

Table 32. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2012

(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 ²	
								Paid	Unpaid
All workers	76	66	74	40	64	67	40	12	87
Worker characteristics									
Management, professional, and related	79	86	75	57	82	85	56	18	91
Management, business, and financial	95	90	94	58	85	86	55	21	92
Professional and related	73	84	67	57	81	84	56	17	91
Teachers	34	85	16	64	83	89	66	15	93
Primary, secondary, and special education school teachers	28	95	11	75	89	96	70	17	97
Registered nurses	84	81	82	64	84	83	51	20	91
Service	56	47	59	26	41	47	26	7	81
Protective service	80	69	78	43	68	74	55	12	89
Sales and office	81	67	79	42	65	68	38	13	88
Sales and related	70	52	67	32	54	58	30	8	87
Office and administrative support	88	75	86	47	72	74	43	15	89
Natural resources, construction, and maintenance	83	57	83	28	54	57	32	9	82
Construction, extraction, farming, fishing, and forestry	75	45	74	21	42	46	26	7	79
Installation, maintenance, and repair	91	68	91	35	65	68	37	10	86
Production, transportation, and material moving ...	83	54	82	30	61	64	33	6	85
Production	91	54	90	28	66	66	34	8	87
Transportation and material moving	76	53	73	32	58	63	33	5	83
Full time	—	79	87	48	74	77	47	14	90
Part time	39	25	34	17	31	35	18	5	76
Union	80	84	75	57	88	90	62	15	94
Nonunion	75	62	74	37	60	63	36	11	85
Average wage within the following categories: ³									
Lowest 25 percent	52	32	51	18	34	38	18	5	78
Lowest 10 percent	35	20	38	10	21	26	10	4	74
Second 25 percent	84	68	82	41	66	70	39	11	87
Third 25 percent	—	79	89	46	75	78	47	14	89
Highest 25 percent	82	87	79	59	85	86	58	19	92
Highest 10 percent	79	90	76	60	87	89	63	20	93
Establishment characteristics									
Goods-producing industries	90	57	90	28	66	68	38	9	87
Service-providing industries	73	67	71	42	63	67	40	12	86
Education and health services	71	81	65	56	78	81	51	15	91
Educational services	53	87	41	60	83	89	68	15	93
Elementary and secondary schools	42	90	27	69	84	92	68	16	94
Junior colleges, colleges, and universities	78	85	68	45	88	89	75	14	94
Healthcare and social assistance	84	77	83	53	75	75	39	16	89
Hospitals	91	88	89	69	89	88	57	25	96
Public administration	88	89	89	53	86	91	82	16	94

See footnotes at end of table.

Table 32. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2012—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 ²	
								Paid	Unpaid
1 to 99 workers	69	53	69	28	48	52	23	8	79
1 to 49 workers	67	51	67	26	44	48	21	7	76
50 to 99 workers	75	57	75	33	59	62	28	10	89
100 workers or more	82	77	79	52	79	81	55	15	94
100 to 499 workers	82	69	80	45	71	73	42	11	92
500 workers or more	82	86	78	59	86	89	68	19	95
Geographic areas									
New England	72	70	72	49	69	77	47	11	89
Middle Atlantic	77	69	73	51	69	76	43	10	84
East North Central	77	62	74	42	67	67	36	13	86
West North Central	74	64	72	32	62	64	38	11	88
South Atlantic	77	65	76	40	64	68	42	14	85
East South Central	77	65	76	38	65	72	45	8	89
West South Central	77	67	75	37	63	69	42	12	86
Mountain	73	61	74	36	56	56	32	8	87
Pacific	73	67	72	34	57	58	35	13	88

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, 2010." 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/glossary20112012.htm.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2012

(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	22	12	12	9	14	8	6	3	2	2	8	8
Worker characteristics													
Management, professional, and related	4	14	10	13	11	19	10	9	5	2	3	9	9
Management, business, and financial	3	9	10	14	13	23	11	9	4	2	3	9	10
Professional and related	4	16	10	12	10	17	10	9	5	3	3	9	9
Teachers	11	10	5	7	10	13	15	8	6	6	9	10	10
Primary, secondary, and special education school teachers	15	16	6	—	7	11	15	4	6	—	8	10	10
Registered nurses	9	40	14	10	8	9	3	4	2	—	—	7	7
Service	21	24	13	10	6	6	6	5	4	2	3	7	7
Protective service	—	9	—	5	9	11	17	14	12	3	3	10	10
Sales and office	10	29	13	11	8	13	5	4	2	1	1	8	7
Sales and related	18	45	12	10	5	5	3	1	(²)	—	—	6	6
Office and administrative support	7	22	14	12	10	17	7	6	3	1	2	8	8
Natural resources, construction, and maintenance	9	27	15	10	8	12	8	5	2	1	2	8	7
Construction, extraction, farming, fishing, and forestry	12	26	15	11	10	10	7	5	2	—	—	8	7
Installation, maintenance, and repair	7	28	15	10	7	14	8	5	2	1	2	8	7
Production, transportation, and material moving	10	22	11	16	10	14	7	5	2	1	2	8	8
Production	6	19	10	15	11	17	8	6	—	—	3	9	9
Transportation and material moving	14	26	12	16	8	11	6	4	1	1	1	8	7
Full time	7	21	12	13	10	15	8	7	4	2	2	9	8
Part time	29	34	10	9	4	6	3	1	1	1	1	6	6
Union	3	12	6	13	8	14	14	13	7	4	6	10	10
Nonunion	11	24	13	12	9	14	6	5	2	1	2	8	8
Average wage within the following categories: ³													
Lowest 25 percent	26	35	14	9	5	5	2	2	(²)	(²)	1	6	6
Lowest 10 percent	46	27	11	6	4	3	—	—	—	—	—	5	6
Second 25 percent	9	28	13	13	8	13	6	4	3	1	1	8	7
Third 25 percent	5	18	12	13	11	16	10	7	4	2	3	9	9
Highest 25 percent	3	12	10	13	11	20	10	10	5	2	4	9	10
Highest 10 percent	2	8	9	13	13	23	11	11	5	2	3	10	10
Establishment characteristics													
Goods-producing industries	6	17	11	12	12	19	9	8	3	2	3	9	9
Service-providing industries	10	23	12	12	8	13	7	6	3	2	2	8	8
Education and health services	7	24	11	10	7	11	8	6	6	3	6	9	8
Educational services	7	6	3	7	7	14	13	10	11	8	14	11	11
Elementary and secondary schools	10	11	4	6	7	13	12	7	9	7	14	11	10
Junior colleges, colleges, and universities	2	1	2	8	8	11	16	14	14	10	15	12	12
Healthcare and social assistance	7	35	16	12	7	9	5	4	3	—	—	8	7
Hospitals	4	39	16	10	7	8	4	8	4	1	—	8	7
Public administration	1	—	—	1	9	14	26	26	16	4	1	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2012—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	14	26	15	13	8	13	5	3	1	1	1	7	7
1 to 49 workers	15	27	16	13	7	12	4	3	1	1	1	7	7
50 to 99 workers	13	23	12	12	13	13	5	4	2	1	2	8	8
100 workers or more	6	19	10	12	9	15	10	9	5	2	3	9	9
100 to 499 workers	9	25	12	12	10	13	9	5	3	1	1	8	8
500 workers or more	3	13	7	11	9	18	11	13	7	3	5	10	10
Geographic areas													
New England	7	13	12	11	—	13	13	11	5	—	3	9	9
Middle Atlantic	9	17	13	11	9	16	7	8	4	2	4	9	9
East North Central	8	27	11	11	9	16	5	5	3	1	4	8	8
West North Central	7	27	15	15	9	9	—	5	2	—	1	8	8
South Atlantic	14	26	10	9	9	13	7	7	2	1	1	8	7
East South Central	14	16	12	16	8	15	6	5	2	1	4	8	8
West South Central	11	25	13	11	8	13	8	4	3	1	2	8	8
Mountain	12	25	12	14	8	14	7	3	2	—	—	8	8
Pacific	7	18	11	16	9	15	9	7	5	2	1	9	8

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.

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, 2010." 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/glossary20112012.htm.

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.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2012

(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	18	45	31	6	1	8	6
Full time	16	45	32	6	1	8	6
Union	12	25	49	13	1	10	10
Nonunion	19	50	25	4	1	8	6
1 to 99 workers	25	54	18	2	(⁴)	7	5
1 to 49 workers	25	54	18	2	(⁴)	7	5
50 to 99 workers	26	54	18	—	—	7	5
100 workers or more	13	39	38	8	1	9	9
100 to 499 workers	17	52	25	5	1	8	6
500 workers or more	10	29	48	11	2	11	10
After 5 years							
All workers	16	45	31	7	2	9	6
Full time	15	45	32	7	2	9	7
Union	11	26	48	14	1	11	10
Nonunion	18	50	26	4	2	8	6
1 to 99 workers	23	54	19	3	1	7	5
1 to 49 workers	23	55	19	3	1	7	5
50 to 99 workers	24	54	18	—	—	7	5
100 workers or more	12	39	38	9	2	10	9
100 to 499 workers	15	52	26	6	1	8	6
500 workers or more	9	29	48	11	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 2012—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	16	45	31	7	2	9	6
Full time	15	45	32	7	2	10	7
Union	11	26	47	15	1	11	10
Nonunion	18	50	26	5	2	9	6
1 to 99 workers	23	54	19	3	1	7	5
1 to 49 workers	23	54	19	3	1	7	5
50 to 99 workers	24	54	18	—	—	7	6
100 workers or more	12	39	38	9	2	11	10
100 to 499 workers	15	52	26	6	1	9	6
500 workers or more	9	29	47	12	3	12	10
After 20 years							
All workers	16	45	31	7	2	10	6
Full time	15	45	32	7	2	10	7
Union	10	26	47	15	2	12	10
Nonunion	17	50	26	5	2	9	6
1 to 99 workers	23	54	19	3	1	7	5
1 to 49 workers	23	54	19	3	1	7	5
50 to 99 workers	24	54	18	—	—	7	6
100 workers or more	12	39	38	9	2	11	10
100 to 499 workers	15	52	26	6	2	9	6
500 workers or more	9	29	47	12	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.

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/glossary20112012.htm.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ National Compensation Survey, March 2012

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

Characteristics	Carryover provision ²			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	55	22	33	45
Worker characteristics				
Management, professional, and related	65	32	33	35
Management, business, and financial	51	21	30	49
Professional and related	70	36	34	30
Teachers	86	54	32	14
Primary, secondary, and special education school teachers	88	55	33	12
Registered nurses	80	27	53	20
Service	57	25	32	43
Protective service	82	53	29	18
Sales and office	51	16	35	49
Sales and related	51	9	42	49
Office and administrative support	51	19	32	49
Natural resources, construction, and maintenance	44	16	28	56
Installation, maintenance, and repair	45	11	33	55
Production, transportation, and material moving	41	10	31	59
Production	30	6	24	70
Transportation and material moving	51	14	38	49
Full time	55	23	33	45
Union	73	41	32	27
Nonunion	50	17	33	50
Average wage within the following categories: ³				
Lowest 25 percent	42	11	31	58
Second 25 percent	55	19	35	45
Third 25 percent	56	23	33	44
Highest 25 percent	61	29	32	39
Highest 10 percent	65	32	33	35
Establishment characteristics				
Goods-producing industries	30	9	21	70
Service-providing industries	59	24	35	41
Education and health services	77	40	38	23
Educational services	87	55	32	13
Elementary and secondary schools	89	57	32	11
Junior colleges, colleges, and universities	88	53	35	12
Healthcare and social assistance	65	21	44	35
Hospitals	84	28	56	16
Public administration	95	67	29	5

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ National Compensation Survey, March 2012—Continued

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

Characteristics	Carryover provision ²			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 99 workers	37	11	26	63
1 to 49 workers	34	9	25	66
50 to 99 workers	43	14	29	57
100 workers or more	67	29	37	33
100 to 499 workers	60	17	43	40
500 workers or more	72	40	32	28
Geographic areas				
New England	54	19	35	46
Middle Atlantic	50	20	30	50
East North Central	48	17	31	52
West North Central	56	17	38	44
South Atlantic	60	28	32	40
East South Central	68	31	36	32
West South Central	53	18	35	47
Mountain	62	21	41	38
Pacific	58	28	30	42

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 Plans that allow employees to accumulate unused sick leave from year to year.

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, 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.

Table 38. Paid vacations:¹ Number of annual days by service requirement, civilian workers,² National Compensation Survey, March 2012

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation 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	6	34	38	13	7	2	10	10
Full time	4	33	40	14	7	2	10	10
Part time	23	46	20	4	5	2	8	5
Union	5	35	44	9	4	3	10	10
Nonunion	7	34	36	13	7	2	10	10
1 to 99 workers	8	44	34	9	4	1	9	8
1 to 49 workers	9	44	35	9	3	1	8	7
50 to 99 workers	8	42	33	11	4	2	9	10
100 workers or more	5	27	40	16	9	3	11	10
100 to 499 workers	7	38	37	12	5	2	10	10
500 workers or more	3	16	44	19	14	4	13	12
After 5 years								
All workers	2	9	35	36	12	6	14	15
Full time	1	7	34	38	13	6	15	15
Part time	8	21	41	20	6	5	12	10
Union	1	7	37	42	7	6	14	15
Nonunion	2	9	35	35	13	6	14	15
1 to 99 workers	2	13	40	33	8	4	13	12
1 to 49 workers	3	14	40	32	8	3	13	10
50 to 99 workers	1	10	42	34	9	5	14	13
100 workers or more	1	6	31	38	16	8	15	15
100 to 499 workers	1	7	39	36	12	4	14	15
500 workers or more	1	4	23	41	19	12	17	15

See footnotes at end of table.

Table 38. Paid vacations:¹ Number of annual days by service requirement, civilian workers,² National Compensation Survey, March 2012—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation 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	6	15	42	23	12	17	15
Full time	1	5	14	43	24	13	17	15
Part time	8	15	20	38	11	7	14	15
Union	1	3	11	54	23	9	17	15
Nonunion	2	7	16	40	23	13	17	15
1 to 99 workers	2	10	22	40	18	8	15	15
1 to 49 workers	3	11	23	39	16	7	15	15
50 to 99 workers	1	7	19	41	22	10	16	15
100 workers or more	1	3	9	44	27	16	19	18
100 to 499 workers	1	4	11	50	24	11	17	15
500 workers or more	1	2	8	38	30	21	20	20
After 20 years								
All workers	1	6	12	19	36	26	20	20
Full time	1	5	11	19	37	27	20	20
Part time	7	14	15	21	26	16	16	16
Union	(⁴)	3	5	12	45	35	22	20
Nonunion	2	6	13	20	35	24	19	20
1 to 99 workers	2	10	19	25	29	15	17	15
1 to 49 workers	3	11	21	26	26	13	16	15
50 to 99 workers	1	7	15	22	35	20	18	20
100 workers or more	1	2	6	14	42	34	22	20
100 to 499 workers	1	3	8	19	43	26	20	20
500 workers or more	1	1	4	9	42	43	23	23

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.

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/glossary20112012.htm.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² National Compensation Survey, March 2012

(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	24	15	20	23	25	76	8	13	15	18
Worker characteristics										
Management, professional, and related	34	17	22	25	27	66	11	14	17	20
Management, business, and financial	29	17	21	24	27	71	11	15	17	20
Professional and related	37	17	22	25	27	63	11	14	17	20
Teachers	21	15	18	19	21	79	13	15	17	19
Registered nurses	66	19	23	26	29	34	10	14	17	19
Service	24	15	20	23	25	76	8	12	14	16
Protective service	13	15	18	22	24	87	10	13	16	19
Sales and office	22	15	20	23	25	78	8	12	15	18
Sales and related	15	12	17	20	22	85	7	11	14	17
Office and administrative support	26	16	20	23	25	74	9	13	15	18
Natural resources, construction, and maintenance	14	11	16	19	21	86	7	11	13	15
Construction, extraction, farming, fishing, and forestry	16	11	15	18	19	84	7	10	12	14
Installation, maintenance, and repair	12	12	17	19	22	88	8	11	14	16
Production, transportation, and material moving	15	11	16	19	22	85	7	11	14	18
Production	17	12	16	19	22	83	7	11	14	17
Transportation and material moving	12	10	16	19	21	88	7	11	14	18
Full time	25	16	20	23	25	75	9	13	15	18
Part time	21	13	17	20	22	79	6	10	13	15
Union	11	15	20	24	28	89	9	13	16	21
Nonunion	27	15	20	23	25	73	8	12	15	17
Average wage within the following categories: ³										
Lowest 25 percent	19	13	17	20	22	81	6	11	13	15
Lowest 10 percent	14	12	17	19	21	86	6	10	12	13
Second 25 percent	23	15	19	23	25	77	8	12	15	17
Third 25 percent	23	16	20	24	26	77	9	13	16	19
Highest 25 percent	31	17	21	24	26	69	10	14	17	20
Highest 10 percent	31	17	21	24	26	69	11	15	17	20
Establishment characteristics										
Goods-producing industries	17	12	16	19	22	83	7	12	14	17
Service-providing industries	26	16	20	24	26	74	9	13	15	18
Education and health services	40	18	23	26	28	60	11	14	17	19
Educational services	7	14	17	18	19	93	13	15	17	20
Elementary and secondary schools	6	11	12	13	14	94	11	14	16	19
Junior colleges, colleges, and universities	6	19	22	25	26	94	14	17	19	22
Healthcare and social assistance	52	18	23	26	28	48	9	14	17	18
Hospitals	70	20	25	28	31	30	12	16	19	22
Public administration	8	18	22	26	29	92	12	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² National Compensation Survey, March 2012—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	22	13	18	20	22	78	7	12	14	15
1 to 49 workers	20	13	17	20	21	80	7	11	13	15
50 to 99 workers	26	14	19	22	23	74	7	12	14	17
100 workers or more	26	17	21	25	27	74	9	13	16	20
100 to 499 workers	23	15	20	23	25	77	8	12	16	19
500 workers or more	30	18	23	26	29	70	11	14	17	21
Geographic areas										
New England	23	18	22	24	26	77	9	13	15	18
Middle Atlantic	19	16	20	22	25	81	9	13	16	18
East North Central	24	15	20	23	26	76	8	12	15	18
West North Central	29	15	20	23	26	71	8	13	15	19
South Atlantic	25	16	20	23	25	75	8	12	14	17
East South Central	18	16	19	23	25	82	8	12	15	18
West South Central	28	15	19	22	24	72	8	12	15	17
Mountain	31	14	19	22	23	69	8	13	15	17
Pacific	24	15	21	24	26	76	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, 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.

Table 46. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2012

(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	69	71	82	84
Worker characteristics							
Management, professional, and related	45	54	70	73	90	92	90
Management, business, and financial	56	55	89	93	93	97	97
Professional and related	40	53	63	64	88	91	88
Teachers	11	60	16	14	90	90	77
Primary, secondary, and special education school teachers	9	72	11	9	98	98	82
Registered nurses	58	59	78	81	87	89	90
Service	24	22	43	50	51	65	68
Protective service	41	40	67	74	73	82	85
Sales and office	40	37	64	75	72	83	87
Sales and related	30	26	50	60	59	71	78
Office and administrative support	45	43	73	83	80	89	92
Natural resources, construction, and maintenance	28	24	55	78	62	85	89
Construction, extraction, farming, fishing, and forestry	20	16	43	67	51	78	83
Installation, maintenance, and repair	35	31	67	88	72	92	94
Production, transportation, and material moving ...	28	23	51	78	63	86	88
Production	28	21	53	87	63	91	94
Transportation and material moving	28	24	49	69	62	80	83
Full time	43	44	72	83	83	94	95
Part time	11	11	18	26	32	45	51
Union	41	52	64	72	90	96	93
Nonunion	34	33	58	69	67	80	82
Average wage within the following categories: ³							
Lowest 25 percent	15	12	28	42	39	57	63
Lowest 10 percent	8	6	16	27	25	45	49
Second 25 percent	38	36	64	78	74	88	90
Third 25 percent	43	41	75	86	83	93	94
Highest 25 percent	47	56	73	77	91	95	93
Highest 10 percent	46	57	71	74	93	96	92
Establishment characteristics							
Goods-producing industries	28	22	56	86	64	91	94
Service-providing industries	36	38	59	67	72	81	82
Education and health services	39	52	60	62	85	89	86
Educational services	23	57	40	38	91	91	83
Elementary and secondary schools	18	65	27	24	94	94	83
Junior colleges, colleges, and universities	35	42	67	67	88	89	86
Healthcare and social assistance	50	48	75	79	82	87	89
Hospitals	66	65	87	89	93	94	93
Public administration	52	52	88	87	91	91	91

See footnotes at end of table.

Table 46. Paid leave combinations: Access, civilian workers,¹ National Compensation Survey, March 2012—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	23	49	62	58	74	77
1 to 49 workers	23	21	48	60	56	72	75
50 to 99 workers	31	28	53	69	64	80	83
100 workers or more	44	47	67	76	83	90	90
100 to 499 workers	40	39	63	76	75	87	89
500 workers or more	48	55	72	76	90	94	92
Geographic areas							
New England	41	43	60	68	76	83	83
Middle Atlantic	45	45	61	70	76	84	85
East North Central	37	37	56	70	68	82	85
West North Central	27	28	57	68	69	80	81
South Atlantic	36	36	59	71	69	83	85
East South Central	31	33	57	70	70	85	87
West South Central	31	32	60	72	73	84	86
Mountain	31	33	55	66	65	82	85
Pacific	30	32	61	67	70	79	80

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 these leave 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, 2010." 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/glossary20112012.htm.

Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2012

(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	77	61	77	37	60	63	33	11	85
Worker characteristics									
Management, professional, and related	89	84	87	55	81	82	48	18	90
Management, business, and financial	97	90	96	58	85	85	51	21	91
Professional and related	85	81	83	53	79	80	47	17	89
Service	53	40	56	22	34	40	18	6	79
Protective service	70	40	64	28	39	49	19	6	79
Sales and office	81	65	—	41	64	66	34	12	88
Sales and related	69	52	67	32	54	58	30	8	87
Office and administrative support	89	73	86	46	70	72	37	15	88
Natural resources, construction, and maintenance	82	53	82	26	51	54	26	8	81
Construction, extraction, farming, fishing, and forestry	73	39	72	18	37	40	19	6	77
Installation, maintenance, and repair	90	65	90	33	63	66	33	9	85
Production, transportation, and material moving ...	84	52	83	29	61	63	32	6	85
Production	91	54	90	28	65	66	34	8	87
Transportation and material moving	77	51	75	30	56	61	30	4	82
Full time	90	75	91	44	71	73	39	13	88
Part time	40	23	35	16	29	32	15	4	76
Union	91	73	91	45	82	84	44	10	91
Nonunion	76	60	75	36	58	61	32	11	85
Average wage within the following categories: ²									
Lowest 25 percent	50	29	49	15	30	34	15	4	77
Lowest 10 percent	33	18	37	9	19	24	9	3	74
Second 25 percent	84	64	83	39	62	65	32	9	86
Third 25 percent	90	75	90	43	71	74	39	13	88
Highest 25 percent	91	84	90	55	82	83	50	19	91
Highest 10 percent	90	86	90	56	84	85	57	20	91
Establishment characteristics									
Goods-producing industries	90	56	90	28	66	67	37	9	87
Construction	76	40	73	17	34	38	15	7	75
Manufacturing	95	62	96	32	77	78	45	10	91
Service-providing industries	75	62	74	39	59	62	32	11	85
Trade, transportation, and utilities	78	59	76	35	61	65	32	6	88
Wholesale trade	90	75	88	34	68	70	30	9	83
Retail trade	72	49	68	32	55	58	31	4	88
Transportation and warehousing	82	71	84	42	70	76	36	5	90
Utilities	98	93	98	61	93	91	68	13	98

See footnotes at end of table.

Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2012—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
Information	92	90	91	68	82	87	49	28	96
Financial activities	95	88	93	62	84	86	54	26	90
Finance and insurance	96	91	96	67	90	91	61	30	94
Credit intermediation and related activities	97	92	97	64	90	90	61	26	95
Insurance carriers and related activities	97	90	96	72	89	91	61	33	92
Real estate and rental and leasing	89	79	83	44	67	71	28	12	77
Professional and business services	83	66	79	40	57	59	34	14	81
Professional and technical services	91	85	90	51	73	76	42	16	87
Administrative and waste services	72	44	64	24	33	35	20	7	72
Education and health services	81	77	79	52	74	75	38	15	89
Educational services	65	79	59	47	76	77	44	13	87
Junior colleges, colleges, and universities	80	82	73	54	91	91	66	16	94
Healthcare and social assistance	83	76	83	53	74	74	37	15	89
Leisure and hospitality	38	27	46	12	20	27	11	3	77
Accommodation and food services	35	24	45	10	17	23	10	3	77
Other services	66	50	67	26	44	48	18	9	73
1 to 99 workers	69	52	69	27	47	51	21	8	79
1 to 49 workers	67	50	67	25	43	48	20	7	75
50 to 99 workers	76	55	75	32	57	60	26	10	88
100 workers or more	87	73	86	49	76	77	47	15	93
100 to 499 workers	84	66	83	43	69	71	38	11	92
500 workers or more	91	82	90	58	85	86	60	20	95
Geographic areas									
New England	75	67	76	44	66	74	43	12	87
Middle Atlantic	79	65	76	48	65	73	37	10	82
East North Central	79	58	78	39	65	64	33	11	86
West North Central	75	59	75	29	59	59	31	11	88
South Atlantic	77	60	78	37	60	63	34	12	83
East South Central	79	57	78	37	60	66	34	8	89
West South Central	81	64	79	34	61	65	35	13	85
Mountain	75	58	77	34	52	51	25	8	86
Pacific	73	63	72	30	51	52	28	11	86

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,

2010." 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/glossary20112012.htm.

Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2012

(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	11	25	13	13	9	14	5	4	2	1	2	8	8
Worker characteristics													
Management, professional, and related	3	16	12	15	11	21	8	7	3	2	2	9	9
Management, business, and financial	3	10	11	15	13	25	8	8	3	2	2	9	9
Professional and related	4	19	12	15	10	19	8	7	3	2	2	9	9
Service	26	30	16	12	6	4	2	2	—	—	1	6	6
Protective service	—	23	—	—	—	4	2	3	—	—	—	7	7
Sales and office	11	32	14	12	8	13	4	2	1	1	1	7	7
Sales and related	18	46	12	9	5	5	2	1	(¹)	—	—	6	6
Office and administrative support	8	25	15	13	10	18	5	3	1	1	1	8	8
Natural resources, construction, and maintenance	10	31	17	11	8	12	6	3	1	(¹)	1	8	7
Construction, extraction, farming, fishing, and forestry	14	31	18	12	10	10	3	1	—	—	1	7	7
Installation, maintenance, and repair	8	31	17	10	7	13	7	4	1	—	—	8	7
Production, transportation, and material moving	10	23	11	16	10	14	7	5	—	—	2	8	8
Production	6	19	10	15	11	17	8	6	—	—	3	9	8
Transportation and material moving	14	27	12	17	9	10	5	3	1	—	—	7	7
Full time	8	23	14	14	10	16	6	5	2	1	2	8	8
Part time	30	37	11	9	3	6	2	(¹)	—	—	(¹)	6	6
Union	2	17	9	21	9	15	10	7	3	2	5	9	9
Nonunion	12	26	14	13	9	14	5	4	1	1	1	8	7
Average wage within the following categories: ²													
Lowest 25 percent	28	37	15	9	5	4	1	—	—	—	(¹)	6	6
Lowest 10 percent	52	25	10	6	2	2	—	—	—	—	—	5	5
Second 25 percent	11	33	14	14	7	12	4	2	1	1	1	7	7
Third 25 percent	6	22	14	15	11	15	7	5	2	1	2	8	8
Highest 25 percent	3	14	12	15	12	22	8	7	3	2	3	9	9
Highest 10 percent	2	10	10	14	13	25	9	9	3	2	2	9	9
Establishment characteristics													
Goods-producing industries	6	17	11	12	12	19	9	7	3	2	3	9	9
Construction	16	33	20	12	8	8	2	—	—	—	—	7	7
Manufacturing	4	12	8	13	12	21	11	9	4	2	3	9	10
Service-providing industries	12	27	14	14	8	13	5	3	1	1	1	8	7
Trade, transportation, and utilities	16	39	12	13	6	6	3	2	1	(¹)	1	7	6
Wholesale trade	7	23	19	17	11	9	6	4	1	1	2	8	8
Retail trade	24	55	9	7	3	1	—	(¹)	—	—	(¹)	6	6
Transportation and warehousing	8	19	10	26	8	16	7	—	—	—	—	8	8
Utilities	—	—	—	—	19	29	—	9	—	—	—	10	10

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2012—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	—	22	27	16	9	14	6	4	(¹)	—	—	8	8
Financial activities	1	8	9	18	14	36	8	3	1	—	—	9	9
Finance and insurance	1	6	6	20	16	43	6	2	1	—	—	9	10
Credit intermediation and related activities	1	5	4	13	7	60	6	2	—	—	—	9	10
Insurance carriers and related activities	—	7	11	29	22	21	6	2	—	—	—	9	9
Real estate and rental and leasing	5	19	20	—	8	—	—	6	—	—	—	9	8
Professional and business services	6	21	16	14	11	18	5	6	2	—	—	8	8
Professional and technical services	1	11	14	18	14	24	6	8	2	—	—	9	9
Administrative and waste services	12	38	17	10	7	9	—	—	—	—	—	7	7
Education and health services	7	32	15	12	7	10	5	3	3	2	3	8	7
Educational services	4	2	4	11	6	15	13	14	9	9	13	11	11
Junior colleges, colleges, and universities	2	1	1	7	7	10	16	17	11	13	15	12	12
Healthcare and social assistance	8	37	17	13	7	9	4	1	2	—	—	7	7
Leisure and hospitality	44	15	18	13	5	—	3	—	—	—	—	5	6
Accommodation and food services	50	12	18	12	5	—	—	—	—	—	—	5	5
Other services	10	26	14	14	7	8	6	4	—	4	—	8	8
1 to 99 workers	15	27	15	13	8	13	4	3	1	1	1	7	7
1 to 49 workers	15	28	16	13	7	12	3	2	1	1	1	7	7
50 to 99 workers	14	24	13	12	13	13	4	3	—	—	2	8	7
100 workers or more	7	23	12	14	10	16	7	6	2	1	2	8	8
100 to 499 workers	9	28	13	13	10	13	7	3	2	1	1	8	7
500 workers or more	3	17	9	15	9	20	8	9	3	2	4	9	9
Geographic areas													
New England	7	15	13	13	—	14	12	8	2	—	2	9	9
Middle Atlantic	10	19	15	12	10	17	7	5	3	—	—	8	8
East North Central	8	30	12	12	9	15	4	4	2	1	4	8	7
West North Central	7	31	16	17	10	9	4	2	2	—	—	8	7
South Atlantic	16	29	12	11	9	13	4	4	1	1	1	7	7
East South Central	14	20	15	17	9	15	5	4	—	1	—	8	8
West South Central	12	28	14	12	8	14	6	4	—	—	1	8	7
Mountain	13	28	14	15	8	11	5	2	1	—	—	7	7
Pacific	8	21	13	18	9	16	6	5	2	—	—	8	8

¹ Less than 0.5.

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, 2010." 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/glossary20112012.htm.

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

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
All workers	68	6	26
Worker characteristics			
Management, professional, and related	62	8	30
Management, business, and financial	63	9	27
Professional and related	61	7	32
Service	69	3	28
Sales and office	71	5	23
Sales and related	79	6	15
Office and administrative support	67	5	27
Natural resources, construction, and maintenance	71	9	20
Installation, maintenance, and repair	74	8	18
Production, transportation, and material moving ...	76	3	20
Production	75	3	22
Transportation and material moving	78	4	18
Full time	68	6	26
Nonunion	67	6	27
Average wage within the following categories: ⁴			
Second 25 percent	71	3	26
Third 25 percent	68	5	26
Highest 25 percent	64	9	28
Highest 10 percent	62	11	27
Establishment characteristics			
Goods-producing industries	71	8	21
Manufacturing	71	7	22
Service-providing industries	68	5	27
Trade, transportation, and utilities	79	6	14
Wholesale trade	72	12	16
Retail trade	84	4	12
Utilities	74	—	—

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2012—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
Information	73	9	17
Financial activities	62	6	32
Finance and insurance	60	6	34
Credit intermediation and related activities	69	4	27
Insurance carriers and related activities	47	5	47
Real estate and rental and leasing	68	7	24
Professional and business services	67	7	26
Professional and technical services	63	8	29
Education and health services	58	2	39
Educational services	78	9	12
Junior colleges, colleges, and universities	81	8	11
Healthcare and social assistance	55	1	44
Other services	68	9	23
1 to 99 workers	69	8	23
1 to 49 workers	68	9	23
50 to 99 workers	70	5	25
100 workers or more	68	4	28
100 to 499 workers	72	4	23
Geographic areas			
New England	69	8	23
Middle Atlantic	73	8	19
East North Central	64	7	29
West North Central	67	5	28
South Atlantic	67	4	28
East South Central	66	7	27
West South Central	65	4	30
Mountain	65	6	29
Pacific	74	5	21

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 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.

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, 2010." 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/glossary20112012.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2012

(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	21	55	21	2	1	7	6
Full time	19	55	22	3	1	8	6
Nonunion	21	56	20	2	1	7	6
1 to 99 workers	27	57	15	1	(³)	6	5
1 to 49 workers	26	56	16	—	—	6	5
50 to 99 workers	28	57	13	—	—	6	5
100 workers or more	16	53	26	4	2	8	6
100 to 499 workers	19	61	18	2	1	7	6
After 5 years							
All workers	19	55	22	2	2	8	6
Full time	17	55	23	3	2	8	6
Nonunion	19	56	21	2	2	8	6
1 to 99 workers	25	57	16	2	1	7	5
1 to 49 workers	24	57	17	2	1	7	5
50 to 99 workers	27	58	13	—	—	7	5
100 workers or more	14	52	27	3	3	9	6
100 to 499 workers	17	61	19	2	1	7	6

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 2012—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	19	54	22	3	2	9	6
Full time	17	55	23	3	2	9	6
Nonunion	19	55	21	3	2	9	6
1 to 99 workers	25	57	16	2	1	7	5
1 to 49 workers	24	56	17	2	1	7	5
50 to 99 workers	27	58	13	—	—	7	5
100 workers or more	14	52	27	3	3	10	6
100 to 499 workers	16	61	19	2	1	8	6
After 20 years							
All workers	19	54	22	3	2	9	6
Full time	17	55	23	3	2	10	6
Nonunion	19	56	21	2	2	9	6
1 to 99 workers	24	57	16	2	1	7	5
1 to 49 workers	24	56	17	2	1	7	5
50 to 99 workers	26	58	13	—	—	7	5
100 workers or more	14	52	27	4	3	11	6
100 to 499 workers	16	61	19	2	1	8	6

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.

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/glossary20112012.htm.

Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2012

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

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	43	9	34	57
Worker characteristics				
Management, professional, and related	48	13	35	52
Management, business, and financial	41	10	31	59
Professional and related	52	15	37	48
Service	42	7	35	58
Sales and office	45	8	36	55
Sales and related	51	7	43	49
Office and administrative support	42	9	33	58
Natural resources, construction, and maintenance	33	6	27	67
Installation, maintenance, and repair	38	5	33	62
Production, transportation, and material moving ...	37	6	31	63
Production	29	5	24	71
Transportation and material moving	45	8	38	55
Full time	43	9	34	57
Nonunion	43	9	34	57
Average wage within the following categories: ²				
Second 25 percent	47	9	38	53
Third 25 percent	42	9	33	58
Highest 25 percent	45	11	34	55
Highest 10 percent	49	13	35	51
Establishment characteristics				
Goods-producing industries	29	7	21	71
Manufacturing	30	8	22	70
Service-providing industries	46	10	36	54
Trade, transportation, and utilities	51	8	43	49
Wholesale trade	29	6	24	71
Retail trade	54	8	46	46
Utilities	62	24	38	38

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2012—Continued

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

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
Information	34	10	23	66
Financial activities	40	8	32	60
Finance and insurance	39	9	30	61
Credit intermediation and related activities	34	7	27	66
Insurance carriers and related activities	52	11	42	48
Real estate and rental and leasing	44	—	—	56
Professional and business services	32	8	24	68
Professional and technical services	36	10	26	64
Education and health services	62	16	46	38
Educational services	62	16	46	38
Junior colleges, colleges, and universities	79	19	60	21
Healthcare and social assistance	62	15	46	38
Other services	53	—	—	47
1 to 99 workers	33	8	25	67
1 to 49 workers	31	7	24	69
50 to 99 workers	36	9	28	64
100 workers or more	52	11	42	48
100 to 499 workers	53	10	43	47
Geographic areas				
New England	42	—	—	58
Middle Atlantic	37	7	30	63
East North Central	35	6	28	65
West North Central	40	6	35	60
South Atlantic	49	14	35	51
East South Central	55	15	40	45
West South Central	42	6	36	58
Mountain	51	7	45	49
Pacific	47	12	35	53

¹ Plans that allow employees to accumulate unused sick leave from year to year.

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, 2010." 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/glossary20112012.htm.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2012

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated (in number of days) ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	7	15	30	63	130	49
Worker characteristics						
Management, professional, and related	10	20	40	80	130	58
Management, business, and financial	–	15	31	65	130	54
Professional and related	10	24	50	90	135	60
Service	10	15	30	60	120	48
Sales and office	10	20	24	60	110	43
Sales and related	10	20	24	30	60	30
Office and administrative support	10	20	30	88	130	53
Natural resources, construction, and maintenance	6	10	24	–	130	43
Installation, maintenance, and repair	6	10	24	65	130	44
Production, transportation, and material moving ...	5	–	20	60	150	45
Production	5	7	15	25	–	22
Transportation and material moving	5	–	27	110	160	59
Full time	7	15	30	60	120	48
Nonunion	7	15	30	60	120	44
Average wage within the following categories: ³						
Second 25 percent	7	15	24	48	90	39
Third 25 percent	7	15	30	60	130	49
Highest 25 percent	–	19	40	94	150	63
Highest 10 percent	10	20	45	100	150	65
Establishment characteristics						
Goods-producing industries	5	–	12	22	30	21
Manufacturing	5	5	10	22	–	21
Service-providing industries	10	20	30	65	130	52
Trade, transportation, and utilities	–	18	24	38	135	46
Wholesale trade	5	10	17	30	60	26
Retail trade	–	–	24	24	30	24
Utilities	65	90	110	120	130	104

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2012—Continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated (in number of days) ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Information	—	15	65	90	130	60
Financial activities	12	20	40	—	90	53
Finance and insurance	12	20	45	90	100	57
Credit intermediation and related activities	15	20	—	—	90	54
Insurance carriers and related activities	10	20	45	—	130	62
Real estate and rental and leasing	—	—	—	—	—	41
Professional and business services	—	—	30	65	140	50
Professional and technical services	—	—	25	—	65	37
Education and health services	13	30	60	90	130	65
Educational services	12	30	60	120	180	78
Junior colleges, colleges, and universities	15	—	65	125	150	82
Healthcare and social assistance	13	30	60	80	130	62
Other services	—	—	—	—	—	39
1 to 99 workers	10	14	30	50	90	38
1 to 49 workers	—	12	30	45	90	36
50 to 99 workers	10	15	30	60	—	41
100 workers or more	6	18	30	72	140	55
100 to 499 workers	6	15	24	40	90	38
Geographic areas						
New England	—	—	—	—	—	56
Middle Atlantic	10	24	45	120	150	66
East North Central	—	20	30	72	130	54
West North Central	6	15	30	63	120	48
South Atlantic	10	16	30	60	105	44
East South Central	—	15	24	—	—	39
West South Central	—	—	30	65	150	48
Mountain	—	—	27	50	—	37
Pacific	7	12	24	60	120	43

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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, 2010." 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/glossary20112012.htm.

Table 38. Paid vacations: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2012

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation 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	38	35	12	7	2	10	10
Full time	4	36	37	14	7	2	10	10
Part time	24	48	18	4	4	2	7	5
Union	6	47	35	7	2	2	8	7
Nonunion	7	36	35	13	7	2	10	10
1 to 99 workers	9	45	33	9	4	1	9	7
1 to 49 workers	9	45	34	9	3	1	8	6
50 to 99 workers	8	44	31	11	4	2	9	8
100 workers or more	5	31	36	15	9	3	11	10
100 to 499 workers	7	40	35	12	5	2	9	10
500 workers or more	3	19	38	20	15	4	13	10
After 5 years								
All workers	2	9	36	34	12	6	14	15
Full time	1	8	36	36	13	7	14	15
Part time	9	21	41	19	5	5	12	10
Union	1	8	45	36	6	5	13	12
Nonunion	2	10	35	33	13	7	14	15
1 to 99 workers	2	13	41	32	8	4	13	11
1 to 49 workers	3	14	40	32	8	3	13	10
50 to 99 workers	1	10	42	32	10	5	13	13
100 workers or more	1	6	32	35	16	9	15	15
100 to 499 workers	1	8	40	34	13	4	14	15
500 workers or more	1	4	23	37	21	15	17	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2012—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation 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	7	16	41	22	13	17	15
Full time	1	5	15	41	24	14	17	15
Part time	8	16	21	38	11	7	14	15
Union	1	4	13	55	20	8	17	15
Nonunion	2	7	16	39	23	13	17	15
1 to 99 workers	2	11	23	39	17	8	15	15
1 to 49 workers	3	12	24	39	16	7	15	15
50 to 99 workers	1	7	20	40	22	11	16	15
100 workers or more	1	3	10	42	27	17	19	17
100 to 499 workers	1	4	11	49	23	11	17	15
500 workers or more	(³)	2	8	33	31	26	20	20
After 20 years								
All workers	2	6	13	20	35	25	19	20
Full time	1	5	12	20	36	26	20	20
Part time	8	14	16	21	25	16	16	15
Union	1	3	6	12	43	35	21	20
Nonunion	2	7	14	21	34	24	19	20
1 to 99 workers	2	10	20	25	28	15	16	15
1 to 49 workers	3	12	21	26	25	13	16	15
50 to 99 workers	1	7	16	22	34	20	18	20
100 workers or more	1	2	6	14	41	35	22	20
100 to 499 workers	1	3	8	19	43	25	20	20
500 workers or more	(³)	1	4	8	39	48	24	23

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.

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/glossary20112012.htm.

Table 39. Consolidated leave plans:¹ Access, private industry workers, National Compensation Survey, March 2012

(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	26	15	20	23	25	74	8	12	15	17
Worker characteristics										
Management, professional, and related	39	17	22	25	27	61	10	14	17	19
Management, business, and financial	33	17	21	24	27	67	10	14	17	19
Professional and related	43	17	22	25	27	57	10	14	17	19
Service	27	15	20	23	24	73	7	11	13	15
Protective service	23	13	16	20	21	77	7	11	13	14
Sales and office	24	15	20	22	25	76	8	12	15	17
Sales and related	15	12	17	20	22	85	7	11	14	17
Office and administrative support	28	15	20	23	25	72	8	12	15	17
Natural resources, construction, and maintenance	15	11	15	18	20	85	7	11	13	15
Construction, extraction, farming, fishing, and forestry	18	11	15	18	19	82	6	10	11	12
Installation, maintenance, and repair	13	11	16	19	21	87	7	11	14	16
Production, transportation, and material moving ...	15	11	16	19	21	85	7	11	14	18
Production	17	11	16	19	22	83	7	11	14	17
Transportation and material moving	13	10	16	19	21	87	6	11	14	18
Full time	27	16	20	23	25	73	8	12	15	17
Part time	21	13	17	20	21	79	6	10	12	15
Union	14	14	20	23	27	86	8	12	16	20
Nonunion	28	15	20	23	25	72	8	12	15	17
Average wage within the following categories: ²										
Lowest 25 percent	17	12	17	19	21	83	6	10	12	14
Lowest 10 percent	14	13	17	20	22	86	6	10	12	13
Second 25 percent	26	14	19	22	24	74	7	12	14	17
Third 25 percent	25	15	20	23	26	75	8	12	15	18
Highest 25 percent	34	17	21	24	26	66	10	14	16	19
Highest 10 percent	34	17	21	24	26	66	11	15	17	20
Establishment characteristics										
Goods-producing industries	17	12	16	19	22	83	7	11	14	17
Construction	15	10	12	14	16	85	6	10	11	12
Manufacturing	17	12	17	19	23	83	7	12	15	19
Service-providing industries	29	16	20	23	25	71	8	12	15	17
Trade, transportation, and utilities	13	11	16	19	21	87	7	11	14	18
Wholesale trade	17	12	16	19	22	83	8	12	15	17
Retail trade	11	9	15	17	20	89	6	11	14	17
Transportation and warehousing	13	10	17	21	23	87	7	12	16	20
Information	22	16	21	24	26	78	10	14	17	21

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, private industry workers, National Compensation Survey, March 2012—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
Financial activities	36	17	21	24	27	64	11	14	16	19
Finance and insurance	39	18	22	25	28	61	11	15	17	20
Credit intermediation and related activities	30	17	22	25	27	70	12	15	17	19
Insurance carriers and related activities	55	18	22	26	28	45	10	15	17	20
Real estate and rental and leasing	23	12	16	19	21	77	9	12	14	15
Professional and business services	32	15	19	22	24	68	9	12	14	16
Professional and technical services	36	16	19	21	23	64	10	14	16	17
Administrative and waste services	27	13	17	20	21	73	7	10	12	13
Education and health services	50	18	23	26	28	50	10	14	17	18
Educational services	15	14	17	18	19	85	13	16	18	20
Junior colleges, colleges, and universities	10	17	20	23	24	90	14	17	19	21
Healthcare and social assistance	54	18	23	26	28	46	9	14	16	18
Leisure and hospitality	17	12	18	21	22	83	6	10	12	13
Accommodation and food services	17	13	19	21	23	83	6	10	12	13
Other services	14	16	20	23	24	86	8	12	14	15
1 to 99 workers	22	13	18	20	22	78	7	11	13	15
1 to 49 workers	21	13	17	20	21	79	7	11	13	14
50 to 99 workers	27	14	19	22	23	73	7	12	14	16
100 workers or more	30	17	21	25	27	70	8	13	16	19
100 to 499 workers	24	15	20	23	25	76	8	12	15	19
500 workers or more	39	18	23	26	29	61	10	14	17	21
Geographic areas										
New England	25	18	22	24	27	75	9	13	15	17
Middle Atlantic	21	16	20	22	25	79	9	13	16	18
East North Central	26	15	20	23	26	74	8	12	15	18
West North Central	31	15	20	23	26	69	8	12	15	18
South Atlantic	28	15	20	23	25	72	8	11	14	16
East South Central	19	15	19	22	25	81	7	11	14	17
West South Central	29	15	19	22	24	71	8	12	14	16
Mountain	33	14	19	22	23	67	7	12	14	16
Pacific	26	15	20	24	25	74	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, 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.

Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2012

(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	67	81	84
Worker characteristics							
Management, professional, and related	52	51	81	85	88	92	93
Management, business, and financial	57	55	90	95	93	97	98
Professional and related	50	49	76	80	86	89	90
Service	20	18	37	46	45	61	64
Protective service	27	22	38	60	47	68	77
Sales and office	39	35	63	74	71	82	86
Sales and related	30	26	50	60	59	71	78
Office and administrative support	45	41	71	84	78	89	92
Natural resources, construction, and maintenance	26	22	51	76	58	84	88
Construction, extraction, farming, fishing, and forestry	17	13	36	64	45	76	82
Installation, maintenance, and repair	33	29	65	87	70	91	93
Production, transportation, and material moving ...	28	21	51	79	61	85	88
Production	28	20	53	87	63	91	94
Transportation and material moving	28	22	48	70	60	79	83
Full time	43	40	73	87	80	93	95
Part time	12	10	18	26	30	44	52
Union	44	37	71	88	83	94	95
Nonunion	34	32	57	70	65	79	82
Average wage within the following categories: ²							
Lowest 25 percent	13	10	25	39	34	54	61
Lowest 10 percent	7	5	14	25	22	44	47
Second 25 percent	37	33	62	78	71	86	89
Third 25 percent	42	38	72	87	80	93	94
Highest 25 percent	53	51	82	88	88	94	94
Highest 10 percent	54	52	84	88	91	94	94
Establishment characteristics							
Goods-producing industries	28	21	56	86	64	91	94
Construction	16	13	38	65	46	77	84
Manufacturing	32	25	62	94	71	96	98
Service-providing industries	37	34	59	69	67	79	81
Trade, transportation, and utilities	32	27	57	70	66	80	85
Wholesale trade	33	29	73	86	79	91	92
Retail trade	29	23	47	61	58	72	81
Transportation and warehousing	39	35	67	78	78	89	90
Utilities	61	60	92	98	94	99	99

See footnotes at end of table.

Table 46. Paid leave combinations: Access, private industry workers, National Compensation Survey, March 2012—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	66	67	88	89	92	94	95
Financial activities	61	59	87	92	93	96	96
Finance and insurance	66	64	90	96	95	98	97
Credit intermediation and related activities	64	61	91	96	95	98	98
Insurance carriers and related activities	71	68	90	96	95	98	98
Real estate and rental and leasing	42	40	77	81	85	89	91
Professional and business services	38	36	64	76	70	82	86
Professional and technical services	50	48	83	89	88	92	93
Administrative and waste services	22	20	41	59	47	68	77
Education and health services	48	48	72	75	81	86	87
Educational services	34	44	56	56	83	84	77
Junior colleges, colleges, and universities	45	49	70	72	88	89	86
Healthcare and social assistance	50	48	74	78	81	86	89
Leisure and hospitality	11	9	23	32	31	51	53
Accommodation and food services	9	6	20	30	28	50	51
Other services	24	21	48	62	54	70	72
1 to 99 workers	25	22	49	62	57	73	77
1 to 49 workers	23	21	47	60	55	72	75
50 to 99 workers	30	26	52	69	62	79	83
100 workers or more	47	44	71	83	79	89	91
100 to 499 workers	41	36	64	79	73	86	90
500 workers or more	56	54	80	88	87	94	94
Geographic areas							
New England	40	37	62	72	73	82	82
Middle Atlantic	45	41	61	72	73	82	85
East North Central	37	33	57	73	65	81	85
West North Central	27	24	57	71	65	78	80
South Atlantic	36	32	57	72	65	81	84
East South Central	35	31	55	73	64	83	86
West South Central	32	29	62	76	70	82	86
Mountain	32	31	55	68	61	81	85
Pacific	28	27	60	67	66	76	79

¹ Includes workers with access to one or more of these leave 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,

2010." 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/glossary20112012.htm.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2012

(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	67	89	59	58	85	90	75	16	94
Worker characteristics									
Management, professional, and related	55	90	43	64	87	92	75	17	94
Professional and related	49	90	36	65	87	92	75	16	94
Teachers	30	88	12	68	85	92	72	16	94
Primary, secondary, and special education school teachers	27	95	9	78	89	97	74	17	97
Service	78	85	75	50	81	87	72	15	93
Protective service	87	90	88	54	89	92	81	16	96
Sales and office	85	89	84	53	83	89	78	17	94
Office and administrative support	86	90	84	54	84	90	79	17	95
Natural resources, construction, and maintenance	96	95	95	47	85	92	84	15	93
Production, transportation, and material moving	73	87	63	60	79	87	73	15	92
Full time	74	98	67	64	91	97	82	17	97
Part time	29	40	20	27	51	57	42	11	76
Union	69	97	57	70	94	98	81	21	98
Nonunion	66	82	62	48	77	84	70	13	91
Average wage within the following categories: ²									
Lowest 25 percent	62	75	55	42	71	79	64	13	87
Lowest 10 percent	49	62	41	35	61	68	52	10	81
Second 25 percent	87	93	84	57	88	93	81	17	95
Third 25 percent	76	93	69	62	88	93	80	18	95
Highest 25 percent	49	96	36	71	92	97	78	18	98
Highest 10 percent	45	98	34	65	94	97	79	19	98
Establishment characteristics									
Service-providing industries	67	89	59	58	85	90	75	16	94
Education and health services	55	89	42	62	85	91	73	16	94
Educational services	50	89	36	64	85	92	74	15	94
Elementary and secondary schools	42	90	27	71	85	93	72	16	94
Junior colleges, colleges, and universities	77	87	66	40	86	89	80	12	95
Healthcare and social assistance	88	87	86	53	82	86	68	20	95
Hospitals	94	93	93	48	86	90	72	24	94
Public administration	88	89	89	53	86	91	82	16	94
1 to 99 workers	69	78	66	44	73	79	61	13	86
1 to 49 workers	66	70	65	34	64	72	56	13	81
50 to 99 workers	73	90	67	59	88	90	69	12	93
100 workers or more	67	90	58	60	86	92	77	17	95
100 to 499 workers	63	87	59	60	80	87	68	16	92
500 workers or more	68	91	58	60	88	94	81	17	96

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2012—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	93	85	52	90	93	88	19	97
Local government	59	87	51	60	83	90	71	15	93
Geographic areas									
New England	54	86	48	80	87	90	67	10	95
Middle Atlantic	62	89	58	69	91	91	78	10	94
East North Central	65	85	53	62	79	88	61	28	91
West North Central	69	90	58	48	82	88	72	—	89
South Atlantic	77	92	66	55	85	91	84	23	97
East South Central	71	90	66	40	82	90	86	—	91
West South Central	54	85	52	58	74	89	75	8	94
Mountain	59	83	54	51	87	91	76	—	96
Pacific	73	91	67	57	92	93	76	20	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,

2010." 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/glossary20112012.htm.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2012

(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	2	4	8	13	20	18	13	5	7	11	11
Worker characteristics													
Management, professional, and related	6	6	3	4	10	13	19	17	13	5	6	11	11
Professional and related	7	8	3	4	10	12	16	16	13	5	6	11	11
Teachers	13	13	4	6	11	11	12	8	7	6	8	10	10
Primary, secondary, and special education school teachers	16	19	—	—	7	13	12	4	—	—	7	9	9
Service	3	2	2	3	8	14	21	17	15	7	8	11	11
Protective service	1	—	—	2	9	15	26	21	19	4	2	11	11
Sales and office	2	2	2	4	7	14	21	23	13	6	5	11	11
Office and administrative support	1	2	2	4	7	14	21	24	14	6	5	11	11
Natural resources, construction, and maintenance	—	1	—	—	7	16	26	22	10	3	7	11	11
Production, transportation, and material moving	7	4	5	7	5	14	21	18	9	5	5	10	11
Full time	4	4	2	3	8	13	21	19	13	5	6	11	11
Part time	9	—	4	—	9	13	15	7	10	7	11	11	11
Union	3	5	2	2	7	11	21	21	14	6	8	11	11
Nonunion	5	3	3	6	10	16	20	16	12	5	6	11	11
Average wage within the following categories: ¹													
Lowest 25 percent	6	5	3	7	9	14	19	15	9	5	7	11	11
Lowest 10 percent	12	6	—	7	7	15	19	12	6	4	—	10	11
Second 25 percent	1	2	2	3	8	15	22	20	15	5	7	11	11
Third 25 percent	2	7	1	3	8	15	21	19	13	6	5	11	11
Highest 25 percent	7	3	3	3	9	8	19	20	15	6	8	11	11
Highest 10 percent	4	—	—	4	13	7	15	20	18	7	9	12	12
Establishment characteristics													
Service-providing industries	4	4	2	4	8	14	20	18	13	6	7	11	11
Education and health services	7	8	3	6	7	12	14	12	12	7	12	11	11
Educational services	8	7	3	6	8	13	13	9	11	8	14	11	11
Elementary and secondary schools	10	11	4	5	7	14	12	7	9	8	13	11	10
Junior colleges, colleges, and universities	2	1	—	—	8	—	—	12	15	8	15	12	11
Healthcare and social assistance	—	8	5	4	6	9	—	29	14	4	—	11	11
Hospitals	—	—	8	5	4	—	—	27	17	3	—	10	11
Public administration	1	—	—	1	9	14	26	26	16	4	1	11	11
1 to 99 workers	2	2	5	7	11	14	28	16	10	3	2	11	11
1 to 49 workers	—	—	—	—	7	17	31	19	9	3	2	11	11
50 to 99 workers	4	4	—	—	—	—	24	—	11	—	—	10	11
100 workers or more	4	4	2	3	8	13	19	19	13	6	7	11	11
100 to 499 workers	7	3	3	3	8	15	21	19	11	6	4	11	11
500 workers or more	3	5	2	3	8	13	19	19	14	6	8	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 2012—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	—	12	12	25	21	15	4	5	11	11
Local government	6	6	3	4	7	14	18	17	12	6	7	11	11
Geographic areas													
New England	—	—	—	—	—	—	—	29	—	—	—	12	12
Middle Atlantic	1	—	—	—	4	—	14	32	16	8	14	13	12
East North Central	7	3	4	4	17	23	11	14	10	5	3	10	10
West North Central	5	5	—	—	—	12	—	—	—	—	—	10	11
South Atlantic	2	10	—	3	—	13	23	22	9	5	2	11	11
East South Central	—	—	—	—	—	—	12	13	5	—	19	11	11
West South Central	7	5	3	4	7	7	21	9	23	8	7	11	11
Mountain	—	—	—	—	3	37	22	11	—	—	8	11	11
Pacific	2	—	—	2	—	11	26	13	18	10	6	11	11

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, 2010." 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/glossary20112012.htm.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2012

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
All workers	84	3	14
Worker characteristics			
Management, professional, and related	85	2	13
Professional and related	85	2	13
Teachers	86	3	12
Primary, secondary, and special education school teachers	86	2	12
Service	81	3	16
Protective service	80	5	15
Sales and office	84	3	13
Office and administrative support	83	3	13
Natural resources, construction, and maintenance	84	2	14
Production, transportation, and material moving ...	80	—	—
Full time	83	3	14
Part time	85	3	12
Union	85	3	12
Nonunion	83	2	16
Average wage within the following categories: ⁴			
Lowest 25 percent	83	1	16
Lowest 10 percent	82	1	16
Second 25 percent	85	2	13
Third 25 percent	80	3	17
Highest 25 percent	86	4	11
Highest 10 percent	87	3	10
Establishment characteristics			
Service-providing industries	83	3	14
Education and health services	85	2	13
Educational services	88	2	11
Elementary and secondary schools	86	2	12
Junior colleges, colleges, and universities	91	3	6
Healthcare and social assistance	70	3	27
Hospitals	69	5	27
Public administration	81	4	15
1 to 99 workers	81	—	—
1 to 49 workers	82	—	—
50 to 99 workers	79	—	—
100 workers or more	84	3	14
100 to 499 workers	85	2	12
500 workers or more	83	3	14

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
State government	91	2	7
Local government	81	3	16
Geographic areas			
New England	93	—	—
Middle Atlantic	94	4	2
East North Central	84	2	14
West North Central	82	—	—
South Atlantic	78	—	—
East South Central	81	2	17
West South Central	86	—	—
Mountain	82	—	—
Pacific	78	5	17

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 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.

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, 2010." 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/glossary20112012.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2012

(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	8	15	59	17	(³)	11	12
Full time	8	14	60	17	(³)	11	12
Part time	–	21	53	15	–	10	11
Union	6	10	64	20	1	12	12
Nonunion	10	20	55	14	(³)	11	12
1 to 99 workers	–	19	57	18	–	11	12
1 to 49 workers	–	16	57	21	–	12	12
50 to 99 workers	6	–	56	–	–	11	12
100 workers or more	8	14	60	17	(³)	11	12
100 to 499 workers	–	13	58	19	–	11	12
500 workers or more	8	15	60	16	(³)	11	12
After 5 years							
All workers	8	15	58	19	(³)	11	12
Full time	8	14	58	20	(³)	12	12
Part time	–	21	55	14	–	10	11
Union	6	10	61	23	1	12	12
Nonunion	10	20	54	16	(³)	11	12
1 to 99 workers	–	19	55	21	–	11	12
1 to 49 workers	–	15	54	26	–	12	12
50 to 99 workers	6	–	56	–	–	11	12
100 workers or more	8	14	58	19	(³)	11	12
100 to 499 workers	–	12	55	23	–	12	12
500 workers or more	8	15	59	18	(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 2012—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	8	15	57	20	(³)	12	12
Full time	8	14	57	21	(³)	12	12
Part time	—	20	55	15	—	10	11
Union	6	9	60	24	1	12	12
Nonunion	10	20	53	16	(³)	11	12
1 to 99 workers	—	18	55	22	—	12	12
1 to 49 workers	—	14	54	27	—	12	12
50 to 99 workers	6	—	56	—	—	11	12
100 workers or more	8	14	57	20	(³)	12	12
100 to 499 workers	—	11	55	24	—	12	12
500 workers or more	8	15	58	19	(³)	12	12
After 20 years							
All workers	8	15	57	20	1	12	12
Full time	7	14	57	20	1	12	12
Part time	—	20	55	15	—	10	11
Union	5	9	61	23	2	12	12
Nonunion	10	20	53	16	1	11	12
1 to 99 workers	—	18	54	21	—	12	12
1 to 49 workers	—	14	53	26	—	12	12
50 to 99 workers	6	—	56	—	—	11	12
100 workers or more	8	14	57	20	1	12	12
100 to 499 workers	9	11	56	22	2	12	12
500 workers or more	8	15	58	19	1	12	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.

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/glossary20112012.htm.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2012

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

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	92	63	29	8
Worker characteristics				
Management, professional, and related	93	63	30	7
Professional and related	93	63	30	7
Teachers	92	60	32	8
Primary, secondary, and special education school teachers	92	59	33	8
Service	91	65	26	9
Protective service	91	65	26	9
Sales and office	92	63	29	8
Office and administrative support	93	63	30	7
Production, transportation, and material moving ..	97	62	35	3
Full time	92	63	29	8
Part time	95	68	26	5
Union	95	67	29	5
Nonunion	90	60	30	10
Average wage within the following categories: ²				
Lowest 25 percent	90	59	30	10
Lowest 10 percent	87	55	32	13
Second 25 percent	93	64	29	7
Third 25 percent	93	66	27	7
Highest 25 percent	93	64	29	7
Highest 10 percent	93	66	28	7
Establishment characteristics				
Service-providing industries	92	63	29	8
Education and health services	92	62	30	8
Educational services	92	63	30	8
Elementary and secondary schools	92	61	32	8
Junior colleges, colleges, and universities	93	70	24	7
Healthcare and social assistance	88	60	29	12
Public administration	95	67	29	5
1 to 99 workers	88	52	37	12
1 to 49 workers	84	49	35	16
50 to 99 workers	94	55	39	6
100 workers or more	93	65	28	7
100 to 499 workers	91	50	40	9
500 workers or more	94	69	24	6

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2012—Continued

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

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
State government	95	75	20	5
Local government	91	59	33	9
Geographic areas				
New England	95	50	45	5
Middle Atlantic	93	64	30	7
East North Central	94	54	40	6
West North Central	95	48	48	5
South Atlantic	91	69	22	9
West South Central	84	54	29	16
Pacific	96	83	13	4

¹ Plans that allow employees to accumulate unused sick leave from year to year.

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, 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.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2012

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	36	90	128	180	230	137
Worker characteristics						
Management, professional, and related	43	100	135	180	225	141
Professional and related	–	100	135	180	225	142
Teachers	–	100	150	180	240	147
Primary, secondary, and special education school teachers	–	100	145	180	240	145
Service	30	60	120	180	225	121
Protective service	–	–	120	180	231	119
Sales and office	–	90	130	180	240	142
Office and administrative support	40	90	130	180	240	142
Natural resources, construction, and maintenance	–	–	–	–	–	123
Production, transportation, and material moving ...	–	–	130	219	250	147
Full time	35	90	128	180	230	137
Part time	–	104	120	180	250	143
Union	83	120	160	200	250	160
Nonunion	26	60	120	180	212	114
Average wage within the following categories: ³						
Lowest 25 percent	30	60	120	180	200	119
Lowest 10 percent	–	45	90	130	180	99
Second 25 percent	36	84	120	180	230	133
Third 25 percent	30	80	120	180	240	133
Highest 25 percent	60	120	160	180	240	156
Highest 10 percent	90	120	160	200	250	164
Establishment characteristics						
Service-providing industries	36	90	128	180	231	137
Education and health services	50	100	145	180	240	145
Educational services	45	100	150	180	240	146
Elementary and secondary schools	45	100	140	180	240	144
Junior colleges, colleges, and universities	90	120	180	180	200	159
Healthcare and social assistance	60	90	130	180	–	143
Hospitals	–	–	–	–	–	127
Public administration	–	60	120	180	225	119
1 to 99 workers	–	60	90	120	180	92
1 to 49 workers	–	–	–	120	–	80
50 to 99 workers	–	60	100	120	–	105
100 workers or more	43	90	137	180	240	144
100 to 499 workers	40	80	120	180	219	130
500 workers or more	–	110	150	200	240	151

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2012—Continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	—	120	180	180	240	156
Local government	—	80	120	180	230	132
Geographic areas						
New England	—	120	150	200	250	158
Middle Atlantic	150	160	200	200	300	192
East North Central	45	100	120	180	252	143
West North Central	—	—	120	145	180	109
South Atlantic	—	—	120	180	180	120
East South Central	—	—	—	—	—	144
West South Central	25	—	100	—	—	107
Mountain	—	—	—	—	—	106
Pacific	—	100	125	—	200	125

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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, 2010." 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/glossary20112012.htm.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2012

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation 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	4	11	58	16	9	3	12	12
Full time	4	10	59	16	8	3	12	12
Part time	—	22	48	12	12	—	12	10
Union	3	13	60	13	7	4	12	11
Nonunion	5	8	57	18	10	1	13	12
1 to 99 workers	6	15	60	13	—	—	11	11
1 to 49 workers	5	18	61	—	6	—	11	10
50 to 99 workers	8	—	59	—	3	—	11	11
100 workers or more	4	10	58	17	9	3	13	12
100 to 499 workers	4	15	60	14	7	1	12	12
500 workers or more	4	8	57	17	10	4	13	12
After 5 years								
All workers	2	4	27	49	12	6	16	15
Full time	1	4	26	50	12	6	16	15
Part time	—	10	43	31	10	—	14	14
Union	1	6	22	53	10	8	15	15
Nonunion	2	3	30	47	14	4	16	15
1 to 99 workers	—	4	32	53	6	—	14	15
1 to 49 workers	—	—	35	49	9	—	14	15
50 to 99 workers	—	—	28	58	3	—	14	15
100 workers or more	1	4	26	49	13	6	16	15
100 to 499 workers	1	4	33	50	9	4	15	15
500 workers or more	1	5	24	49	15	7	16	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2012—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation 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	1	2	9	53	27	9	18	18
Full time	1	1	8	53	27	9	18	18
Part time	—	6	15	49	23	—	17	17
Union	1	3	8	51	28	10	18	18
Nonunion	2	1	10	54	26	8	18	18
1 to 99 workers	—	—	12	60	19	5	17	17
1 to 49 workers	—	—	13	56	21	5	17	17
50 to 99 workers	—	—	10	65	17	6	17	17
100 workers or more	1	2	8	51	28	10	18	18
100 to 499 workers	1	2	10	53	27	7	18	18
500 workers or more	1	2	8	51	28	10	19	18
After 20 years								
All workers	1	1	5	14	48	31	22	22
Full time	1	1	5	14	48	32	22	22
Part time	1	5	9	17	50	18	20	21
Union	(³)	2	4	11	48	35	22	22
Nonunion	2	1	6	16	48	28	22	22
1 to 99 workers	—	—	9	16	46	26	21	21
1 to 49 workers	—	—	11	13	43	28	20	21
50 to 99 workers	—	—	7	—	49	23	21	22
100 workers or more	1	1	5	13	48	32	22	22
100 to 499 workers	—	—	7	15	43	32	22	21
500 workers or more	1	1	4	13	49	32	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.

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/glossary20112012.htm.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2012

(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	10	18	22	25	28	90	12	15	17	21
Worker characteristics										
Management, professional, and related	11	18	22	25	28	89	13	15	18	21
Professional and related	12	19	22	25	28	88	12	15	17	21
Service	11	17	21	24	27	89	11	14	17	21
Protective service	8	18	21	25	28	92	11	14	17	21
Sales and office	9	18	22	26	28	91	12	15	18	22
Office and administrative support	9	18	22	26	29	91	12	15	18	22
Natural resources, construction, and maintenance	8	18	21	25	27	92	11	14	17	21
Production, transportation, and material moving ...	8	15	19	22	24	92	10	14	17	21
Full time	10	18	22	25	28	90	12	15	18	21
Part time	13	15	18	21	23	87	11	13	16	20
Union	6	18	23	27	30	94	12	15	18	22
Nonunion	13	18	21	24	27	87	12	15	17	21
Average wage within the following categories: ²										
Lowest 25 percent	13	17	21	25	27	87	12	14	17	20
Lowest 10 percent	21	16	20	23	25	79	11	14	16	19
Second 25 percent	8	18	22	25	28	92	12	15	18	22
Third 25 percent	10	17	21	25	28	90	12	15	18	22
Highest 25 percent	9	20	23	26	29	91	12	15	18	21
Highest 10 percent	8	21	24	27	29	92	13	16	18	21
Establishment characteristics										
Service-providing industries	10	18	22	25	28	90	12	15	17	21
Education and health services	10	18	21	24	26	90	12	15	17	21
Educational services	4	15	16	18	20	96	13	15	17	20
Elementary and secondary schools	4	8	9	10	12	96	11	13	16	19
Junior colleges, colleges, and universities	4	23	27	28	30	96	14	17	19	22
Healthcare and social assistance	30	20	23	27	29	70	12	15	18	23
Hospitals	32	20	23	26	29	68	13	16	19	23
Public administration	8	18	22	26	29	92	12	15	18	22
1 to 99 workers	9	17	20	22	25	91	10	14	16	20
1 to 49 workers	8	17	20	22	24	92	11	14	16	20
100 workers or more	10	18	22	25	28	90	12	15	18	21
100 to 499 workers	13	17	21	25	28	87	11	14	17	21
500 workers or more	9	18	22	26	28	91	12	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2012—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	18	23
Local government	13	17	21	25	28	87	11	14	17	21
Geographic areas										
Middle Atlantic	3	18	21	25	28	97	13	17	19	22
East North Central	9	19	23	25	28	91	11	14	17	21
West North Central	14	16	22	25	27	86	11	14	17	21
South Atlantic	8	19	21	24	27	92	12	15	17	21
East South Central	13	20	23	27	29	87	11	14	17	21
Pacific	12	19	24	28	31	88	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, 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.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2012

(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	55	59	57	92	92	87
Worker characteristics							
Management, professional, and related	26	60	43	41	93	93	85
Professional and related	21	61	36	34	93	93	84
Teachers	8	64	12	10	92	92	79
Primary, secondary, and special education school teachers	7	75	9	7	98	98	83
Service	41	48	75	73	87	87	86
Protective service	51	53	88	85	91	91	91
Sales and office	48	51	83	82	91	91	90
Office and administrative support	50	53	84	83	92	92	90
Natural resources, construction, and maintenance	46	46	94	94	96	96	97
Production, transportation, and material moving ...	36	56	58	58	91	94	90
Full time	39	62	66	65	99	99	94
Part time	7	18	18	17	50	51	46
Union	38	69	56	55	98	99	92
Nonunion	30	44	61	59	86	86	82
Average wage within the following categories: ²							
Lowest 25 percent	23	37	54	53	79	80	77
Lowest 10 percent	15	29	40	39	68	68	65
Second 25 percent	49	55	84	83	95	95	94
Third 25 percent	43	61	69	68	94	94	91
Highest 25 percent	25	69	36	34	98	98	87
Highest 10 percent	22	65	34	32	98	99	83
Establishment characteristics							
Service-providing industries	34	56	58	57	91	92	87
Education and health services	24	59	42	40	93	93	85
Educational services	20	60	35	33	93	93	84
Elementary and secondary schools	18	67	26	24	94	94	84
Junior colleges, colleges, and universities	29	39	65	64	88	89	85
Healthcare and social assistance	50	51	86	86	90	90	91
Hospitals	47	46	91	92	96	96	95
Public administration	52	52	88	87	91	91	91
1 to 99 workers	33	43	65	64	79	80	79
1 to 49 workers	28	32	64	62	72	73	73
50 to 99 workers	41	59	67	67	90	90	89
100 workers or more	34	57	58	56	93	94	88
100 to 499 workers	33	57	58	56	91	91	87
500 workers or more	34	58	58	56	94	94	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2012—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	47	51	84	84	94	94	93
Local government	29	57	50	48	91	91	85
Geographic areas							
New England	45	76	45	46	90	91	86
Middle Atlantic	44	66	57	57	92	92	84
East North Central	33	61	53	52	87	87	84
West North Central	24	47	57	56	91	91	87
South Atlantic	36	55	65	63	93	94	89
East South Central	19	39	66	61	92	92	91
West South Central	25	51	52	49	92	93	87
Mountain	23	45	54	52	90	90	86
Pacific	41	56	67	65	93	93	86

¹ Includes workers with access to one or more of these leave 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,

2010." 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/glossary20112012.htm.