Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2015

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

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Limit on paid sick leave days accumulated (in number of days)</th>
<th>Mean number of days</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10th percentile</td>
<td>25th percentile</td>
</tr>
<tr>
<td>All workers</td>
<td>6</td>
<td>14</td>
</tr>
<tr>
<td><strong>Worker characteristics</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>–</td>
<td>20</td>
</tr>
<tr>
<td>Management, business, and financial</td>
<td>5</td>
<td>15</td>
</tr>
<tr>
<td>Professional and related</td>
<td>–</td>
<td>25</td>
</tr>
<tr>
<td>Service</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>Sales and office</td>
<td>6</td>
<td>19</td>
</tr>
<tr>
<td>Installation, maintenance, and repair</td>
<td>10</td>
<td>20</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>5</td>
<td>16</td>
</tr>
<tr>
<td>Natural resources, construction, and maintenance</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Full time</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td>Nonunion</td>
<td>6</td>
<td>13</td>
</tr>
<tr>
<td>Average wage within the following categories:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second 25 percent</td>
<td>6</td>
<td>12</td>
</tr>
<tr>
<td>Third 25 percent</td>
<td>6</td>
<td>12</td>
</tr>
<tr>
<td>Highest 25 percent</td>
<td>6</td>
<td>20</td>
</tr>
<tr>
<td>Highest 10 percent</td>
<td>–</td>
<td>20</td>
</tr>
<tr>
<td><strong>Establishment characteristics</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service-providing industries</td>
<td>6</td>
<td>16</td>
</tr>
<tr>
<td>Trade, transportation, and utilities</td>
<td>6</td>
<td>18</td>
</tr>
<tr>
<td>Wholesale trade</td>
<td>–</td>
<td>10</td>
</tr>
<tr>
<td>Retail trade</td>
<td>7</td>
<td>20</td>
</tr>
<tr>
<td>Utilities</td>
<td>44</td>
<td>65</td>
</tr>
<tr>
<td>Information</td>
<td>15</td>
<td>–</td>
</tr>
<tr>
<td>Financial activities</td>
<td>15</td>
<td>20</td>
</tr>
<tr>
<td>Finance and insurance</td>
<td>15</td>
<td>–</td>
</tr>
<tr>
<td>Credit intermediation and related activities</td>
<td>15</td>
<td>–</td>
</tr>
<tr>
<td>Insurance carriers and related activities</td>
<td>15</td>
<td>–</td>
</tr>
<tr>
<td>Real estate and rental and leasing</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Professional and business services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional and technical services</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Education and health services</td>
<td>10</td>
<td>30</td>
</tr>
<tr>
<td>Educational services</td>
<td>14</td>
<td>30</td>
</tr>
<tr>
<td>Junior colleges, colleges, and universities</td>
<td>15</td>
<td>30</td>
</tr>
<tr>
<td>Health care and social assistance</td>
<td>10</td>
<td>30</td>
</tr>
<tr>
<td>Other services</td>
<td>–</td>
<td>–</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 37. Paid sick leave: Limit on days accumulated, private industry workers, National Compensation Survey, March 2015—continued

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

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Limit on paid sick leave days accumulated (in number of days)</th>
<th>Mean number of days</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10th percentile</td>
<td>25th percentile (median)</td>
</tr>
<tr>
<td>1 to 99 workers</td>
<td>6</td>
<td>14</td>
</tr>
<tr>
<td>1 to 49 workers</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td>50 to 99 workers</td>
<td>–</td>
<td>15</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td>100 to 499 workers</td>
<td>6</td>
<td>10</td>
</tr>
</tbody>
</table>

**Geographic areas**

<table>
<thead>
<tr>
<th>Geographic Areas</th>
<th>Limit on paid sick leave days accumulated (in number of days)</th>
<th>Mean number of days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>– 20 50 120 150 67</td>
<td>– 20 50 120 150 67</td>
</tr>
<tr>
<td>New England</td>
<td>– – – – 137 60</td>
<td>– – – – 137 60</td>
</tr>
<tr>
<td>Middle Atlantic</td>
<td>– 20 53 120 150 69</td>
<td>– 20 53 120 150 69</td>
</tr>
<tr>
<td>South</td>
<td>5 11 25 60 120 45</td>
<td>5 11 25 60 120 45</td>
</tr>
<tr>
<td>South Atlantic</td>
<td>6 14 30 60 120 46</td>
<td>6 14 30 60 120 46</td>
</tr>
<tr>
<td>East South Central</td>
<td>– – – – – 41</td>
<td>– – – – – 41</td>
</tr>
<tr>
<td>West South Central</td>
<td>5 – 25 60 120 45</td>
<td>5 – 25 60 120 45</td>
</tr>
<tr>
<td>Midwest:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>East North Central</td>
<td>6 15 30 68 130 51</td>
<td>6 15 30 68 130 51</td>
</tr>
<tr>
<td>West</td>
<td>6 12 30 60 110 45</td>
<td>6 12 30 60 110 45</td>
</tr>
<tr>
<td>Mountain</td>
<td>– – – – – 47</td>
<td>– – – – – 47</td>
</tr>
<tr>
<td>Pacific</td>
<td>5 10 30 60 110 44</td>
<td>5 10 30 60 110 44</td>
</tr>
</tbody>
</table>

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 wage data for March 2015.

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/glossary20142015.htm.