

Table 34. Paid sick leave: Type of provision, civilian workers,¹ National Compensation Survey, March 2012

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	As part of consolidated leave plan ⁴
All workers	71	5	23
Worker characteristics			
Management, professional, and related	69	6	25
Management, business, and financial	67	8	25
Professional and related	69	5	25
Teachers	84	4	12
Primary, secondary, and special education school teachers	85	3	12
Registered nurses	47	1	52
Service	72	3	25
Protective service	76	5	19
Sales and office	73	5	22
Sales and related	80	6	15
Office and administrative support	70	5	25
Natural resources, construction, and maintenance	74	7	19
Installation, maintenance, and repair	75	7	18
Production, transportation, and material moving ...	77	3	20
Production	75	3	22
Transportation and material moving	78	4	18
Full time	71	5	23
Union	83	3	14
Nonunion	69	6	25
Average wage within the following categories: ⁵			
Lowest 25 percent	75	3	22
Second 25 percent	73	3	24
Third 25 percent	72	5	24
Highest 25 percent	69	7	23
Highest 10 percent	69	9	22
Establishment characteristics			
Goods-producing industries	71	8	21
Service-providing industries	71	5	24
Education and health services	70	2	28
Educational services	86	3	11
Elementary and secondary schools	86	3	12
Junior colleges, colleges, and universities	87	4	8
Healthcare and social assistance	56	1	42
Hospitals	46	1	53
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 2012—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	As part of consolidated leave plan ⁴
1 to 99 workers	69	7	23
1 to 49 workers	69	9	22
50 to 99 workers	71	5	25
100 workers or more	73	4	23
100 to 499 workers	74	4	22
500 workers or more	71	4	25
Geographic areas			
New England	74	7	19
Middle Atlantic	77	7	16
East North Central	68	6	26
West North Central	70	4	25
South Atlantic	69	4	27
East South Central	71	6	24
West South Central	70	4	26
Mountain	68	5	27
Pacific	75	5	20

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 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.

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, 2010." 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/glossary20112012.htm.