

Table 32. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2014

(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	75	65	74	41	63	66	39	13	87
Worker characteristics									
Management, professional, and related	80	84	76	58	82	84	56	20	92
Management, business, and financial	95	89	94	60	85	87	56	25	92
Professional and related	73	82	68	58	81	83	56	17	92
Teachers	36	85	17	61	82	88	65	15	93
Primary, secondary, and special education school teachers	31	96	13	72	88	95	69	18	97
Registered nurses	85	81	83	65	84	84	55	24	93
Service	55	46	58	25	41	45	25	7	80
Protective service	82	71	80	45	71	74	55	14	90
Sales and office	79	66	79	42	63	65	37	13	88
Sales and related	68	51	68	34	50	53	28	8	87
Office and administrative support	86	74	85	47	71	72	41	16	89
Natural resources, construction, and maintenance	84	58	82	30	54	55	30	8	81
Construction, extraction, farming, fishing, and forestry	74	44	69	20	41	41	24	7	80
Installation, maintenance, and repair	93	70	94	39	65	67	36	9	83
Production, transportation, and material moving ...	84	57	82	34	64	66	34	7	86
Production	92	59	91	33	70	70	36	8	88
Transportation and material moving	76	55	73	35	59	62	33	6	84
Full time	87	78	87	49	74	76	46	15	90
Part time	36	25	34	16	30	33	18	5	77
Union	81	83	75	60	86	89	61	16	94
Nonunion	74	62	74	38	60	62	35	12	85
Average wage within the following categories ³ :									
Lowest 25 percent	50	34	51	18	34	37	17	5	78
Lowest 10 percent	36	21	39	10	23	27	11	4	75
Second 25 percent	83	68	82	42	66	68	37	11	87
Third 25 percent	90	78	89	49	75	78	47	15	91
Highest 25 percent	83	87	79	61	85	87	59	21	93
Highest 10 percent	82	90	79	62	88	91	65	22	94
Establishment characteristics									
Goods-producing industries	90	59	89	32	67	67	37	8	86
Service-providing industries	73	66	71	43	63	65	39	13	87
Education and health services	72	80	66	56	78	81	51	16	92
Educational services	53	87	40	59	83	89	68	15	93
Elementary and secondary schools	42	90	27	68	84	92	68	16	94
Junior colleges, colleges, and universities	78	85	67	43	87	89	73	14	96
Health care and social assistance	84	75	84	53	74	75	39	16	91
Hospitals	91	86	91	69	88	89	57	25	96
Public administration	88	89	89	54	86	91	82	16	94

See footnotes at end of table.

Table 32. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2014—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	68	53	69	28	47	49	23	8	79
1 to 49 workers	67	51	66	25	43	45	21	8	76
50 to 99 workers	73	58	75	35	58	61	27	9	88
100 workers or more	81	76	79	53	79	81	54	16	93
100 to 499 workers	79	68	79	47	70	72	41	14	92
500 workers or more	83	85	78	60	87	90	66	19	95
Geographic areas									
Northeast	75	69	73	54	69	75	43	12	87
New England	72	67	69	49	68	75	43	13	90
Middle Atlantic	76	69	74	55	69	75	43	12	85
South	77	66	76	39	64	67	42	13	87
South Atlantic	78	67	76	41	65	67	42	15	87
East South Central	76	63	74	35	61	66	43	6	87
West South Central	76	66	76	38	64	69	42	13	87
Midwest	76	61	74	41	65	66	35	12	86
East North Central	76	61	75	43	67	68	34	13	87
West North Central	76	63	74	35	61	61	36	11	84
West	72	64	71	33	55	55	34	12	87
Mountain	69	61	72	36	57	57	36	11	84
Pacific	73	66	71	32	54	54	33	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 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 ECEC data for March 2014.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/nchs/ebs/glossary20132014.htm.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2014

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	7	3	22	13	12	9	14	7	6	3	2	2	8	8
Worker characteristics														
Management, professional, and related	2	1	15	11	13	11	18	10	8	5	2	4	9	9
Management, business, and financial	1	1	10	9	15	13	23	11	8	4	2	3	9	10
Professional and related	3	1	18	12	11	10	15	10	9	5	2	4	9	9
Teachers	8	2	14	5	6	10	13	10	7	6	6	12	10	10
Primary, secondary, and special education school teachers	10	2	22	5	—	6	10	8	6	—	—	—	10	9
Registered nurses	4	—	36	15	17	7	5	4	3	—	1	1	8	7
Service	14	4	27	13	9	6	7	6	5	3	2	3	8	7
Protective service	5	(²)	12	8	8	9	11	17	12	10	4	4	10	10
Sales and office	10	3	25	14	12	8	14	6	4	2	1	1	8	7
Sales and related	23	4	35	12	10	6	5	3	1	(²)	—	—	6	6
Office and administrative support	5	2	21	14	12	9	18	7	5	3	1	2	8	8
Natural resources, construction, and maintenance	5	4	29	16	11	7	10	8	5	2	1	2	8	7
Construction, extraction, farming, fishing, and forestry	7	5	30	12	12	9	8	8	4	3	(²)	1	8	7
Installation, maintenance, and repair	4	4	29	18	10	6	11	8	5	2	1	2	8	7
Production, transportation, and material moving	5	4	21	12	16	11	14	7	4	3	1	2	8	8
Production	3	—	17	11	15	14	18	8	5	3	—	3	9	9
Transportation and material moving	8	6	25	14	17	8	10	5	3	2	1	1	8	7
Full time	5	3	21	13	13	10	15	8	6	3	2	3	9	8
Part time	25	4	29	13	11	4	7	2	1	2	1	1	6	6
Union	2	1	12	8	11	8	13	13	13	8	4	6	10	10
Nonunion	8	3	24	13	12	9	14	6	4	2	1	2	8	8
Average wage within the following categories ³ :														
Lowest 25 percent	22	6	33	13	9	5	6	2	2	1	1	1	6	6
Lowest 10 percent	35	8	27	10	9	2	4	1	1	—	—	—	5	6
Second 25 percent	6	3	27	14	13	8	13	6	4	3	1	2	8	7
Third 25 percent	3	2	17	13	12	11	17	10	6	4	2	3	9	9
Highest 25 percent	2	1	13	11	13	11	18	10	9	5	2	3	9	9
Highest 10 percent	2	1	10	8	14	13	21	9	11	6	2	4	10	10
Establishment characteristics														
Goods-producing industries	3	3	16	10	14	15	18	8	6	2	1	2	9	9
Service-providing industries	8	3	23	13	12	8	13	7	6	4	2	3	8	8
Education and health services	4	2	25	13	9	7	10	8	7	6	3	7	9	8
Educational services	4	2	6	4	7	8	14	13	10	10	8	14	11	11
Elementary and secondary schools	7	3	11	4	5	7	14	11	8	8	8	14	11	10
Junior colleges, colleges, and universities	1	1	1	2	9	9	12	15	12	13	9	15	12	11
Health care and social assistance	4	2	34	18	9	6	8	6	5	4	1	3	8	7
Hospitals	3	—	39	17	11	7	7	—	7	5	1	—	8	7
Public administration	(²)	(²)	—	—	2	9	13	27	25	14	5	4	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2014—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	10	4	26	16	12	8	12	5	3	2	1	1	7	7
1 to 49 workers	11	4	26	16	12	7	12	5	3	2	1	1	7	7
50 to 99 workers	8	3	26	14	12	12	12	6	3	3	—	—	8	7
100 workers or more	5	2	19	10	12	9	16	9	8	4	2	3	9	9
100 to 499 workers	8	3	23	11	13	9	14	8	5	3	1	1	8	8
500 workers or more	2	1	14	9	12	9	17	11	11	6	3	5	10	10
Geographic areas														
Northeast	6	2	16	15	11	10	15	8	9	4	2	3	9	9
New England	6	3	16	13	10	10	—	12	9	5	—	2	9	9
Middle Atlantic	6	1	17	15	11	10	15	6	9	4	2	3	9	8
South	9	4	23	12	12	9	13	7	5	3	1	2	8	8
South Atlantic	9	4	23	12	11	9	13	8	5	3	2	1	8	8
East South Central	10	4	16	13	13	7	16	8	6	2	1	4	8	8
West South Central	8	3	24	13	12	9	12	6	4	2	1	3	8	8
Midwest	5	2	28	12	12	9	13	6	4	3	1	3	8	8
East North Central	6	2	27	13	10	9	14	5	4	3	1	3	8	8
West North Central	4	2	30	11	16	8	11	—	5	2	—	1	8	8
West	7	2	18	11	15	9	15	9	5	4	2	2	8	8
Mountain	8	2	23	11	18	6	17	9	3	2	—	—	8	8
Pacific	7	2	17	11	14	10	15	9	6	5	2	2	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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ National Compensation Survey, March 2014

(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	73	6	22
Worker characteristics			
Management, professional, and related	69	7	24
Management, business, and financial	68	8	24
Professional and related	70	6	24
Teachers	85	5	10
Primary, secondary, and special education school teachers	87	4	9
Registered nurses	44	1	55
Service	71	5	24
Protective service	80	5	15
Sales and office	75	5	20
Sales and related	78	5	17
Office and administrative support	73	5	22
Natural resources, construction, and maintenance	74	9	17
Installation, maintenance, and repair	74	—	—
Full time	72	6	22
Union	84	3	13
Nonunion	70	6	24
Average wage within the following categories ⁵ :			
Second 25 percent	74	4	21
Third 25 percent	73	4	22
Highest 25 percent	70	8	22
Highest 10 percent	71	9	20
Establishment characteristics			
Service-providing industries	73	5	22
Education and health services	70	3	27
Educational services	87	3	10
Elementary and secondary schools	88	2	10
Junior colleges, colleges, and universities	86	5	10
Health care and social assistance	57	3	40
Hospitals	50	1	49
Public administration	82	4	15

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ National Compensation Survey, March 2014—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	71	9	21
1 to 49 workers	70	11	20
50 to 99 workers	74	4	22
100 workers or more	74	4	23
100 to 499 workers	76	3	21
500 workers or more	72	4	24
Geographic areas			
Northeast	75	7	18
New England	70	7	23
Middle Atlantic	77	7	16
South	73	4	23
South Atlantic	72	5	23
East South Central	75	5	20
West South Central	72	2	26
Midwest	69	7	24
East North Central	71	5	23
West North Central	65	—	—
West	73	6	21
Mountain	68	5	27
Pacific	76	6	18

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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2014

(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	30	6	1	8	6
Full time	17	45	31	6	1	8	6
Union	12	25	49	13	1	10	10
Nonunion	20	50	25	4	1	8	6
1 to 99 workers	25	53	19	3	1	7	5
1 to 49 workers	24	54	18	3	1	7	5
50 to 99 workers	26	49	22	—	—	7	6
100 workers or more	14	40	37	8	1	9	9
100 to 499 workers	17	52	26	5	1	8	6
500 workers or more	12	30	46	10	2	10	10
After 5 years							
All workers	17	45	30	7	2	9	6
Full time	16	45	31	7	2	9	7
Union	11	25	47	15	1	11	10
Nonunion	18	50	26	4	2	8	6
1 to 99 workers	23	53	19	4	1	7	6
1 to 49 workers	23	54	18	4	1	7	5
50 to 99 workers	25	50	21	—	—	8	6
100 workers or more	13	40	37	8	2	10	9
100 to 499 workers	16	52	26	6	1	8	6
500 workers or more	11	29	46	11	2	11	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 2014—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	17	44	30	7	2	9	7
Full time	15	44	31	7	2	10	7
Union	11	25	47	15	1	11	10
Nonunion	18	49	26	5	2	9	6
1 to 99 workers	23	52	20	4	1	8	6
1 to 49 workers	23	54	19	4	1	7	6
50 to 99 workers	24	49	22	—	—	8	6
100 workers or more	13	40	37	9	2	10	9
100 to 499 workers	15	51	26	6	2	9	6
500 workers or more	11	30	46	11	2	12	10
After 20 years							
All workers	17	44	30	7	2	10	7
Full time	15	44	31	7	2	10	7
Union	11	25	47	15	2	12	10
Nonunion	18	50	26	5	2	9	6
1 to 99 workers	23	52	19	4	1	8	6
1 to 49 workers	23	54	19	4	1	7	6
50 to 99 workers	24	49	21	—	—	8	6
100 workers or more	13	40	37	9	2	11	9
100 to 499 workers	15	51	26	5	2	9	6
500 workers or more	10	30	46	11	3	12	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.

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/glossary20132014.htm.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ National Compensation Survey, March 2014

(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	57	23	34	43
Worker characteristics				
Management, professional, and related	65	32	33	35
Management, business, and financial	50	22	29	50
Professional and related	71	37	35	29
Teachers	85	52	33	15
Primary, secondary, and special education school teachers	87	53	34	13
Registered nurses	78	25	53	22
Service	59	24	35	41
Protective service	76	49	27	24
Sales and office	53	18	36	47
Sales and related	55	11	44	45
Office and administrative support	52	20	32	48
Natural resources, construction, and maintenance	43	16	27	57
Installation, maintenance, and repair	44	12	32	56
Full time	57	23	33	43
Union	73	40	33	27
Nonunion	52	18	34	48
Average wage within the following categories ³ :				
Second 25 percent	58	21	36	42
Third 25 percent	58	25	33	42
Highest 25 percent	60	28	32	40
Highest 10 percent	61	29	32	39
Establishment characteristics				
Service-providing industries	60	25	35	40
Education and health services	79	40	39	21
Educational services	87	55	32	13
Elementary and secondary schools	88	57	31	12
Junior colleges, colleges, and universities	90	55	35	10
Health care and social assistance	69	22	47	31
Hospitals	85	29	56	15
Public administration	95	67	28	5

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ National Compensation Survey, March 2014—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	38	12	26	62
1 to 49 workers	35	12	23	65
50 to 99 workers	45	14	31	55
100 workers or more	68	29	39	32
100 to 499 workers	62	18	44	38
500 workers or more	73	39	34	27
Geographic areas				
Northeast	52	18	34	48
New England	53	17	36	47
Middle Atlantic	51	19	33	49
South	60	26	34	40
South Atlantic	59	27	32	41
East South Central	66	33	33	34
West South Central	58	22	36	42
Midwest	52	19	34	48
East North Central	49	18	31	51
West North Central	61	20	40	39
West	61	26	35	39
Mountain	65	24	42	35
Pacific	59	27	33	41

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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2014

(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	37	14	7	2	10	10
Full time	4	32	40	15	7	2	11	10
Part time	24	47	18	5	4	1	8	5
Union	5	34	45	11	4	1	10	10
Nonunion	6	34	36	15	8	2	10	10
1 to 99 workers	8	44	34	10	4	1	9	9
1 to 49 workers	8	44	35	9	4	1	9	8
50 to 99 workers	8	44	32	12	—	—	9	9
100 workers or more	5	26	40	17	10	2	11	10
100 to 499 workers	6	36	37	14	5	1	10	10
500 workers or more	3	16	42	21	14	3	13	12
After 5 years								
All workers	2	9	35	35	13	6	14	15
Full time	1	7	34	37	14	7	15	15
Part time	8	21	41	19	7	4	12	10
Union	1	7	38	42	9	4	14	15
Nonunion	2	9	35	34	14	7	15	15
1 to 99 workers	2	13	41	32	9	3	13	12
1 to 49 workers	2	14	41	31	9	3	13	11
50 to 99 workers	2	10	41	33	10	4	13	13
100 workers or more	1	6	31	37	16	9	16	15
100 to 499 workers	1	8	38	34	14	5	14	15
500 workers or more	1	4	23	41	18	12	17	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2014—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	1	6	16	41	23	13	17	15
Full time	1	5	15	42	25	13	18	15
Part time	7	15	23	38	10	7	14	15
Union	(⁴)	3	10	55	23	9	17	15
Nonunion	2	7	17	39	23	13	17	15
1 to 99 workers	2	10	24	38	19	7	15	15
1 to 49 workers	2	11	25	37	18	7	15	15
50 to 99 workers	2	7	21	42	22	7	16	15
100 workers or more	1	3	9	44	26	17	19	18
100 to 499 workers	1	4	11	49	23	13	18	15
500 workers or more	1	2	7	39	30	21	20	20
After 20 years								
All workers	1	6	13	19	35	27	20	20
Full time	1	5	12	18	36	28	20	20
Part time	7	13	18	21	23	17	16	16
Union	(⁴)	2	5	11	45	36	22	21
Nonunion	2	6	14	20	33	26	19	20
1 to 99 workers	2	10	21	24	29	15	17	15
1 to 49 workers	2	11	23	24	26	13	16	15
50 to 99 workers	2	6	17	22	35	19	18	20
100 workers or more	1	2	6	14	40	37	22	20
100 to 499 workers	1	3	7	18	40	29	21	20
500 workers or more	1	1	4	10	40	44	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 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/eps/glossary20132014.htm.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² National Compensation Survey, March 2014

(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	13	15	18
Worker characteristics										
Management, professional, and related	36	17	22	24	27	64	11	15	17	20
Management, business, and financial	32	18	21	24	26	68	11	15	17	20
Professional and related	39	17	22	25	27	61	11	15	17	20
Teachers	14	16	20	21	22	86	12	15	16	18
Primary, secondary, and special education school teachers	8	13	14	14	15	92	11	13	15	17
Registered nurses	73	18	23	26	28	27	11	15	18	20
Service	25	15	20	23	25	75	7	12	14	16
Protective service	13	16	19	23	26	87	10	13	16	20
Sales and office	24	15	19	22	24	76	8	12	15	18
Sales and related	18	12	17	20	22	82	7	12	14	17
Office and administrative support	27	15	20	23	25	73	9	13	15	18
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	17	11	16	19	21	83	8	11	14	16
Installation, maintenance, and repair	21	10	14	17	18	79	8	12	13	15
Production, transportation, and material moving ... Production	14	12	17	20	23	86	8	11	14	16
Transportation and material moving	16	11	16	19	21	84	7	12	15	18
Production	20	11	15	18	21	80	7	11	14	18
Transportation and material moving	12	11	16	19	21	88	7	12	15	18
Full time	27	16	20	23	25	73	9	13	16	18
Part time	22	13	17	20	21	78	6	10	12	15
Union	13	14	20	24	28	87	9	13	16	21
Nonunion	29	15	20	23	25	71	8	12	15	17
Average wage within the following categories ³ :										
Lowest 25 percent	21	13	18	20	22	79	6	11	13	14
Lowest 10 percent	16	11	16	19	21	84	5	10	12	13
Second 25 percent	25	14	19	22	24	75	8	12	15	17
Third 25 percent	26	15	20	23	25	74	9	13	16	19
Highest 25 percent	33	17	21	24	26	67	11	15	17	20
Highest 10 percent	33	17	22	24	26	67	12	15	18	21
Establishment characteristics										
Goods-producing industries	19	12	16	19	21	81	7	12	15	18
Service-providing industries	28	16	20	23	25	72	9	13	15	18
Education and health services	42	18	22	26	28	58	11	14	17	18
Educational services	7	16	18	20	22	93	13	15	17	20
Elementary and secondary schools	4	11	12	13	14	96	11	13	16	18
Junior colleges, colleges, and universities	7	19	23	25	27	93	14	17	19	22
Health care and social assistance	53	18	22	26	28	47	9	13	16	17
Hospitals	70	19	24	28	31	30	13	16	19	22
Public administration	9	18	22	26	30	91	11	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² National Compensation Survey, March 2014—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	23	13	17	20	21	77	7	12	14	15
1 to 49 workers	22	13	17	19	21	78	8	12	13	15
50 to 99 workers	26	14	18	21	23	74	7	12	14	16
100 workers or more	29	17	21	24	27	71	9	13	16	20
100 to 499 workers	27	15	20	23	25	73	8	12	16	19
500 workers or more	31	18	23	26	29	69	11	14	17	21
Geographic areas										
Northeast	24	16	21	23	26	76	9	13	16	18
New England	29	17	21	24	26	71	9	13	16	18
Middle Atlantic	22	16	20	23	25	78	9	13	16	18
South	26	15	19	22	24	74	8	12	14	17
South Atlantic	28	16	20	23	25	72	8	12	14	17
East South Central	18	15	19	22	24	82	8	12	14	17
West South Central	27	14	19	21	23	73	8	12	15	17
Midwest	28	15	20	23	25	72	8	13	15	19
East North Central	26	15	20	23	26	74	8	13	16	19
West North Central	31	15	19	22	25	69	8	12	15	18
West	27	14	20	23	25	73	9	13	15	18
Mountain	31	14	19	22	24	69	8	13	15	18
Pacific	25	15	20	23	25	75	9	13	16	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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2014

(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	76	61	77	38	60	61	32	12	85
Worker characteristics									
Management, professional, and related	89	82	88	57	80	81	48	21	91
Management, business, and financial	97	88	96	61	85	86	52	26	92
Professional and related	85	78	83	54	78	79	46	18	91
Service	51	40	55	21	34	37	17	6	78
Protective service	75	46	68	31	48	49	19	11	82
Sales and office	79	63	78	41	62	63	33	13	87
Sales and related	68	51	68	34	50	53	28	8	87
Office and administrative support	86	71	85	46	69	69	36	16	88
Natural resources, construction, and maintenance	83	54	81	28	51	51	24	8	80
Construction, extraction, farming, fishing, and forestry	72	38	66	17	36	35	16	6	78
Installation, maintenance, and repair	93	67	93	38	63	65	32	9	81
Production, transportation, and material moving ...	84	56	82	33	63	65	32	6	86
Production	92	58	91	32	70	69	35	8	88
Transportation and material moving	77	53	74	33	57	60	30	5	84
Full time	90	74	91	46	71	72	38	15	88
Part time	37	24	35	15	28	31	15	5	77
Union	91	70	91	51	79	81	42	11	91
Nonunion	75	60	75	37	58	60	32	12	85
Average wage within the following categories ² :									
Lowest 25 percent	48	30	49	15	31	33	14	5	78
Lowest 10 percent	34	20	39	9	21	25	9	4	75
Second 25 percent	83	64	83	40	62	64	31	10	85
Third 25 percent	90	73	90	46	71	72	39	13	89
Highest 25 percent	92	84	91	58	82	83	51	22	92
Highest 10 percent	93	87	93	60	86	88	60	23	93
Establishment characteristics									
Goods-producing industries	90	59	89	32	67	67	37	8	86
Construction	75	42	69	17	35	37	14	5	74
Manufacturing	96	65	96	38	79	79	45	9	91
Service-providing industries	74	61	74	40	58	60	32	13	85
Trade, transportation, and utilities	78	58	77	36	59	61	31	7	88
Wholesale trade	93	74	91	39	69	71	31	9	86
Retail trade	69	47	68	31	51	52	27	6	88
Transportation and warehousing	84	73	86	47	72	76	41	7	91
Utilities	99	91	99	65	92	90	70	16	98

See footnotes at end of table.

Table 32. Leave benefits: Access, private industry workers, National Compensation Survey, March 2014—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	96	91	94	73	87	90	49	26	97
Financial activities	94	86	94	61	84	85	55	30	92
Finance and insurance	97	90	97	67	90	92	65	36	95
Credit intermediation and related activities	98	90	97	61	92	92	70	31	97
Insurance carriers and related activities	96	89	96	74	88	90	57	39	93
Real estate and rental and leasing	83	74	83	41	62	63	20	—	83
Professional and business services	82	64	77	40	59	60	33	17	80
Professional and technical services	91	78	90	51	77	78	46	21	88
Administrative and waste services	70	44	58	23	32	33	13	9	68
Education and health services	81	74	80	52	74	74	37	16	90
Educational services	65	75	55	47	76	76	45	15	89
Junior colleges, colleges, and universities	81	81	73	52	90	91	61	18	96
Health care and social assistance	84	74	84	53	73	74	36	16	90
Leisure and hospitality	33	28	45	12	19	25	11	4	76
Accommodation and food services	30	24	45	10	18	23	10	3	76
Other services	65	54	68	30	43	43	18	7	73
1 to 99 workers	68	52	69	27	46	48	21	8	79
1 to 49 workers	67	50	66	25	42	44	20	8	76
50 to 99 workers	73	56	76	33	56	59	24	9	88
100 workers or more	86	72	85	51	76	77	46	16	93
100 to 499 workers	81	65	82	45	69	70	37	13	92
500 workers or more	92	81	91	60	87	87	58	21	94
Geographic areas									
Northeast	77	65	76	51	65	72	38	13	85
New England	75	63	73	44	64	72	40	13	89
Middle Atlantic	78	66	77	53	66	72	37	13	84
South	78	61	78	37	61	63	35	13	86
South Atlantic	78	62	78	39	62	63	35	14	85
East South Central	78	57	76	35	56	60	32	5	86
West South Central	79	62	80	33	62	65	36	14	86
Midwest	77	57	78	37	63	62	30	11	85
East North Central	77	57	78	40	65	65	31	10	86
West North Central	77	58	77	32	57	56	30	12	83
West	72	60	73	30	49	48	26	12	85
Mountain	71	57	75	34	52	52	30	11	82
Pacific	73	61	72	28	47	47	25	12	87

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

² 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 ECEC data for March 2014.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20132014.htm.

Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2014

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	8	3	25	14	14	9	14	6	4	2	1	2	8	8
Worker characteristics														
Management, professional, and related	2	1	17	13	15	11	19	8	6	3	1	3	9	9
Management, business, and financial	1	1	11	10	17	13	24	8	6	3	1	2	9	9
Professional and related	2	1	21	14	14	10	16	8	6	3	1	3	9	8
Service	17	4	33	16	11	5	6	2	2	1	1	1	7	6
Protective service	—	—	31	—	—	—	4	1	3	(¹)	(¹)	—	7	7
Sales and office	11	3	27	15	12	8	14	4	2	1	1	1	7	7
Sales and related	23	4	35	12	10	6	5	3	1	(¹)	—	—	6	6
Office and administrative support	5	2	23	16	13	10	19	5	3	1	1	1	8	8
Natural resources, construction, and maintenance	6	5	33	18	11	8	9	5	2	1	(¹)	1	7	7
Construction, extraction, farming, fishing, and forestry	8	6	35	14	13	10	8	3	(¹)	—	—	1	7	7
Installation, maintenance, and repair	5	4	32	20	10	6	10	7	4	1	—	—	8	7
Production, transportation, and material moving	5	4	22	13	16	11	14	6	3	2	—	—	8	8
Production	3	3	18	11	15	14	18	8	4	—	—	3	9	9
Transportation and material moving	8	6	27	15	17	8	9	4	2	2	—	—	7	7
Full time	5	3	24	14	14	10	15	6	4	2	1	2	8	8
Part time	27	5	31	13	11	3	7	1	1	1	—	—	6	6
Union	2	2	17	13	18	9	14	9	7	3	2	4	9	8
Nonunion	9	3	26	14	13	9	14	5	3	2	1	1	8	7
Average wage within the following categories ² :														
Lowest 25 percent	24	6	35	14	8	5	5	2	—	—	—	(¹)	6	6
Lowest 10 percent	37	7	27	9	9	2	4	1	—	—	—	—	5	6
Second 25 percent	8	3	31	16	14	7	12	4	2	1	1	1	7	7
Third 25 percent	4	2	22	14	14	11	16	8	4	2	1	2	8	8
Highest 25 percent	2	1	14	13	16	12	20	8	7	3	1	3	9	9
Highest 10 percent	—	—	10	9	15	13	23	8	10	4	1	3	9	9
Establishment characteristics														
Goods-producing industries	3	3	16	11	14	15	19	8	6	2	1	2	9	9
Construction	7	9	37	18	12	10	6	2	—	—	—	—	7	6
Manufacturing	2	1	10	8	14	17	21	10	8	3	2	3	9	9
Service-providing industries	9	3	27	15	14	8	13	5	3	2	1	2	8	7
Trade, transportation, and utilities	16	5	34	13	12	6	7	3	2	1	(¹)	1	7	6
Wholesale trade	4	3	23	20	15	11	9	8	3	2	—	—	8	8
Retail trade	28	6	46	10	6	3	1	—	—	—	—	—	5	6
Transportation and warehousing	3	6	20	13	25	6	15	4	—	2	—	—	8	8
Utilities	—	—	—	—	—	26	30	11	7	—	—	—	10	10

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2014—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
Information	—	—	18	33	16	7	13	6	3	—	—	—	8	7
Financial activities	1	1	9	9	18	14	38	7	3	1	—	—	9	9
Finance and insurance	(¹)	—	6	7	19	15	44	5	2	1	—	(¹)	9	10
Credit intermediation and related activities	—	(¹)	5	4	14	6	62	5	1	—	—	—	9	10
Insurance carriers and related activities	—	—	8	12	26	21	23	5	3	1	—	—	9	9
Real estate and rental and leasing	—	—	18	18	13	13	—	—	8	—	—	—	8	8
Professional and business services	4	1	27	14	16	10	15	6	5	1	—	—	8	8
Professional and technical services	—	—	13	12	22	12	21	7	7	2	—	—	9	9
Administrative and waste services	6	2	49	15	10	6	8	2	—	—	—	—	7	6
Education and health services	4	2	32	17	10	6	9	6	4	4	1	4	8	7
Educational services	—	2	—	5	8	9	14	14	12	10	6	16	12	11
Junior colleges, colleges, and universities	—	—	1	—	8	10	11	15	14	13	9	15	12	12
Health care and social assistance	5	—	37	19	10	6	8	5	3	3	—	3	8	7
Leisure and hospitality	30	6	15	22	17	4	4	—	—	—	—	—	6	6
Accommodation and food services	36	6	12	23	16	4	—	—	—	—	—	—	5	6
Other services	8	7	21	16	12	4	14	5	—	—	—	3	8	7
1 to 99 workers	10	4	27	16	12	8	12	4	2	2	(¹)	1	7	7
1 to 49 workers	11	5	27	17	12	7	12	4	2	1	1	1	7	7
50 to 99 workers	9	3	27	15	12	12	12	4	2	2	—	—	8	7
100 workers or more	5	2	22	12	15	10	16	7	5	2	1	2	8	8
100 to 499 workers	8	3	26	12	14	10	14	7	3	2	1	1	8	8
500 workers or more	2	1	18	13	15	10	19	7	7	3	1	3	9	9
Geographic areas														
Northeast	7	2	19	16	12	11	16	7	6	3	1	2	8	8
New England	7	3	18	14	11	—	—	11	7	2	1	1	8	8
Middle Atlantic	6	—	19	17	12	11	16	5	6	3	—	2	8	8
South	10	5	25	14	13	9	13	5	3	1	(¹)	1	7	7
South Atlantic	11	5	26	14	13	8	13	5	3	2	(¹)	1	7	7
East South Central	10	4	19	16	12	8	17	7	5	—	1	—	8	8
West South Central	9	4	27	15	13	10	13	5	4	1	(¹)	1	7	7
Midwest	5	2	32	13	13	9	12	5	2	2	1	3	8	7
East North Central	6	2	31	14	11	9	13	5	2	3	1	3	8	7
West North Central	4	—	34	11	18	8	10	5	2	2	—	2	8	7
West	8	2	21	13	17	9	15	6	4	2	1	1	8	8
Mountain	9	2	25	12	19	6	15	7	2	—	—	—	8	8
Pacific	8	3	20	13	16	10	15	6	4	2	1	2	8	8

¹ Less than 0.5.

² 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2014

(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	70	6	24
Worker characteristics			
Management, professional, and related	63	9	29
Management, business, and financial	65	9	26
Professional and related	61	8	30
Service	67	—	—
Protective service	76	—	—
Sales and office	73	5	21
Sales and related	78	5	17
Office and administrative support	71	5	23
Natural resources, construction, and maintenance	72	10	18
Installation, maintenance, and repair	73	—	—
Full time	69	7	24
Nonunion	68	7	25
Average wage within the following categories ⁴ :			
Second 25 percent	72	5	23
Third 25 percent	72	5	23
Highest 25 percent	64	9	26
Highest 10 percent	64	11	24
Establishment characteristics			
Service-providing industries	69	6	24
Trade, transportation, and utilities	81	5	14
Wholesale trade	78	8	14
Retail trade	83	4	13
Utilities	83	—	—
Information	74	12	14
Financial activities	66	6	29
Finance and insurance	64	5	30
Credit intermediation and related activities	75	2	23
Real estate and rental and leasing	70	7	23
Professional and business services	67	—	—
Professional and technical services	62	11	27
Education and health services	59	4	37
Educational services	83	8	9
Junior colleges, colleges, and universities	82	8	10
Health care and social assistance	55	3	42
Other services	76	9	15

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2014—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
1 to 99 workers	70	9	21
1 to 49 workers	69	11	20
50 to 99 workers	73	4	23
100 workers or more	69	4	27
100 to 499 workers	73	3	23
Geographic areas			
Northeast	72	8	21
New England	65	8	27
Middle Atlantic	74	7	18
South	70	5	25
South Atlantic	71	6	23
East South Central	71	6	23
West South Central	68	2	30
Midwest	65	8	27
East North Central	67	6	27
West	72	6	22
Mountain	65	6	30
Pacific	75	6	19

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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2014

(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	54	21	3	1	7	6
Full time	20	54	22	3	1	8	6
Nonunion	22	55	20	2	1	7	6
1 to 99 workers	26	55	16	2	1	7	5
1 to 49 workers	25	56	16	2	1	7	5
50 to 99 workers	29	52	18	—	—	7	5
100 workers or more	18	53	25	3	2	8	6
100 to 499 workers	19	61	17	2	1	7	6
After 5 years							
All workers	20	54	21	3	2	8	6
Full time	18	54	22	3	2	8	6
Nonunion	20	55	20	3	2	8	6
1 to 99 workers	25	55	17	2	1	7	5
1 to 49 workers	24	56	16	2	1	7	5
50 to 99 workers	27	52	17	—	—	7	5
100 workers or more	16	53	26	3	3	9	6
100 to 499 workers	17	61	18	2	2	8	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 2014—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	20	53	22	3	2	9	6
Full time	18	54	23	3	2	9	6
Nonunion	20	55	21	3	2	8	6
1 to 99 workers	25	55	17	2	1	7	5
1 to 49 workers	24	56	17	3	1	7	5
50 to 99 workers	27	52	18	—	—	8	5
100 workers or more	16	52	26	3	3	10	6
100 to 499 workers	17	61	18	2	2	8	6
After 20 years							
All workers	20	54	22	3	2	9	6
Full time	18	54	23	3	2	9	6
Nonunion	20	55	21	3	2	9	6
1 to 99 workers	25	55	17	3	1	7	5
1 to 49 workers	24	56	17	3	1	7	5
50 to 99 workers	27	52	18	—	—	8	5
100 workers or more	15	52	26	3	3	10	6
100 to 499 workers	17	61	18	2	2	9	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.

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/glossary20132014.htm.

Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2014

(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	46	10	36	54
Worker characteristics				
Management, professional, and related	49	15	35	51
Management, business, and financial	41	12	29	59
Professional and related	55	16	39	45
Service	45	6	40	55
Protective service	36	–	–	64
Sales and office	48	11	37	52
Sales and related	55	10	44	45
Office and administrative support	44	11	33	56
Natural resources, construction, and maintenance	32	6	26	68
Installation, maintenance, and repair	37	6	32	63
Full time	45	11	35	55
Nonunion	46	11	35	54
Average wage within the following categories ² :				
Second 25 percent	50	11	39	50
Third 25 percent	46	11	35	54
Highest 25 percent	44	11	33	56
Highest 10 percent	46	12	34	54
Establishment characteristics				
Service-providing industries	49	11	38	51
Trade, transportation, and utilities	53	8	44	47
Wholesale trade	31	7	24	69
Retail trade	58	9	49	42
Utilities	59	15	43	41
Information	32	10	22	68
Financial activities	42	10	32	58
Finance and insurance	42	9	33	58
Credit intermediation and related activities	42	7	35	58
Real estate and rental and leasing	45	–	–	55
Professional and business services	34	10	23	66
Professional and technical services	37	15	22	63
Education and health services	66	17	49	34
Educational services	66	18	47	34
Junior colleges, colleges, and universities	84	22	62	16
Health care and social assistance	67	17	50	33
Other services	56	–	–	44

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, private industry workers, National Compensation Survey, March 2014—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	
1 to 99 workers	35	10	25	65
1 to 49 workers	33	10	23	67
50 to 99 workers	39	9	30	61
100 workers or more	55	11	45	45
100 to 499 workers	55	10	45	45
Geographic areas				
Northeast	40	6	34	60
New England	40	7	34	60
Middle Atlantic	40	6	34	60
South	50	14	36	50
South Atlantic	50	15	35	50
East South Central	54	19	36	46
West South Central	48	10	38	52
Midwest	39	8	31	61
East North Central	36	7	28	64
West	51	11	40	49
Mountain	57	11	46	43
Pacific	49	10	38	51

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

² 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 ECEC data for March 2014.

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/nchs/ebs/glossary20132014.htm.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2014

(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	6	15	30	65	130	51
Worker characteristics						
Management, professional, and related	10	24	50	90	130	61
Management, business, and financial	–	15	38	75	130	55
Professional and related	12	30	50	90	138	64
Service	–	13	25	60	81	38
Protective service	–	–	–	–	–	30
Sales and office	–	20	25	60	120	45
Sales and related	10	20	24	30	75	34
Office and administrative support	–	19	30	80	130	53
Natural resources, construction, and maintenance	5	11	30	–	130	49
Installation, maintenance, and repair	–	12	30	–	130	51
Full time	6	16	30	65	130	50
Nonunion	–	15	30	60	120	44
Average wage within the following categories ³ :						
Second 25 percent	6	15	24	60	110	43
Third 25 percent	6	15	30	65	130	50
Highest 25 percent	10	20	50	105	150	67
Highest 10 percent	10	20	50	120	165	74
Establishment characteristics						
Service-providing industries	10	20	30	72	130	54
Trade, transportation, and utilities	6	20	24	80	150	51
Wholesale trade	–	–	–	30	–	30
Retail trade	6	24	24	30	43	28
Utilities	65	75	90	120	125	97
Information	14	–	65	90	130	61
Financial activities	–	20	50	90	120	61
Finance and insurance	15	–	60	90	130	68
Credit intermediation and related activities	15	–	60	90	120	64
Real estate and rental and leasing	–	–	–	–	–	32
Professional and business services	–	–	30	63	130	50
Professional and technical services	–	–	30	–	–	40
Education and health services	12	30	60	90	130	64
Educational services	10	30	60	120	130	77
Junior colleges, colleges, and universities	16	36	–	120	130	83
Health care and social assistance	13	30	60	72	130	61
Other services	–	–	–	–	–	39

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2014—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	
1 to 99 workers	—	13	30	45	90	39
1 to 49 workers	—	12	30	36	90	35
50 to 99 workers	10	15	25	60	—	45
100 workers or more	6	20	30	80	135	57
100 to 499 workers	6	15	24	60	110	41
Geographic areas						
Northeast	10	22	45	108	150	66
New England	—	—	30	—	151	56
Middle Atlantic	10	24	50	113	150	69
South	6	15	27	60	110	45
South Atlantic	—	15	25	60	105	42
East South Central	—	—	30	63	120	48
West South Central	5	—	30	65	120	48
Midwest	10	21	30	80	135	56
East North Central	10	24	30	80	135	57
West	5	12	30	60	110	44
Mountain	10	20	30	60	110	45
Pacific	5	10	24	60	110	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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 38. Paid vacations: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2014

(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	6	37	34	13	7	2	10	10
Full time	4	36	37	15	7	2	10	10
Part time	24	49	17	5	4	1	7	5
Union	6	46	37	8	2	1	9	8
Nonunion	6	36	34	14	7	2	10	10
1 to 99 workers	8	45	33	10	3	1	9	8
1 to 49 workers	8	45	34	9	3	1	9	8
50 to 99 workers	8	46	30	11	4	1	9	8
100 workers or more	5	30	35	17	10	3	11	10
100 to 499 workers	6	39	34	14	5	2	10	10
500 workers or more	3	19	37	21	15	4	13	10
After 5 years								
All workers	2	10	36	33	13	6	14	15
Full time	1	8	36	35	14	7	15	15
Part time	8	22	42	18	7	4	12	10
Union	(³)	7	46	36	7	3	13	12
Nonunion	2	10	35	33	14	7	14	15
1 to 99 workers	2	13	41	31	9	3	13	11
1 to 49 workers	2	14	41	31	9	3	13	10
50 to 99 workers	2	10	41	32	11	4	13	12
100 workers or more	1	6	32	35	17	9	16	15
100 to 499 workers	1	8	39	32	15	5	14	15
500 workers or more	1	4	23	38	19	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 2014—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	7	17	40	23	13	17	15
Full time	1	5	16	40	24	14	17	15
Part time	7	16	23	37	10	7	14	15
Union	(³)	3	11	57	21	7	17	15
Nonunion	2	7	17	38	23	14	17	15
1 to 99 workers	2	10	25	37	19	7	15	15
1 to 49 workers	2	11	26	36	17	7	15	15
50 to 99 workers	2	7	21	40	22	7	16	15
100 workers or more	1	3	9	42	26	19	19	18
100 to 499 workers	1	4	11	48	23	13	18	15
500 workers or more	1	2	6	35	31	25	21	20
After 20 years								
All workers	1	6	13	19	33	26	19	20
Full time	1	5	13	19	35	28	20	20
Part time	7	14	18	22	22	17	16	15
Union	(³)	2	6	11	45	36	22	20
Nonunion	2	7	14	20	32	25	19	20
1 to 99 workers	2	10	22	24	28	14	16	15
1 to 49 workers	2	11	23	25	26	13	16	15
50 to 99 workers	2	7	17	22	34	18	18	20
100 workers or more	1	3	6	15	39	38	22	20
100 to 499 workers	1	3	8	19	40	29	21	20
500 workers or more	1	1	4	10	37	48	24	24

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/glossary20132014.htm.

Table 39. Consolidated leave plans:¹ Access, private industry workers, National Compensation Survey, March 2014

(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	29	15	20	23	25	71	8	12	15	17
Worker characteristics										
Management, professional, and related	41	17	21	24	26	59	11	14	17	19
Management, business, and financial	35	18	21	24	26	65	11	15	17	20
Professional and related	44	17	21	24	27	56	10	14	17	19
Service	28	15	20	23	25	72	6	11	13	14
Protective service	21	14	17	21	23	79	6	11	14	16
Sales and office	26	15	19	22	24	74	8	12	15	17
Sales and related	18	12	17	20	22	82	7	11	14	17
Office and administrative support	30	15	20	23	25	70	8	12	15	17
Natural resources, construction, and maintenance	18	11	15	19	21	82	7	11	13	15
Construction, extraction, farming, fishing, and forestry	23	9	13	17	18	77	7	11	13	14
Installation, maintenance, and repair	15	12	17	20	23	85	7	11	14	16
Production, transportation, and material moving	17	11	16	18	21	83	7	11	15	18
Production	20	11	15	18	21	80	7	11	14	18
Transportation and material moving	13	11	16	19	21	87	7	11	15	18
Full time	29	15	20	23	25	71	8	13	15	18
Part time	22	13	17	20	21	78	6	10	12	15
Union	17	13	19	23	27	83	8	12	16	21
Nonunion	30	15	20	23	25	70	8	12	15	17
Average wage within the following categories ² :										
Lowest 25 percent	19	12	17	20	21	81	6	10	12	14
Lowest 10 percent	13	11	16	18	20	87	5	10	11	13
Second 25 percent	28	14	19	22	24	72	7	12	14	17
Third 25 percent	28	15	20	23	25	72	8	12	15	18
Highest 25 percent	36	17	21	24	26	64	10	14	17	20
Highest 10 percent	36	17	22	24	26	64	12	15	18	21
Establishment characteristics										
Goods-producing industries	20	12	16	19	21	80	7	12	15	18
Construction	18	10	14	16	17	82	7	11	12	13
Manufacturing	20	12	16	19	22	80	8	12	15	19
Service-providing industries	31	16	20	23	25	69	8	12	15	17
Trade, transportation, and utilities	14	11	15	18	21	86	7	11	14	18
Wholesale trade	19	12	16	19	22	81	8	12	15	17
Retail trade	12	10	14	17	19	88	6	11	14	17
Transportation and warehousing	14	11	16	19	21	86	7	12	16	20
Utilities	17	16	19	22	28	83	9	13	16	21

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, private industry workers, National Compensation Survey, March 2014—continued

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
Information	26	15	21	24	26	74	10	14	17	21
Financial activities	37	17	21	24	26	63	11	14	16	19
Finance and insurance	39	17	22	25	27	61	11	15	17	20
Credit intermediation and related activities	28	17	21	25	27	72	11	15	17	20
Insurance carriers and related activities	57	18	22	25	28	43	10	14	16	20
Real estate and rental and leasing	26	13	17	20	21	74	9	12	14	16
Professional and business services	34	16	20	22	24	66	9	12	14	16
Professional and technical services	41	17	20	21	23	59	10	14	16	17
Administrative and waste services	27	14	19	22	23	73	6	10	12	13
Education and health services	52	17	22	26	28	48	9	14	16	17
Educational services	16	15	18	20	21	84	13	16	18	20
Junior colleges, colleges, and universities	12	17	20	23	25	88	14	17	19	21
Health care and social assistance	56	18	22	26	28	44	9	13	16	17
Leisure and hospitality	19	11	17	20	22	81	6	11	12	13
Accommodation and food services	18	11	17	20	22	82	5	11	12	13
Other services	20	14	17	20	21	80	8	12	15	15
1 to 99 workers	24	13	17	20	21	76	7	12	13	15
1 to 49 workers	22	13	17	19	21	78	7	12	13	15
50 to 99 workers	27	14	18	21	23	73	7	12	14	16
100 workers or more	33	17	21	24	27	67	9	13	16	20
100 to 499 workers	28	15	20	23	25	72	8	12	16	19
500 workers or more	40	18	23	26	29	60	10	14	17	21
Geographic areas										
Northeast	27	16	21	23	26	73	9	13	15	18
New England	32	17	21	24	26	68	9	13	15	17
Middle Atlantic	25	16	20	23	25	75	9	13	15	18
South	28	15	19	22	24	72	8	11	14	16
South Atlantic	31	16	20	22	25	69	8	11	14	16
East South Central	19	14	18	21	23	81	7	11	14	16
West South Central	29	14	18	21	23	71	8	12	14	16
Midwest	30	15	20	23	25	70	8	12	15	18
East North Central	28	15	20	23	26	72	8	12	15	18
West North Central	33	15	19	22	24	67	8	12	14	18
West	29	14	20	23	24	71	8	13	15	17
Mountain	33	14	19	22	24	67	8	12	15	17
Pacific	27	14	20	23	25	73	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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2014

(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	91	76	16	94
Worker characteristics									
Management, professional, and related	55	90	43	63	87	92	76	17	95
Professional and related	50	90	36	64	87	93	75	16	95
Teachers	31	89	12	68	85	92	73	16	94
Primary, secondary, and special education school teachers	27	96	9	77	90	97	74	17	98
Service	78	85	76	50	81	87	72	15	93
Protective service	87	90	89	55	88	92	81	16	96
Sales and office	85	89	84	52	83	89	78	16	95
Office and administrative support	85	90	84	54	84	90	79	16	95
Natural resources, construction, and maintenance	96	95	95	48	85	92	85	15	94
Production, transportation, and material moving ...	72	88	63	61	79	87	74	16	93
Full time	74	98	66	64	91	97	82	17	98
Part time	30	41	21	26	51	57	42	11	77
Union	69	97	57	71	94	98	81	20	98
Nonunion	66	82	61	47	77	84	71	12	91
Average wage within the following categories ² :									
Lowest 25 percent	62	74	55	41	71	79	64	13	88
Lowest 10 percent	48	61	40	35	61	68	53	10	81
Second 25 percent	87	93	84	57	88	94	81	17	96
Third 25 percent	73	93	65	63	88	93	80	17	96
Highest 25 percent	50	97	37	71	93	98	79	17	98
Highest 10 percent	47	98	37	63	95	97	81	18	98
Establishment characteristics									
Service-providing industries	67	89	59	58	85	90	75	16	94
Education and health services	55	90	42	62	85	92	73	16	95
Educational services	50	90	35	62	85	92	74	15	95
Elementary and secondary schools	41	91	26	70	85	93	72	16	94
Junior colleges, colleges, and universities	77	88	64	38	86	89	80	12	96
Health care and social assistance	89	88	88	57	83	87	70	20	95
Hospitals	94	92	94	54	87	90	75	22	95
Public administration	88	89	89	54	86	91	82	16	94
1 to 99 workers	68	79	65	44	73	78	60	13	87
1 to 49 workers	67	70	64	35	62	71	56	14	83
50 to 99 workers	70	90	66	57	88	88	67	10	94
100 workers or more	67	91	58	60	86	92	78	16	95
100 to 499 workers	64	88	60	60	81	88	69	15	92
500 workers or more	68	92	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 2014—continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
								Paid	Unpaid
State government	90	94	84	52	90	93	89	18	97
Local government	59	88	51	60	83	90	71	15	93
Geographic areas									
Northeast	60	89	56	72	90	91	75	10	95
New England	53	88	47	81	87	91	67	11	95
Middle Atlantic	63	90	59	69	92	91	78	10	94
South	69	90	62	52	81	90	82	15	95
South Atlantic	77	92	65	53	85	91	84	22	97
East South Central	71	90	64	35	82	90	86	—	91
West South Central	56	88	54	60	75	90	77	8	95
Midwest	67	87	55	60	80	88	65	22	90
East North Central	66	86	53	66	79	88	60	28	91
West North Central	69	90	58	50	82	88	72	—	89
West	69	89	63	54	90	92	76	16	96
Mountain	58	83	53	52	86	92	76	—	96
Pacific	73	91	66	55	92	93	76	18	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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2014

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	3	1	4	2	4	8	14	20	18	12	6	8	11	11
Worker characteristics														
Management, professional, and related	4	1	6	2	4	9	13	18	16	12	6	7	11	11
Professional and related	5	1	8	3	5	9	12	16	15	12	6	7	11	11
Teachers	11	2	13	4	6	11	12	10	8	8	7	7	10	10
Primary, secondary, and special education school teachers	14	—	19	—	—	7	12	11	6	—	—	7	9	9
Service	2	1	2	2	3	8	13	21	16	14	8	10	12	11
Protective service	—	1	—	—	2	9	15	27	18	16	6	4	11	11
Sales and office	—	—	2	1	5	7	15	20	24	12	7	6	11	11
Office and administrative support	—	—	2	1	4	7	15	20	24	12	7	7	11	11
Natural resources, construction, and maintenance	—	—	1	—	5	7	16	27	22	10	3	7	11	11
Production, transportation, and material moving	6	—	4	6	6	6	14	22	17	8	6	—	10	11
Full time	3	1	4	2	4	8	14	21	19	12	6	7	11	11
Part time	7	1	4	4	—	9	13	13	7	—	7	12	11	11
Union	2	1	5	2	2	7	11	20	22	14	7	7	11	11
Nonunion	3	1	3	2	6	9	16	20	15	10	6	8	11	11
Average wage within the following categories ¹ :														
Lowest 25 percent	4	2	5	3	7	9	14	19	15	8	5	8	11	11
Lowest 10 percent	7	4	5	—	8	8	15	16	14	4	5	—	10	10
Second 25 percent	1	(²)	2	2	3	8	15	22	19	13	7	9	11	11
Third 25 percent	2	—	7	—	3	7	15	21	20	12	6	5	11	11
Highest 25 percent	5	—	2	—	3	9	9	17	17	17	7	8	11	11
Highest 10 percent	—	—	—	2	4	14	8	14	16	23	7	9	12	12
Establishment characteristics														
Service-providing industries	3	1	4	2	4	8	14	20	18	12	6	8	11	11
Education and health services	5	1	7	3	5	7	13	13	13	12	8	12	11	11
Educational services	6	2	7	3	6	8	14	13	9	11	9	14	11	11
Elementary and secondary schools	8	3	11	4	4	7	14	11	8	8	9	13	11	10
Junior colleges, colleges, and universities	2	—	1	—	—	8	14	—	11	13	9	15	12	11
Health care and social assistance	—	—	7	4	3	5	8	—	27	—	6	3	11	12
Hospitals	—	—	—	6	—	4	—	—	25	—	3	—	11	12
Public administration	(²)	(²)	—	—	2	9	13	27	25	14	5	4	11	11
1 to 99 workers	—	—	3	4	8	10	15	26	18	7	3	4	11	11
1 to 49 workers	—	—	—	—	—	7	17	28	19	8	4	4	11	11
50 to 99 workers	—	—	6	6	—	—	—	24	—	5	—	3	10	11
100 workers or more	3	1	4	2	3	8	13	19	18	13	7	8	11	11
100 to 499 workers	5	2	3	3	3	7	14	21	16	16	7	5	11	11
500 workers or more	3	1	4	2	4	8	13	19	19	12	7	9	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 2014—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	(²)	—	(²)	1	—	11	12	24	19	14	6	9	12	11
Local government	4	1	6	3	4	7	14	18	18	11	6	7	11	11
Geographic areas														
Northeast	1	1	—	2	—	3	8	14	32	18	7	12	12	12
New England	—	—	—	—	—	—	—	—	29	—	—	—	12	12
Middle Atlantic	1	1	—	—	—	3	—	13	33	15	8	13	13	12
South	4	1	7	1	6	7	12	21	15	9	7	10	11	11
South Atlantic	1	—	10	—	2	—	14	24	18	9	9	2	11	11
East South Central	—	3	—	—	—	3	—	12	13	5	—	19	11	10
West South Central	4	—	4	—	5	5	7	20	—	—	8	20	12	12
Midwest	5	—	4	5	4	14	19	—	18	7	4	2	10	10
East North Central	5	—	3	4	4	16	22	12	15	9	6	—	10	10
West North Central	3	—	5	—	4	—	13	—	—	—	—	—	10	11
West	—	—	—	1	3	—	15	25	13	18	7	6	11	11
Mountain	—	—	—	—	—	3	35	23	13	—	—	7	11	11
Pacific	—	—	—	1	3	—	10	25	13	20	9	6	11	11

¹ 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 ECEC data for March 2014.

² 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/glossary20132014.htm.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2014

(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	2	13
Worker characteristics			
Management, professional, and related	86	2	12
Professional and related	86	2	12
Teachers	87	2	11
Primary, secondary, and special education school teachers	88	2	10
Service	83	3	14
Protective service	81	5	14
Sales and office	84	3	13
Office and administrative support	84	3	13
Natural resources, construction, and maintenance	85	2	13
Production, transportation, and material moving ...	80	—	—
Full time	84	2	13
Part time	87	3	11
Union	86	3	11
Nonunion	83	2	15
Average wage within the following categories ⁴ :			
Lowest 25 percent	84	1	14
Lowest 10 percent	84	1	15
Second 25 percent	85	2	13
Third 25 percent	81	3	16
Highest 25 percent	87	3	10
Highest 10 percent	89	3	8
Establishment characteristics			
Service-providing industries	84	2	13
Education and health services	86	2	12
Educational services	88	2	10
Elementary and secondary schools	88	2	10
Junior colleges, colleges, and universities	88	—	—
Health care and social assistance	73	3	24
Hospitals	71	4	25
Public administration	82	4	15
1 to 99 workers	81	3	16
1 to 49 workers	84	—	—
50 to 99 workers	78	—	—
100 workers or more	85	2	13
100 to 499 workers	89	2	9
500 workers or more	84	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 2014—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	89	2	9
Local government	83	3	15
Geographic areas			
Northeast	91	3	5
New England	93	—	—
Middle Atlantic	90	—	—
South	83	2	16
South Atlantic	80	—	—
East South Central	85	2	13
West South Central	86	—	—
Midwest	86	2	12
East North Central	89	2	9
West North Central	82	—	—
West	80	4	16
Mountain	83	—	—
Pacific	79	4	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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2014

(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	7	15	60	17	(³)	11	12
Full time	7	15	61	17	(³)	11	12
Part time	–	22	54	14	–	10	11
Union	6	10	64	20	(³)	12	12
Nonunion	9	20	56	14	(³)	11	12
1 to 99 workers	–	21	56	19	–	11	12
1 to 49 workers	–	15	59	21	–	12	12
50 to 99 workers	–	28	52	17	–	11	12
100 workers or more	8	15	61	17	(³)	11	12
100 to 499 workers	–	13	60	18	–	11	12
500 workers or more	8	15	61	16	(³)	11	12
After 5 years							
All workers	7	15	59	19	(³)	12	12
Full time	7	14	59	19	(³)	12	12
Part time	–	22	55	13	–	10	11
Union	6	10	61	23	(³)	12	12
Nonunion	9	20	56	15	(³)	11	12
1 to 99 workers	–	20	55	21	–	11	12
1 to 49 workers	–	14	57	25	–	12	12
50 to 99 workers	–	–	54	16	–	11	12
100 workers or more	7	14	59	19	(³)	12	12
100 to 499 workers	–	12	57	22	–	12	12
500 workers or more	7	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 2014—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	7	15	58	20	(³)	12	12
Full time	7	15	58	20	(³)	12	12
Part time	—	21	55	15	—	10	11
Union	6	10	60	24	(³)	12	12
Nonunion	9	21	55	16	(³)	11	12
1 to 99 workers	—	19	56	21	—	12	12
1 to 49 workers	4	—	57	26	—	12	12
50 to 99 workers	—	—	54	17	—	11	12
100 workers or more	7	15	58	19	(³)	12	12
100 to 499 workers	—	11	57	23	—	12	12
500 workers or more	7	16	58	18	(³)	12	12
After 20 years							
All workers	7	15	58	19	1	12	12
Full time	7	15	58	20	1	12	12
Part time	—	21	55	15	—	10	11
Union	5	10	61	23	2	12	12
Nonunion	9	21	54	15	1	11	12
1 to 99 workers	—	19	56	20	—	12	12
1 to 49 workers	4	—	57	24	—	13	12
50 to 99 workers	—	—	54	17	—	11	12
100 workers or more	7	15	58	19	1	12	12
100 to 499 workers	8	11	58	21	2	12	12
500 workers or more	7	16	58	18	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/ebs/glossary20132014.htm.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2014

(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	64	28	8
Worker characteristics				
Management, professional, and related	92	63	29	8
Professional and related	92	63	30	8
Teachers	91	60	31	9
Primary, secondary, and special education school teachers	91	59	32	9
Service	91	66	25	9
Protective service	91	65	26	9
Sales and office	92	65	27	8
Office and administrative support	93	65	28	7
Natural resources, construction, and maintenance	—	58	—	—
Production, transportation, and material moving ...	97	63	34	3
Full time	92	63	29	8
Part time	95	68	27	5
Union	94	67	28	6
Nonunion	90	61	29	10
Average wage within the following categories ² :				
Lowest 25 percent	91	61	30	9
Lowest 10 percent	89	58	31	11
Second 25 percent	93	65	28	7
Third 25 percent	92	66	26	8
Highest 25 percent	92	63	29	8
Highest 10 percent	91	64	27	9
Establishment characteristics				
Service-providing industries	92	63	29	8
Education and health services	91	63	29	9
Educational services	92	63	29	8
Elementary and secondary schools	91	60	31	9
Junior colleges, colleges, and universities	93	71	22	7
Health care and social assistance	90	63	27	10
Hospitals	93	69	23	7
Public administration	95	67	28	5
1 to 99 workers	87	52	35	13
1 to 49 workers	83	51	32	17
50 to 99 workers	92	54	38	8
100 workers or more	93	65	28	7
100 to 499 workers	92	52	40	8
500 workers or more	93	69	24	7

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2014—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	76	19	5
Local government	91	59	32	9
Geographic areas				
Northeast	93	61	33	7
New England	94	49	44	6
Middle Atlantic	93	65	28	7
South	89	64	25	11
South Atlantic	90	69	21	10
East South Central	—	62	—	—
West South Central	86	57	29	14
Midwest	93	51	42	7
East North Central	92	53	38	8
West North Central	95	47	49	5
West	96	80	16	4
Mountain	—	72	—	—
Pacific	96	83	13	4

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

² 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2014

(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	43	90	125	180	240	138
Worker characteristics						
Management, professional, and related	–	90	135	180	231	143
Professional and related	60	100	145	180	230	145
Teachers	60	100	150	180	240	150
Primary, secondary, and special education school teachers	60	100	150	180	240	149
Service	30	60	120	180	225	122
Protective service	–	–	120	180	231	120
Sales and office	40	90	128	180	240	140
Office and administrative support	45	90	130	180	240	141
Natural resources, construction, and maintenance	–	–	–	–	–	126
Production, transportation, and material moving ...	–	–	130	219	250	149
Full time	42	90	125	180	240	138
Part time	–	93	120	180	250	145
Union	83	120	160	200	250	162
Nonunion	30	60	110	180	200	115
Average wage within the following categories ³ :						
Lowest 25 percent	30	60	120	180	200	119
Lowest 10 percent	30	50	90	150	200	106
Second 25 percent	45	90	120	180	240	136
Third 25 percent	40	83	120	180	240	134
Highest 25 percent	–	120	160	182	250	158
Highest 10 percent	90	130	160	200	250	166
Establishment characteristics						
Service-providing industries	42	90	128	180	240	139
Education and health services	57	100	145	180	240	147
Educational services	57	100	145	180	240	147
Elementary and secondary schools	50	90	140	180	240	145
Junior colleges, colleges, and universities	90	120	180	180	200	160
Health care and social assistance	–	90	–	180	–	146
Hospitals	–	–	130	180	200	133
Public administration	30	60	120	180	225	121
1 to 99 workers	30	60	90	120	180	96
1 to 49 workers	–	–	90	120	–	89
50 to 99 workers	–	60	100	120	180	103
100 workers or more	45	90	135	180	240	145
100 to 499 workers	36	80	120	180	219	130
500 workers or more	60	102	150	200	240	153

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2014—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	40	90	120	180	234	134
Geographic areas						
Northeast	120	150	180	200	300	181
New England	105	120	150	200	250	160
Middle Atlantic	150	160	200	225	300	194
South	30	66	120	180	240	123
South Atlantic	60	90	120	180	180	127
East South Central	—	—	—	—	—	141
West South Central	30	—	100	156	—	108
Midwest	45	90	120	180	200	131
East North Central	45	100	120	180	255	144
West North Central	45	—	120	145	180	113
West	30	60	120	156	200	120
Mountain	—	—	—	—	—	108
Pacific	—	100	125	—	200	127

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 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 ECEC data for March 2014.

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/glossary20132014.htm.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2014

(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	10	58	18	9	1	12	12
Full time	3	10	59	18	9	1	13	12
Part time	11	22	41	–	6	–	11	10
Union	3	13	60	17	6	1	12	11
Nonunion	4	8	57	18	11	1	13	12
1 to 99 workers	–	13	62	13	6	–	11	12
1 to 49 workers	4	14	67	–	7	–	11	11
50 to 99 workers	6	13	55	20	–	–	12	12
100 workers or more	3	10	58	18	9	1	13	12
100 to 499 workers	3	14	60	16	6	1	12	12
500 workers or more	4	8	57	19	10	1	13	12
After 5 years								
All workers	2	4	27	49	14	5	15	15
Full time	1	4	27	49	14	5	16	15
Part time	9	11	39	34	–	–	13	13
Union	1	6	22	53	12	5	15	15
Nonunion	2	3	31	45	15	5	16	15
1 to 99 workers	–	4	33	52	7	–	14	15
1 to 49 workers	–	–	34	50	9	–	14	15
50 to 99 workers	–	–	32	54	4	–	14	15
100 workers or more	1	4	26	48	15	5	16	15
100 to 499 workers	1	4	34	48	9	4	15	15
500 workers or more	2	5	24	48	17	5	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 2014—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	52	26	10	18	18
Full time	1	1	9	53	26	10	18	18
Part time	—	7	22	50	14	—	16	16
Union	(³)	3	10	50	26	11	18	18
Nonunion	2	1	9	54	25	9	18	18
1 to 99 workers	—	—	11	60	19	6	17	17
1 to 49 workers	—	—	—	55	23	6	17	17
50 to 99 workers	—	—	10	67	13	7	17	17
100 workers or more	1	2	9	51	27	10	18	18
100 to 499 workers	—	—	10	55	25	7	18	18
500 workers or more	1	2	9	50	27	11	19	18
After 20 years								
All workers	1	1	6	15	46	31	22	22
Full time	1	1	5	15	46	32	22	22
Part time	—	—	16	17	46	14	19	20
Union	(³)	2	5	11	47	35	22	22
Nonunion	2	1	6	18	46	28	22	22
1 to 99 workers	—	—	10	17	44	26	21	21
1 to 49 workers	—	—	—	13	43	28	21	21
50 to 99 workers	—	—	9	—	44	23	21	21
100 workers or more	1	1	5	14	46	32	22	22
100 to 499 workers	—	—	7	18	43	30	22	21
500 workers or more	1	1	4	13	48	33	22	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/glossary20132014.htm.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2014

(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	19	22	26	29	90	12	15	17	21
Worker characteristics										
Management, professional, and related	11	19	23	26	29	89	13	15	18	21
Professional and related	13	19	23	26	29	87	12	15	17	21
Service	11	18	22	25	28	89	11	14	17	21
Protective service	9	18	21	25	29	91	11	14	17	21
Sales and office	9	18	23	26	29	91	12	15	18	22
Office and administrative support	9	18	23	27	29	91	12	15	18	22
Natural resources, construction, and maintenance	8	19	22	26	29	92	11	14	17	21
Production, transportation, and material moving ...	8	15	19	22	24	92	10	14	17	21
Full time	10	19	23	26	29	90	12	15	18	21
Part time	13	16	18	22	24	87	10	12	15	19
Union	6	19	23	28	31	94	11	15	18	22
Nonunion	13	19	22	25	28	87	12	15	17	21
Average wage within the following categories ² :										
Lowest 25 percent	13	18	22	25	28	87	11	14	17	20
Lowest 10 percent	22	17	21	25	27	78	12	14	17	20
Second 25 percent	9	18	22	26	28	91	12	15	18	22
Third 25 percent	10	18	22	25	28	90	12	15	18	22
Highest 25 percent	9	21	25	28	31	91	13	15	18	21
Highest 10 percent	8	22	25	28	30	92	13	16	18	21
Establishment characteristics										
Service-providing industries	10	19	22	26	29	90	12	15	17	21
Education and health services	10	20	23	26	28	90	12	15	17	20
Educational services	3	17	20	21	23	97	13	15	17	20
Elementary and secondary schools	2	10	11	12	13	98	11	13	16	18
Junior colleges, colleges, and universities	4	23	27	29	30	96	15	17	19	22
Health care and social assistance	28	20	24	27	29	72	12	15	18	22
Hospitals	30	20	23	27	29	70	13	16	19	22
Public administration	9	18	22	26	30	91	11	15	18	22
1 to 99 workers	10	18	21	23	26	90	11	14	16	20
1 to 49 workers	8	18	21	23	26	92	11	14	17	20
50 to 99 workers	12	18	21	24	26	88	11	14	16	20
100 workers or more	10	19	23	26	29	90	12	15	18	21
100 to 499 workers	12	18	22	26	29	88	11	14	17	21
500 workers or more	9	19	23	26	29	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 2014—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	20	23	26	28	95	13	16	18	23
Local government	13	18	22	26	29	87	11	14	17	21
Geographic areas										
Northeast	3	19	23	25	28	97	12	16	19	22
Middle Atlantic	3	18	22	26	29	97	12	16	19	22
South	12	18	22	25	28	88	12	15	17	21
South Atlantic	9	19	21	24	27	91	12	15	17	21
East South Central	13	20	24	28	30	87	12	15	17	21
West South Central	15	17	21	24	27	85	11	14	16	21
Midwest	11	18	22	25	28	89	11	14	17	21
East North Central	8	19	23	26	29	92	11	14	17	21
West	12	19	24	28	30	88	12	15	17	21
Pacific	12	19	24	29	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 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 ECEC data for March 2014.

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/glossary20132014.htm.