95	95
Financial activities	58	57	88	91	92	95	95
Finance and insurance	63	62	91	94	94	97	97
Credit intermediation and related activities	62	61	92	95	96	98	98
Insurance carriers and related activities	65	64	89	94	93	97	97
Real estate and rental and leasing	41	41	78	80	82	85	87
Professional and business services	33	32	62	74	68	80	85
Professional and technical services	44	43	81	87	85	91	92
Administrative and waste services	17	16	37	56	45	65	74
Education and health services	48	48	72	76	83	87	88
Educational services	30	41	50	52	80	81	74
Junior colleges, colleges, and universities	46	49	68	71	89	89	86
Health care and social assistance	51	50	76	80	83	88	90
Leisure and hospitality	14	11	26	33	35	57	60
Accommodation and food services	12	11	24	31	33	56	59
Other services	22	17	50	66	61	77	81
1 to 99 workers	24	22	50	63	58	75	79
1 to 49 workers	22	20	49	61	57	74	77
50 to 99 workers	29	26	53	69	63	80	84
100 workers or more	47	43	70	82	80	90	92
100 to 499 workers	41	37	65	78	75	88	91
500 workers or more	55	52	78	87	86	94	94
Geographic areas							
New England	44	41	66	73	74	80	81
Middle Atlantic	42	40	63	73	73	83	87
East North Central	38	33	56	73	66	82	85
West North Central	28	26	60	70	68	82	84
South Atlantic	35	30	58	72	66	82	85
East South Central	33	29	50	71	62	84	86
West South Central	30	28	60	74	68	83	86
Mountain	31	29	59	70	67	82	84
Pacific	30	29	62	69	70	81	83

¹ Includes workers with access to one or more of the these benefits.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.