

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2013

(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	69	6	25
Worker characteristics			
Management, professional, and related	62	8	29
Management, business, and financial	65	9	25
Professional and related	60	7	32
Service	66	—	—
Protective service	71	—	—
Sales and office	73	5	22
Sales and related	79	5	15
Office and administrative support	70	5	25
Natural resources, construction, and maintenance	70	12	19
Installation, maintenance, and repair	72	—	—
Production, transportation, and material moving:			
Production	75	2	22
Full time	68	7	25
Nonunion	67	7	26
Average wage within the following categories: ⁴			
Second 25 percent	71	5	24
Third 25 percent	70	5	25
Highest 25 percent	64	9	27
Highest 10 percent	64	11	25
Establishment characteristics			
Goods-producing industries:			
Manufacturing	72	7	21
Service-providing industries	68	6	25
Trade, transportation, and utilities	80	6	14
Wholesale trade	75	10	15
Retail trade	83	4	12
Utilities	84	—	—
Information	74	10	15
Financial activities	64	6	30
Finance and insurance	63	5	32

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2013—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
Credit intermediation and related activities	73	3	24
Insurance carriers and related activities	49	5	46
Real estate and rental and leasing	68	6	25
Professional and business services	66	—	—
Professional and technical services	63	8	29
Education and health services	58	3	39
Educational services	79	9	12
Junior colleges, colleges, and universities	79	9	12
Healthcare and social assistance	54	2	44
Leisure and hospitality	71	5	24
Other services	72	11	17
1 to 99 workers	69	9	21
1 to 49 workers	67	11	22
50 to 99 workers	74	4	21
100 workers or more	68	4	27
100 to 499 workers	72	4	24
Geographic areas			
New England	70	8	22
Middle Atlantic	72	8	20
East North Central	68	6	26
West North Central	58	—	—
South Atlantic	68	5	27
East South Central	66	6	27
West South Central	67	4	29
Mountain	65	4	30
Pacific	76	6	18

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

² Plan does not specify maximum number of days.

³ 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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The

categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.