

Table 32. Leave benefits: Access, civilian workers,¹ March 2018

(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	77	74	75	45	59	61	34	17	89
Worker characteristics									
Management, professional, and related	82	90	78	62	77	80	50	27	94
Management, business, and financial	95	94	95	63	79	82	50	29	95
Professional and related	76	89	71	62	76	79	49	27	93
Teachers	34	86	18	62	75	79	56	24	93
Primary, secondary, and special education school teachers	30	96	17	78	80	86	58	27	96
Registered nurses	90	92	90	68	77	84	46	26	95
Service	57	56	59	28	37	41	19	11	83
Protective service	78	77	79	40	60	65	49	17	90
Sales and office	83	76	80	48	59	60	31	18	89
Sales and related	74	65	71	40	46	48	22	14	86
Office and administrative support	88	82	86	53	66	66	36	20	91
Natural resources, construction, and maintenance	80	65	77	32	48	48	23	11	84
Construction, extraction, farming, fishing, and forestry	70	54	65	22	34	36	15	7	81
Installation, maintenance, and repair	89	76	88	41	61	60	31	14	87
Production, transportation, and material moving ...	84	66	82	39	62	60	32	8	88
Production	90	63	87	37	64	61	30	8	87
Transportation and material moving	79	69	78	41	60	59	34	8	88
Full time	88	85	87	54	70	71	40	21	91
Part time	43	40	38	18	26	28	14	7	80
Union	81	90	75	63	83	85	55	21	93
Nonunion	76	71	75	43	55	57	30	17	88
Average wage within the following categories: ³									
Lowest 25 percent	55	47	53	24	31	34	14	8	82
Lowest 10 percent	43	31	43	14	23	27	9	5	77
Second 25 percent	83	77	84	45	62	62	32	16	89
Third 25 percent	90	86	89	54	71	73	41	20	91
Highest 25 percent	84	92	80	63	80	83	53	28	95
Highest 10 percent	84	93	80	63	81	84	56	30	95
Establishment characteristics									
Goods-producing industries	90	69	87	39	62	61	31	10	88
Service-providing industries	75	75	73	47	59	61	34	19	89
Education and health services	74	87	69	59	72	75	42	23	93
Educational services	53	90	41	61	79	83	60	24	93
Elementary and secondary schools	39	92	27	71	79	84	58	25	92
Junior colleges, colleges, and universities	82	89	71	43	85	88	72	24	97
Health care and social assistance	88	85	87	58	67	70	30	22	94
Hospitals	94	94	93	69	85	88	50	31	96
Public administration	91	92	90	54	85	89	77	24	96

See footnotes at end of table.

Table 32. Leave benefits: Access, civilian workers,¹ March 2018—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	71	63	69	35	45	47	20	13	82
1 to 49 workers	70	61	69	31	41	42	18	12	80
50 to 99 workers	73	69	69	44	58	61	28	15	88
100 workers or more	83	84	81	56	73	75	47	22	95
100 to 499 workers	84	80	82	52	67	68	37	19	95
500 workers or more	83	89	81	60	81	84	59	25	94
Geographic areas									
Northeast	77	77	75	55	68	74	40	23	88
New England	77	79	74	52	69	74	44	20	93
Middle Atlantic	77	76	75	56	67	74	39	23	87
South	78	71	76	45	60	63	36	16	87
South Atlantic	78	70	76	46	60	61	34	14	88
East South Central	78	67	75	38	58	61	37	16	84
West South Central	77	75	75	47	62	66	39	20	85
Midwest	74	67	74	44	58	57	28	14	90
East North Central	75	67	74	43	58	56	27	16	89
West North Central	74	69	73	44	57	59	29	12	92
West	77	82	76	40	52	52	30	18	90
Mountain	77	72	78	44	56	59	31	17	91
Pacific	77	87	75	38	50	49	30	19	90

¹ Includes workers in private industry and state and local 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 wage data for March 2018.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ March 2018

(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	13	9	13	8	5	2	2	3	8	8
Worker characteristics														
Management, professional, and related	2	1	16	11	14	12	15	10	8	4	3	4	9	9
Management, business, and financial	2	1	15	9	15	12	19	10	9	3	2	3	9	9
Professional and related	3	1	16	13	13	13	12	10	8	4	3	4	9	9
Teachers	7	—	12	—	6	6	11	12	7	6	5	14	10	10
Primary, secondary, and special education school teachers	10	5	18	—	3	4	9	11	3	—	3	16	10	8
Registered nurses	—	1	33	22	—	13	6	6	4	3	1	—	8	7
Service	13	6	25	18	9	6	7	6	5	2	2	2	7	7
Protective service	—	—	—	6	6	—	15	18	16	6	4	2	10	10
Sales and office	12	4	24	12	12	8	13	6	4	2	1	1	8	7
Sales and related	27	6	30	10	10	6	6	4	1	1	—	—	6	6
Office and administrative support	5	3	22	13	13	9	17	7	6	2	2	2	8	8
Natural resources, construction, and maintenance	4	5	32	16	11	7	11	6	3	2	1	2	8	7
Construction, extraction, farming, fishing, and forestry	5	5	34	16	13	7	7	5	3	—	—	2	8	7
Installation, maintenance, and repair	4	5	31	16	10	7	13	7	3	1	1	2	8	7
Production, transportation, and material moving	5	2	24	11	18	10	13	10	3	1	1	3	8	8
Production	3	2	21	10	14	13	16	12	4	—	—	4	9	9
Transportation and material moving	7	3	27	13	22	6	9	7	2	1	(²)	2	8	8
Full time	5	3	21	13	14	10	14	9	6	3	2	3	8	8
Part time	23	6	32	12	9	4	6	2	2	2	1	1	6	6
Union	2	1	16	8	11	7	13	17	11	5	3	6	10	10
Nonunion	8	3	23	14	13	10	13	6	4	2	1	2	8	8
Average wage within the following categories: ³														
Lowest 25 percent	20	7	33	15	9	5	5	3	1	1	(²)	1	6	6
Lowest 10 percent	24	5	37	16	9	3	4	(²)	1	—	—	(²)	6	6
Second 25 percent	6	3	24	14	14	9	13	7	4	2	1	2	8	8
Third 25 percent	3	2	20	12	14	10	15	10	6	3	2	4	9	8
Highest 25 percent	2	1	14	11	14	13	16	11	9	4	2	4	9	9
Highest 10 percent	2	1	11	10	16	14	17	10	9	4	2	4	9	9
Establishment characteristics														
Goods-producing industries	2	2	19	12	14	13	16	10	6	2	1	3	9	9
Service-providing industries	8	3	23	13	13	8	12	8	5	3	2	2	8	8
Education and health services	3	4	23	16	10	7	10	7	7	4	4	6	9	8
Educational services	4	3	6	4	5	7	13	11	12	10	8	17	11	11
Elementary and secondary schools	7	5	12	6	4	6	12	10	8	7	6	18	11	10
Junior colleges, colleges, and universities	1	1	1	2	6	7	14	12	16	14	11	15	12	12
Health care and social assistance	3	—	31	21	12	7	8	5	5	2	—	—	8	7
Hospitals	—	—	30	19	14	11	10	6	5	3	—	—	8	7
Public administration	—	—	—	—	2	8	16	29	25	10	7	3	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ March 2018—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	27	15	13	9	11	6	3	2	1	1	7	7
1 to 49 workers	10	4	28	16	12	8	11	6	3	1	1	1	7	7
50 to 99 workers	9	4	24	12	15	10	10	6	5	2	1	2	8	8
100 workers or more	5	2	18	11	13	10	14	10	7	3	2	4	9	9
100 to 499 workers	7	3	21	13	13	10	13	7	5	3	2	2	8	8
500 workers or more	1	1	13	9	13	11	16	13	10	4	3	6	10	10
Geographic areas														
Northeast	6	2	18	14	12	8	13	11	9	3	1	3	9	8
New England	7	—	13	10	12	7	18	14	9	4	—	2	9	9
Middle Atlantic	6	2	19	15	12	8	11	10	9	3	2	3	9	8
South	9	4	23	13	12	10	11	6	5	2	2	2	8	8
South Atlantic	10	3	24	12	12	10	12	6	6	2	1	2	8	8
East South Central	—	5	21	7	13	11	11	—	4	4	—	5	8	8
West South Central	7	6	22	16	12	11	11	6	3	—	3	—	8	7
Midwest	6	1	26	14	14	8	14	8	3	2	1	3	8	8
East North Central	6	1	25	15	14	7	14	8	3	3	1	4	8	8
West North Central	6	1	28	11	16	10	14	8	4	1	—	—	8	8
West	6	4	20	11	14	10	13	9	5	3	2	2	8	8
Mountain	7	4	27	11	14	9	14	7	4	1	1	2	8	8
Pacific	6	4	17	11	14	11	13	10	6	4	3	2	9	8

¹ Includes workers in private industry and state and local 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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ March 2018

(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	68	4	28
Worker characteristics			
Management, professional, and related	65	5	30
Management, business, and financial	64	6	30
Professional and related	65	4	31
Teachers	88	3	9
Primary, secondary, and special education school teachers	89	1	10
Service	69	2	29
Protective service	80	4	16
Sales and office	65	3	32
Sales and related	61	3	36
Office and administrative support	66	3	31
Natural resources, construction, and maintenance	74	6	20
Construction, extraction, farming, fishing, and forestry	71	6	23
Installation, maintenance, and repair	76	6	18
Production, transportation, and material moving	78	2	20
Transportation and material moving	83	2	15
Full time	67	4	29
Part time	73	1	26
Union	87	2	11
Nonunion	64	4	32
Average wage within the following categories: ⁵			
Lowest 25 percent	68	2	30
Second 25 percent	67	4	29
Third 25 percent	70	3	28
Highest 25 percent	66	6	28
Highest 10 percent	65	7	28
Establishment characteristics			
Goods-producing industries	69	5	26
Service-providing industries	68	4	29
Education and health services	66	1	33
Educational services	90	2	8
Elementary and secondary schools	91	1	8
Junior colleges, colleges, and universities	90	3	7
Health care and social assistance	50	—	—
Hospitals	48	1	51
Public administration	86	3	11

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ March 2018—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	66	5	29
1 to 49 workers	64	6	30
50 to 99 workers	72	2	26
100 workers or more	69	3	28
100 to 499 workers	70	2	28
500 workers or more	68	4	29
Geographic areas			
Northeast	73	5	23
New England	73	5	22
Middle Atlantic	73	5	23
South	63	4	32
South Atlantic	62	4	34
East South Central	68	4	28
West South Central	63	5	32
Midwest	67	4	29
East North Central	69	4	27
West North Central	64	3	33
West	70	2	27
Mountain	65	1	34
Pacific	72	3	25

¹ Includes workers in private industry and state and local 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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2018

(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	22	45	27	5	1	8	6
Full time	20	44	30	5	1	8	6
Part time	35	51	12	1	(⁴)	6	6
Union	16	30	45	10	(⁴)	9	10
Nonunion	24	49	22	3	1	7	6
1 to 99 workers	28	49	19	3	1	7	5
1 to 49 workers	28	52	17	2	1	7	5
50 to 99 workers	29	43	23	—	—	7	6
100 workers or more	18	42	33	6	1	9	8
100 to 499 workers	23	46	25	4	(⁴)	8	6
500 workers or more	13	37	42	8	1	9	10
After 5 years							
All workers	21	45	27	5	1	8	6
Full time	19	44	30	6	1	8	7
Part time	32	53	12	2	(⁴)	6	6
Union	13	30	44	11	1	10	10
Nonunion	23	49	22	4	1	8	6
1 to 99 workers	27	50	19	3	1	7	6
1 to 49 workers	27	52	17	3	1	7	5
50 to 99 workers	28	44	23	—	—	7	6
100 workers or more	17	42	33	7	1	9	8
100 to 499 workers	22	47	25	5	1	8	6
500 workers or more	11	37	42	9	1	10	10

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2018—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	21	45	28	6	1	8	7
Full time	19	43	30	6	1	9	7
Part time	32	52	13	2	(⁴)	7	6
Union	13	30	44	12	1	10	10
Nonunion	23	49	23	4	1	8	6
1 to 99 workers	27	49	20	3	1	7	6
1 to 49 workers	27	52	18	3	1	7	5
50 to 99 workers	28	43	24	—	—	7	6
100 workers or more	16	42	33	7	1	9	8
100 to 499 workers	22	46	25	5	1	8	6
500 workers or more	11	37	42	9	1	10	10
After 20 years							
All workers	21	45	28	6	1	8	7
Full time	19	43	30	6	1	9	7
Part time	32	52	13	2	(⁴)	7	6
Union	13	30	44	12	1	10	10
Nonunion	23	49	23	4	1	8	6
1 to 99 workers	27	49	20	3	1	7	6
1 to 49 workers	27	52	18	3	1	7	5
50 to 99 workers	28	43	24	—	—	7	6
100 workers or more	16	42	33	7	1	9	8
100 to 499 workers	22	47	25	5	1	8	6
500 workers or more	11	37	42	9	1	10	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 private industry and state and local government. See Technical Note for further explanation.

³ Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

⁴ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ March 2018

(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	56	21	36	44
Worker characteristics				
Management, professional, and related	68	30	38	32
Management, business, and financial	57	21	36	43
Professional and related	73	35	38	27
Teachers	87	51	35	13
Primary, secondary, and special education school teachers	88	52	36	12
Service	61	20	41	39
Protective service	75	43	32	25
Sales and office	50	15	35	50
Sales and related	43	8	35	57
Office and administrative support	53	18	35	47
Natural resources, construction, and maintenance	45	14	31	55
Construction, extraction, farming, fishing, and forestry	47	13	34	53
Installation, maintenance, and repair	43	14	29	57
Transportation and material moving	43	9	34	57
Full time	57	22	35	43
Union	70	35	35	30
Nonunion	53	16	36	47
Average wage within the following categories: ³				
Lowest 25 percent	46	11	35	54
Second 25 percent	54	18	37	46
Third 25 percent	57	21	35	43
Highest 25 percent	64	28	36	36
Highest 10 percent	62	26	36	38
Establishment characteristics				
Service-providing industries	60	22	37	40
Education and health services	81	36	45	19
Educational services	87	52	35	13
Elementary and secondary schools	88	52	35	12
Junior colleges, colleges, and universities	88	55	33	12
Health care and social assistance	75	18	57	25
Public administration	94	58	36	6

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ March 2018—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	44	13	30	56
1 to 49 workers	37	11	26	63
50 to 99 workers	58	18	40	42
100 workers or more	66	26	40	34
100 to 499 workers	59	19	40	41
500 workers or more	74	34	40	26
Geographic areas				
Northeast	55	16	39	45
New England	54	13	42	46
Middle Atlantic	55	17	37	45
South	57	25	33	43
South Atlantic	58	25	33	42
East South Central	56	25	32	44
West South Central	57	24	33	43
East North Central	50	17	33	50
West	60	22	38	40
Mountain	69	21	49	31
Pacific	56	22	34	44

¹ Includes workers in private industry and state and local 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 wage data for March 2018.

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/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2018

(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	7	29	38	16	7	2	11	10
Full time	5	27	40	18	8	2	11	10
Part time	27	41	22	4	—	—	8	5
Union	7	31	43	13	5	1	10	10
Nonunion	8	29	37	17	8	2	11	10
1 to 99 workers	11	37	35	11	—	—	9	10
1 to 49 workers	12	36	35	11	—	—	9	10
50 to 99 workers	9	39	37	11	4	1	9	10
100 workers or more	4	23	40	21	9	3	12	10
100 to 499 workers	6	29	40	18	6	2	11	10
500 workers or more	2	16	40	24	13	5	14	12
After 5 years								
All workers	2	10	31	35	15	6	15	15
Full time	1	8	31	37	16	7	15	15
Part time	9	27	34	21	6	4	12	10
Union	1	7	39	37	12	4	14	15
Nonunion	2	11	30	35	15	7	15	15
1 to 99 workers	4	16	34	32	11	3	13	13
1 to 49 workers	4	18	33	31	12	3	13	12
50 to 99 workers	3	10	37	38	10	3	14	15
100 workers or more	1	5	29	38	18	9	16	15
100 to 499 workers	1	7	35	36	15	6	15	15
500 workers or more	1	4	22	40	21	12	17	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2018—continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service ³						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	7	15	38	24	15	17	15
Full time	1	5	14	39	26	16	18	17
Part time	9	19	23	31	9	9	14	14
Union	1	2	12	51	25	9	17	15
Nonunion	2	8	15	36	23	16	17	15
1 to 99 workers	4	12	20	36	21	8	15	15
1 to 49 workers	4	14	20	33	20	9	15	15
50 to 99 workers	3	7	17	42	24	8	16	15
100 workers or more	1	3	11	40	26	20	19	19
100 to 499 workers	1	3	14	43	24	16	18	16
500 workers or more	(⁴)	2	7	37	28	25	20	20
After 20 years								
All workers	2	7	11	19	32	29	20	20
Full time	1	5	11	19	34	31	21	20
Part time	8	18	13	25	18	18	16	16
Union	1	2	5	13	46	34	22	20
Nonunion	2	7	12	21	30	28	20	20
1 to 99 workers	3	12	17	23	28	17	17	17
1 to 49 workers	4	14	18	22	26	17	16	15
50 to 99 workers	3	6	14	24	34	19	18	20
100 workers or more	1	2	6	17	36	39	22	21
100 to 499 workers	1	3	7	22	35	32	21	20
500 workers or more	(⁴)	2	5	10	37	46	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 Includes workers in private industry and state and local 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. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² March 2018

(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	36	14	19	21	24	64	9	13	15	18
Worker characteristics										
Management, professional, and related	44	17	21	23	26	56	11	15	17	20
Management, business, and financial	38	17	20	23	25	62	11	15	17	20
Professional and related	47	17	21	24	26	53	11	15	17	20
Teachers	25	12	13	13	14	75	12	14	16	18
Primary, secondary, and special education school teachers	31	11	11	12	12	69	10	12	14	16
Registered nurses	76	18	22	25	27	24	11	15	17	19
Service	39	14	18	20	22	61	8	11	14	16
Protective service	17	16	19	23	26	83	10	12	15	18
Sales and office	38	13	18	21	24	62	8	12	15	18
Sales and related	37	11	16	19	22	63	7	11	14	16
Office and administrative support	38	15	19	22	24	62	9	13	16	18
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	22	11	15	17	19	78	7	11	13	16
Installation, maintenance, and repair	25	9	13	15	16	75	7	11	13	14
Production, transportation, and material moving ... Production	20	12	16	19	22	80	8	11	14	17
Transportation and material moving	21	10	15	18	21	79	7	11	15	18
Production	23	10	15	18	20	77	7	11	14	17
Transportation and material moving	19	10	15	18	21	81	7	12	15	18
Full time	36	15	19	22	24	64	9	13	16	18
Part time	37	11	15	16	18	63	6	10	12	14
Union	16	15	18	22	25	84	9	13	17	21
Nonunion	39	14	19	21	24	61	9	12	15	17
Average wage within the following categories: ³										
Lowest 25 percent	35	11	16	18	20	65	6	10	13	15
Lowest 10 percent	26	10	15	17	18	74	6	9	12	13
Second 25 percent	35	14	18	21	24	65	8	12	15	17
Third 25 percent	35	15	19	22	24	65	9	13	16	19
Highest 25 percent	40	17	21	23	25	60	11	15	17	20
Highest 10 percent	39	17	21	23	25	61	12	15	18	21
Establishment characteristics										
Goods-producing industries	25	11	15	17	20	75	7	11	15	17
Service-providing industries	38	15	19	22	24	62	9	13	15	18
Education and health services	55	17	21	24	25	45	11	15	17	19
Educational services	12	14	15	16	17	88	13	16	18	20
Elementary and secondary schools	13	11	12	13	13	87	11	14	16	18
Junior colleges, colleges, and universities	9	19	21	23	25	91	15	17	19	22
Health care and social assistance	68	17	21	24	26	32	10	14	17	18
Hospitals	77	20	24	28	30	23	12	16	19	21
Public administration	10	18	22	26	30	90	11	14	17	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² March 2018—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	33	12	16	19	20	67	8	11	14	15
1 to 49 workers	33	13	16	19	20	67	7	11	13	15
50 to 99 workers	34	12	17	19	20	66	8	12	15	17
100 workers or more	38	16	20	23	26	62	10	14	17	20
100 to 499 workers	37	14	19	22	25	63	9	13	16	19
500 workers or more	40	18	22	25	27	60	11	14	18	21
Geographic areas										
Northeast	31	15	19	22	24	69	10	14	16	19
New England	31	16	20	22	25	69	10	14	16	19
Middle Atlantic	31	14	19	21	24	69	9	14	16	18
South	36	14	18	21	23	64	8	12	14	17
South Atlantic	36	14	18	21	23	64	8	12	14	17
East South Central	29	15	19	21	25	71	8	11	14	16
West South Central	41	13	17	20	22	59	9	12	15	17
Midwest	36	15	20	23	25	64	8	12	16	19
East North Central	34	15	19	22	25	66	8	12	16	19
West North Central	41	16	20	23	26	59	8	12	15	19
West	39	14	18	21	23	61	9	13	15	18
Mountain	46	14	18	21	23	54	8	12	15	17
Pacific	36	14	18	21	22	64	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 private industry and state and local 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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 32. Leave benefits: Access, private industry workers, March 2018

(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	78	71	77	43	55	57	28	16	88
Worker characteristics									
Management, professional, and related	91	90	89	62	75	77	43	28	94
Management, business, and financial	96	94	96	64	78	81	45	30	95
Professional and related	87	87	85	60	73	75	41	27	93
Service	54	52	57	25	30	35	12	9	81
Protective service	63	60	66	25	30	34	13	4	80
Sales and office	82	74	80	48	57	57	27	17	89
Sales and related	74	65	71	40	46	48	22	14	86
Office and administrative support	88	81	86	53	64	63	31	19	90
Natural resources, construction, and maintenance	79	63	75	30	45	45	19	9	83
Construction, extraction, farming, fishing, and forestry	68	50	62	18	28	31	10	5	80
Installation, maintenance, and repair	89	75	88	40	59	58	28	13	87
Production, transportation, and material moving ...	85	65	83	38	61	59	30	8	87
Production	90	63	87	37	64	61	29	8	87
Transportation and material moving	80	68	79	40	59	57	31	8	88
Full time	90	82	90	52	66	68	33	19	90
Part time	44	39	40	17	24	26	11	6	80
Union	90	83	89	57	78	78	41	15	92
Nonunion	77	70	76	42	53	55	26	16	87
Average wage within the following categories: ²									
Lowest 25 percent	54	45	52	22	29	31	11	7	81
Lowest 10 percent	40	31	41	13	22	25	8	4	76
Second 25 percent	82	73	83	43	57	56	25	15	88
Third 25 percent	91	83	90	52	67	69	33	18	90
Highest 25 percent	93	90	91	62	77	79	47	27	94
Highest 10 percent	93	92	92	63	80	82	53	31	95
Establishment characteristics									
Goods-producing industries	90	68	87	38	61	60	31	10	88
Construction	74	53	69	23	33	34	10	6	79
Manufacturing	98	76	96	46	75	73	40	12	92
Service-providing industries	76	71	75	44	54	56	27	17	88
Trade, transportation, and utilities	82	71	80	44	57	57	29	13	89
Wholesale trade	91	84	89	47	70	71	28	13	86
Retail trade	76	64	74	39	48	47	22	14	88
Transportation and warehousing	88	77	88	50	70	71	47	9	93
Utilities	99	98	98	59	86	86	53	13	96

See footnotes at end of table.

Table 32. Leave benefits: Access, private industry workers, March 2018—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	97	95	95	81	88	87	48	41	93
Financial activities	93	92	93	62	81	83	53	31	94
Finance and insurance	98	97	97	69	88	91	65	38	97
Credit intermediation and related activities	98	98	98	62	90	92	69	34	97
Insurance carriers and related activities	97	96	96	79	85	88	58	40	95
Real estate and rental and leasing	81	79	81	41	59	61	18	12	86
Professional and business services	80	72	77	46	53	53	28	19	86
Professional and technical services	95	91	94	61	68	71	43	32	87
Administrative and waste services	62	49	54	23	27	27	10	5	80
Education and health services	84	84	82	57	66	68	28	21	93
Educational services	64	81	56	47	69	68	37	19	90
Junior colleges, colleges, and universities	84	86	73	45	87	88	57	25	95
Health care and social assistance	88	84	86	59	66	68	27	22	94
Leisure and hospitality	38	41	45	13	18	25	8	8	77
Accommodation and food services	35	37	44	11	16	24	6	8	76
Other services	64	60	68	28	38	34	14	10	83
1 to 99 workers	71	62	70	33	43	45	17	12	82
1 to 49 workers	70	60	69	30	39	41	16	11	80
50 to 99 workers	75	66	73	40	55	57	23	15	88
100 workers or more	87	82	86	55	71	71	40	21	95
100 to 499 workers	86	79	85	51	65	65	33	18	95
500 workers or more	88	87	89	62	80	81	51	25	94
Geographic areas									
Northeast	80	75	78	52	64	71	35	22	87
New England	80	78	78	47	65	71	39	20	93
Middle Atlantic	79	74	78	54	63	70	33	23	86
South	79	67	78	43	57	58	29	14	85
South Atlantic	78	67	77	44	57	57	27	13	87
East South Central	79	62	78	37	55	57	30	14	82
West South Central	81	71	79	45	57	61	31	17	83
Midwest	76	64	76	40	55	53	24	12	89
East North Central	76	64	76	40	56	53	24	13	88
West North Central	76	65	76	41	53	55	25	11	91
West	78	81	78	39	48	47	24	18	90
Mountain	79	69	81	44	54	56	26	18	90
Pacific	78	86	76	36	44	42	23	18	90

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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, private industry workers, March 2018

(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	10	12	6	3	1	1	2	8	7
Worker characteristics														
Management, professional, and related	2	1	18	13	16	14	15	8	7	2	1	3	9	8
Management, business, and financial	2	1	17	10	17	12	20	8	7	2	1	3	9	9
Professional and related	2	1	19	15	16	14	12	7	7	2	2	3	9	8
Service	16	7	30	21	10	6	5	2	1	1	(¹)	1	6	6
Protective service	—	—	—	—	13	—	—	—	—	—	—	2	7	7
Sales and office	13	4	26	13	13	8	13	4	2	1	(¹)	1	7	7
Sales and related	27	6	30	10	10	6	6	4	1	1	—	—	6	6
Office and administrative support	6	3	25	15	15	9	17	5	3	1	1	1	8	8
Natural resources, construction, and maintenance	5	6	36	17	12	7	10	4	2	1	(¹)	1	7	7
Construction, extraction, farming, fishing, and forestry	5	6	38	18	14	7	6	1	—	—	—	1	7	7
Installation, maintenance, and repair	5	5	34	16	10	7	13	6	2	1	(¹)	1	8	7
Production, transportation, and material moving	5	2	24	12	18	10	13	9	3	1	(¹)	3	8	8
Production	3	2	21	10	14	13	16	12	4	—	—	4	9	9
Transportation and material moving	7	3	28	13	23	6	9	6	2	—	—	—	8	7
Full time	5	3	23	15	15	10	13	7	4	1	1	2	8	8
Part time	25	6	34	13	10	4	5	1	1	1	(¹)	1	6	6
Union	1	—	22	11	18	10	13	11	4	1	—	4	9	8
Nonunion	9	4	25	15	14	10	12	5	3	1	1	2	8	7
Average wage within the following categories: ²														
Lowest 25 percent	22	7	35	15	9	4	4	2	1	—	—	(¹)	6	6
Lowest 10 percent	26	5	37	14	10	2	4	—	—	—	—	—	6	6
Second 25 percent	7	4	28	16	14	8	12	6	2	1	(¹)	1	8	7
Third 25 percent	4	2	24	15	16	10	15	7	3	1	1	3	8	8
Highest 25 percent	2	1	16	12	17	14	16	9	7	2	1	3	9	9
Highest 10 percent	1	1	13	11	17	16	17	9	8	3	1	3	9	9
Establishment characteristics														
Goods-producing industries	2	2	20	12	14	13	16	10	6	1	1	3	9	9
Construction	6	6	40	19	14	7	5	2	—	—	—	—	7	6
Manufacturing	—	1	12	9	14	16	20	13	8	2	—	4	9	9
Service-providing industries	9	3	26	15	15	9	11	5	3	1	1	2	8	7
Trade, transportation, and utilities	17	6	31	11	16	5	7	4	1	—	—	1	7	6
Wholesale trade	4	2	28	13	19	11	12	6	—	2	—	2	8	8
Retail trade	31	9	39	9	7	3	1	1	(¹)	—	—	—	5	6
Transportation and warehousing	—	3	21	13	33	3	11	9	2	—	—	—	8	8
Utilities	—	—	—	—	11	24	26	19	7	—	—	—	10	10

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, private industry workers, March 2018—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	—	—	16	26	12	14	17	—	—	—	—	—	—	8	8
Financial activities	1	—	10	8	20	16	35	5	3	1	—	—	1	9	9
Finance and insurance	—	—	5	5	22	17	41	6	2	1	—	—	1	9	10
Credit intermediation and related activities	—	—	4	3	18	6	59	6	2	—	—	—	1	9	10
Insurance carriers and related activities	—	—	8	9	26	21	25	5	3	—	—	—	—	9	9
Real estate and rental and leasing	5	—	29	—	15	12	13	3	—	—	—	—	—	8	7
Professional and business services	4	2	26	12	16	13	11	8	4	—	—	—	2	8	8
Professional and technical services	—	—	14	12	20	16	14	6	7	—	—	—	—	9	8
Administrative and waste services	6	4	37	14	13	9	7	9	—	—	—	—	—	7	7
Education and health services	3	4	29	20	12	7	9	4	5	2	2	2	3	8	7
Educational services	—	1	2	4	9	—	15	9	10	7	7	7	26	12	11
Junior colleges, colleges, and universities	1	2	—	—	11	6	13	8	13	11	8	8	23	12	12
Health care and social assistance	3	—	33	23	13	6	8	3	4	1	—	—	—	7	7
Leisure and hospitality	28	—	29	25	8	3	—	2	—	—	—	—	—	5	6
Accommodation and food services	30	—	28	30	8	—	—	—	—	—	—	—	—	5	6
Other services	11	5	21	13	13	5	15	—	—	4	—	—	—	8	7
1 to 99 workers	10	4	29	16	13	9	10	4	3	1	(¹)	—	1	7	7
1 to 49 workers	10	4	30	17	12	8	11	5	2	1	(¹)	—	1	7	7
50 to 99 workers	10	4	27	13	16	11	10	4	4	—	—	—	1	7	7
100 workers or more	5	2	21	13	16	11	14	8	4	2	1	—	3	8	8
100 to 499 workers	8	4	23	14	14	10	13	6	4	—	—	—	2	8	8
500 workers or more	—	—	16	11	17	12	16	11	6	2	2	—	5	9	9
Geographic areas															
Northeast	7	2	20	16	13	9	14	9	6	3	—	—	—	8	8
New England	8	—	15	12	13	8	19	11	7	3	—	—	2	9	9
Middle Atlantic	6	3	22	17	13	9	12	8	5	2	—	—	—	8	8
South	10	4	26	14	13	10	11	4	3	—	—	—	2	7	7
South Atlantic	12	3	27	14	13	10	11	4	3	—	—	—	1	7	7
East South Central	—	5	24	9	13	11	—	—	—	—	—	—	4	8	8
West South Central	8	6	25	18	13	11	11	4	2	—	—	—	2	7	7
Midwest	6	1	29	15	16	8	13	6	2	1	(¹)	—	3	8	7
East North Central	6	1	27	16	15	7	13	7	2	1	(¹)	—	4	8	8
West North Central	6	1	32	12	17	10	12	6	2	1	—	—	—	8	7
West	7	4	23	13	16	11	12	6	4	—	—	—	1	8	8
Mountain	8	4	30	13	16	9	11	5	4	—	—	—	—	8	7
Pacific	6	5	20	13	16	11	13	7	4	—	—	—	1	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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, private industry workers, March 2018

(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	64	4	32
Worker characteristics			
Management, professional, and related	56	6	38
Management, business, and financial	61	7	32
Professional and related	53	6	41
Service	65	2	33
Sales and office	62	3	35
Sales and related	61	3	36
Office and administrative support	63	3	34
Natural resources, construction, and maintenance	73	7	21
Construction, extraction, farming, fishing, and forestry	69	—	—
Installation, maintenance, and repair	75	7	19
Production, transportation, and material moving ...	77	2	20
Transportation and material moving	82	2	16
Full time	62	5	33
Part time	71	1	28
Nonunion	61	4	34
Average wage within the following categories: ⁴			
Lowest 25 percent	66	2	32
Second 25 percent	64	4	32
Third 25 percent	67	3	30
Highest 25 percent	59	7	35
Highest 10 percent	58	9	33
Establishment characteristics			
Goods-producing industries	69	5	26
Construction	69	4	28
Service-providing industries	62	4	33
Trade, transportation, and utilities	69	3	28
Wholesale trade	74	4	22
Retail trade	60	2	37
Transportation and warehousing	82	—	—
Information	71	7	22
Financial activities	60	4	36
Finance and insurance	57	4	39
Credit intermediation and related activities	68	2	30
Insurance carriers and related activities ...	40	4	56
Real estate and rental and leasing	71	5	24
Professional and business services	62	9	29
Professional and technical services	56	7	37

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, March 2018—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
Education and health services	52	2	46
Educational services	80	6	14
Junior colleges, colleges, and universities	82	7	11
Health care and social assistance	—	—	51
Leisure and hospitality	72	2	26
Accommodation and food services	75	—	—
Other services	70	6	24
1 to 99 workers	64	5	30
1 to 49 workers	63	6	31
50 to 99 workers	68	3	29
100 workers or more	63	3	34
100 to 499 workers	66	2	32
500 workers or more	59	5	37
Geographic areas			
Northeast	69	5	27
New England	68	6	26
Middle Atlantic	69	4	27
South	58	5	37
South Atlantic	57	5	38
East South Central	62	5	33
West South Central	58	6	36
West	68	3	30
Mountain	60	2	38
Pacific	70	3	27

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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, March 2018

(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	27	54	17	2	1	7	6
Full time	24	54	19	2	1	7	6
Part time	37	54	8	1	(³)	6	5
Nonunion	27	54	16	2	1	7	6
1 to 99 workers	31	54	13	1	1	6	5
1 to 49 workers	30	55	13	1	1	6	5
50 to 99 workers	33	52	13	—	—	6	5
100 workers or more	23	53	21	2	1	7	6
100 to 499 workers	28	54	16	2	(³)	7	6
500 workers or more	15	53	28	3	1	8	7
After 5 years							
All workers	25	54	17	2	1	7	6
Full time	23	54	19	3	1	7	6
Part time	34	56	8	1	(³)	6	5
Nonunion	26	54	17	2	1	7	6
1 to 99 workers	29	55	13	1	1	6	5
1 to 49 workers	29	56	13	1	1	7	5
50 to 99 workers	31	53	13	—	—	6	5
100 workers or more	21	53	21	3	1	8	6
100 to 499 workers	26	54	17	2	1	7	6
500 workers or more	13	52	28	4	2	9	7

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, March 2018—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	25	54	18	2	1	7	6
Full time	23	53	20	3	1	8	6
Part time	34	55	9	1	(³)	6	5
Nonunion	26	54	17	2	1	7	6
1 to 99 workers	29	54	14	2	1	7	5
1 to 49 workers	29	55	14	1	1	7	5
50 to 99 workers	31	52	14	—	—	6	5
100 workers or more	20	53	22	3	1	8	6
100 to 499 workers	26	54	17	2	1	7	6
500 workers or more	12	52	30	4	2	9	7
After 20 years							
All workers	25	54	18	2	1	8	6
Full time	23	53	20	3	2	8	6
Part time	34	56	9	1	(³)	6	5
Nonunion	25	54	17	2	1	7	6
1 to 99 workers	29	54	14	2	1	7	5
1 to 49 workers	29	55	14	2	1	7	5
50 to 99 workers	31	52	15	—	—	6	5
100 workers or more	20	53	22	3	1	8	6
100 to 499 workers	25	54	17	3	1	8	6
500 workers or more	12	52	29	4	2	10	7

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 36. Paid sick leave: Carryover provisions, private industry workers, March 2018

(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	9	37	54
Worker characteristics				
Management, professional, and related	54	13	42	46
Management, business, and financial	49	11	37	51
Professional and related	58	14	44	42
Sales and office	43	8	35	57
Sales and related	43	8	35	57
Office and administrative support	44	9	35	56
Natural resources, construction, and maintenance	38	8	30	62
Installation, maintenance, and repair	38	10	28	62
Transportation and material moving	39	5	34	61
Full time	46	10	36	54
Nonunion	46	9	37	54
Average wage within the following categories: ²				
Second 25 percent	47	8	39	53
Third 25 percent	44	9	35	56
Highest 25 percent	51	12	39	49
Highest 10 percent	50	12	38	50
Service-providing industries	48	9	39	52
Trade, transportation, and utilities	43	7	35	57
Wholesale trade	30	7	23	70
Retail trade	42	7	35	58
Information	24	9	15	76
Financial activities	43	9	34	57
Finance and insurance	50	8	41	50
Credit intermediation and related activities	53	7	45	47
Insurance carriers and related activities	45	–	–	55
Real estate and rental and leasing	22	–	–	78
Education and health services	72	12	60	28
Educational services	71	12	59	29
Junior colleges, colleges, and universities	78	17	61	22
Health care and social assistance	72	12	60	28
Leisure and hospitality	48	8	40	52
1 to 99 workers	37	7	30	63
1 to 49 workers	32	7	25	68
50 to 99 workers	49	8	42	51
100 workers or more	54	11	43	46
100 to 499 workers	50	10	40	50

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, private industry workers, March 2018—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	
Geographic areas				
Northeast	44	9	35	56
New England	43	6	37	57
Middle Atlantic	44	10	35	56
South	46	10	36	54
South Atlantic	47	11	37	53
East South Central	43	8	35	57
West South Central	45	11	35	55
West	51	9	41	49
Pacific	47	10	38	53

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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, March 2018

(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	5	10	21	60	120	45
Worker characteristics						
Management, professional, and related	6	15	36	69	126	57
Management, business, and financial	6	12	30	60	120	55
Professional and related	–	18	44	80	130	59
Sales and office	5	10	20	50	120	40
Sales and related	5	10	–	30	–	32
Office and administrative support	5	10	24	60	120	44
Natural resources, construction, and maintenance	5	7	–	–	110	40
Installation, maintenance, and repair	5	–	18	65	–	51
Transportation and material moving	6	10	24	115	163	61
Full time	5	10	27	60	120	47
Nonunion	5	10	20	50	92	40
Average wage within the following categories: ³						
Second 25 percent	5	10	19	60	100	39
Third 25 percent	5	10	30	64	120	51
Highest 25 percent	6	12	30	80	133	56
Highest 10 percent	7	12	–	120	150	64
Service-providing industries	6	10	30	60	120	49
Trade, transportation, and utilities	5	10	28	90	150	54
Wholesale trade	–	–	–	30	60	27
Retail trade	5	10	18	31	120	32
Information	12	–	65	90	–	63
Financial activities	10	12	26	60	125	54
Finance and insurance	10	12	25	60	130	57
Credit intermediation and related activities	10	12	20	–	90	34
Insurance carriers and related activities	–	–	–	–	–	104
Real estate and rental and leasing	–	–	–	–	–	27
Education and health services	–	20	45	75	120	60
Educational services	12	20	56	–	130	68
Junior colleges, colleges, and universities	12	24	60	125	132	79
Health care and social assistance	–	–	40	72	120	58
Leisure and hospitality	5	7	10	20	60	23
1 to 99 workers	5	9	20	35	90	36
1 to 49 workers	5	8	15	30	60	27
50 to 99 workers	5	10	–	–	115	51
100 workers or more	5	10	30	69	125	50
100 to 499 workers	5	10	20	60	96	38

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, March 2018—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	
Geographic areas						
Northeast	5	8	—	70	130	52
New England	5	—	—	—	137	55
Middle Atlantic	5	8	—	65	130	50
South	7	10	30	73	120	53
South Atlantic	7	10	30	72	130	59
East South Central	10	—	30	60	94	45
West South Central	—	11	—	73	120	46
West	6	10	20	50	110	37
Pacific	6	8	20	50	96	36

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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 38. Paid vacations: Number of annual days by service requirement,¹ private industry workers, March 2018

(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	8	31	35	16	7	2	10	10
Full time	5	30	38	18	7	2	11	10
Part time	28	42	21	4	—	—	8	5
Union	8	40	36	12	4	1	9	10
Nonunion	8	30	35	17	7	2	11	10
1 to 99 workers	12	38	34	11	—	—	9	10
1 to 49 workers	13	37	34	10	—	—	9	10
50 to 99 workers	9	41	35	11	4	1	9	10
100 workers or more	4	25	37	22	8	3	12	10
100 to 499 workers	6	30	38	19	6	2	11	10
500 workers or more	2	18	36	26	13	5	14	12
After 5 years								
All workers	2	11	32	34	15	6	15	15
Full time	1	8	31	36	17	7	15	15
Part time	9	27	33	21	5	4	11	10
Union	—	7	46	31	12	—	14	12
Nonunion	3	11	30	34	15	7	15	15
1 to 99 workers	4	16	34	32	11	3	13	12
1 to 49 workers	4	18	33	30	12	3	13	12
50 to 99 workers	3	10	37	37	10	3	14	15
100 workers or more	1	6	30	36	19	9	16	15
100 to 499 workers	1	7	35	35	16	6	15	15
500 workers or more	(³)	4	21	38	22	14	18	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ private industry workers, March 2018—continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service ²						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	7	15	37	23	15	17	15
Full time	1	6	14	38	25	16	18	16
Part time	9	19	23	30	9	9	14	13
Union	—	—	12	52	25	8	17	15
Nonunion	2	8	16	35	23	16	17	15
1 to 99 workers	4	13	20	35	21	9	15	15
1 to 49 workers	4	14	21	32	20	9	15	15
50 to 99 workers	3	7	18	42	23	8	16	15
100 workers or more	1	3	11	39	26	21	19	19
100 to 499 workers	1	3	14	42	24	16	18	16
500 workers or more	—	—	6	35	28	29	21	20
After 20 years								
All workers	2	7	11	20	30	29	20	20
Full time	1	5	11	20	32	31	20	20
Part time	9	19	13	25	17	18	16	16
Union	—	—	4	13	46	35	21	20
Nonunion	2	8	12	21	28	28	19	20
1 to 99 workers	4	12	17	23	27	17	17	15
1 to 49 workers	4	14	18	23	25	16	16	15
50 to 99 workers	3	6	15	25	33	18	18	20
100 workers or more	1	2	6	18	33	40	22	20
100 to 499 workers	1	3	7	23	33	33	21	20
500 workers or more	—	—	4	10	33	51	24	25

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:¹ Access, private industry workers, March 2018

(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	39	14	18	21	23	61	8	12	15	17
Worker characteristics										
Management, professional, and related	49	17	21	23	25	51	11	14	17	19
Management, business, and financial	42	16	20	23	25	58	11	14	17	19
Professional and related	54	17	21	24	26	46	11	14	17	19
Service	43	13	17	20	22	57	6	11	13	14
Protective service	31	15	19	22	25	69	7	9	11	12
Sales and office	40	13	18	21	23	60	8	12	15	17
Sales and related	38	11	16	19	22	62	7	11	14	16
Office and administrative support	42	14	19	22	24	58	8	12	15	18
Natural resources, construction, and maintenance	23	10	14	17	19	77	7	11	13	15
Construction, extraction, farming, fishing, and forestry	26	9	12	14	15	74	7	10	12	13
Installation, maintenance, and repair	20	12	16	19	21	80	7	11	14	16
Production, transportation, and material moving ...	21	10	15	18	21	79	7	11	14	18
Production	23	10	15	18	20	77	7	11	14	17
Transportation and material moving	20	10	15	18	21	80	7	12	15	18
Full time	39	15	19	22	24	61	8	13	15	18
Part time	38	11	15	16	18	62	6	10	12	14
Union	20	14	17	21	24	80	8	13	16	21
Nonunion	41	14	18	21	23	59	8	12	15	17
Average wage within the following categories: ²										
Lowest 25 percent	35	11	15	17	20	65	6	10	13	14
Lowest 10 percent	28	10	14	16	18	72	5	9	12	13
Second 25 percent	38	13	18	21	24	62	7	12	14	17
Third 25 percent	37	14	18	21	24	63	8	12	15	18
Highest 25 percent	44	17	20	23	25	56	10	14	17	20
Highest 10 percent	42	17	21	23	25	58	11	15	18	20
Establishment characteristics										
Goods-producing industries	25	11	15	17	20	75	7	11	14	17
Construction	30	9	13	15	16	70	6	10	11	13
Manufacturing	24	11	15	18	21	76	8	12	15	19
Service-providing industries	42	15	19	22	24	58	8	12	15	17
Trade, transportation, and utilities	28	11	16	19	23	72	7	11	14	17
Wholesale trade	26	11	15	18	20	74	8	12	15	17
Retail trade	36	10	16	19	23	64	6	10	13	16
Transportation and warehousing	15	11	17	21	27	85	8	12	15	19
Utilities	22	14	17	20	25	78	10	13	16	20

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, private industry workers, March 2018—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	32	16	21	24	26	68	11	14	17	21
Financial activities	44	16	21	24	26	56	11	15	16	19
Finance and insurance	49	17	21	24	26	51	12	15	17	20
Credit intermediation and related activities	37	17	21	25	26	63	12	16	18	21
Insurance carriers and related activities	69	17	21	24	26	31	11	14	16	19
Real estate and rental and leasing	26	14	18	20	22	74	9	12	14	16
Professional and business services	41	16	19	22	24	59	9	13	15	18
Professional and technical services	49	16	19	22	23	51	10	13	16	18
Administrative and waste services	38	13	18	20	22	62	7	11	13	15
Education and health services	66	17	21	24	25	34	10	14	17	18
Educational services	24	13	15	16	17	76	13	17	19	21
Junior colleges, colleges, and universities	16	18	21	24	25	84	14	17	19	22
Health care and social assistance	70	17	21	24	26	30	9	13	17	18
Leisure and hospitality	28	10	15	17	19	72	6	10	12	13
Accommodation and food services	27	10	14	17	19	73	5	10	12	13
Other services	28	10	13	14	15	72	8	12	13	14
1 to 99 workers	34	12	16	19	20	66	7	11	13	15
1 to 49 workers	34	13	16	19	20	66	7	11	13	14
50 to 99 workers	36	12	16	19	20	64	7	12	14	17
100 workers or more	43	16	20	23	26	57	9	13	16	20
100 to 499 workers	40	14	19	22	25	60	8	13	16	19
500 workers or more	48	17	22	25	27	52	10	14	17	21
Geographic areas										
Northeast	35	15	19	22	24	65	9	13	16	18
New England	34	16	20	22	25	66	10	14	16	18
Middle Atlantic	35	14	19	21	24	65	9	13	15	18
South	39	14	18	20	23	61	8	11	14	16
South Atlantic	39	14	18	21	23	61	8	11	14	16
East South Central	32	14	18	21	24	68	7	11	14	16
West South Central	44	12	17	20	22	56	8	12	14	16
Midwest	38	15	20	23	25	62	7	12	15	18
East North Central	36	15	19	22	25	64	7	12	16	18
West North Central	43	16	20	23	26	57	7	12	15	18
West	42	14	18	21	22	58	8	12	15	17
Mountain	48	14	18	21	23	52	8	12	14	17
Pacific	39	14	18	20	22	61	9	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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 32. Leave benefits: Access, State and local government workers, March 2018

(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	68	91	61	59	82	87	70	25	94
Worker characteristics									
Management, professional, and related	57	93	47	63	83	88	70	26	94
Professional and related	52	93	40	64	82	88	68	27	94
Teachers	32	92	15	69	81	87	65	27	94
Primary, secondary, and special education school teachers	28	99	13	82	85	91	64	29	96
Service	78	85	74	53	78	84	68	23	92
Protective service	90	91	89	53	85	90	78	27	97
Sales and office	88	92	86	55	83	88	74	24	95
Office and administrative support	88	93	87	55	84	89	75	25	95
Natural resources, construction, and maintenance	96	96	97	57	88	90	70	26	95
Production, transportation, and material moving	73	89	62	58	82	86	72	20	93
Full time	74	99	67	65	88	93	75	27	97
Part time	33	44	24	24	50	55	39	12	78
Union	70	97	58	70	90	93	72	28	95
Nonunion	67	86	63	51	75	83	69	23	93
Average wage within the following categories: ²									
Lowest 25 percent	65	79	59	46	71	78	61	21	90
Lowest 10 percent	52	65	44	39	62	69	51	16	89
Second 25 percent	89	95	85	57	85	90	75	26	96
Third 25 percent	70	97	63	70	87	92	76	25	96
Highest 25 percent	53	95	41	66	87	91	69	29	95
Highest 10 percent	49	93	37	54	87	89	72	28	95
Establishment characteristics									
Service-providing industries	68	91	60	59	82	87	70	25	94
Education and health services	55	92	45	63	82	87	68	26	94
Educational services	50	92	37	65	81	87	67	26	93
Elementary and secondary schools	39	93	26	72	81	87	62	27	92
Junior colleges, colleges, and universities	81	90	69	42	83	87	80	24	97
Health care and social assistance	92	92	92	52	84	91	75	23	94
Hospitals	91	92	92	52	84	90	71	23	91
Public administration	91	92	90	54	85	89	77	24	96
1 to 99 workers	64	89	55	61	80	85	65	22	92
1 to 49 workers	70	86	66	51	81	82	65	23	93
50 to 99 workers	57	92	44	70	79	88	65	20	91
100 workers or more	70	92	63	59	83	88	72	26	95
100 to 499 workers	69	90	61	63	80	84	63	29	93
500 workers or more	70	93	63	57	84	90	76	25	95

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, March 2018—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	92	95	86	51	90	93	88	23	98
Local government	60	90	52	62	80	85	64	26	93
Geographic areas									
Northeast	64	90	57	73	93	92	75	23	94
New England	60	90	55	82	92	90	72	20	95
Middle Atlantic	65	90	58	70	93	93	75	24	94
South	69	92	62	57	81	90	77	27	94
South Atlantic	78	91	66	60	81	89	75	21	94
East South Central	71	90	60	45	72	85	78	23	92
West South Central	56	94	56	57	86	95	81	37	97
Midwest	66	89	55	65	79	84	56	30	95
East North Central	69	88	55	66	79	84	56	36	95
West North Central	61	91	57	62	80	84	56	18	96
West	72	93	67	49	78	82	68	20	92
Mountain	66	88	60	45	66	73	61	—	98
Pacific	74	95	70	50	84	85	70	23	89

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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2018

(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	5	3	4	7	15	21	18	10	7	7	11	11
Worker characteristics														
Management, professional, and related	4	2	7	3	3	7	13	20	15	11	7	8	11	11
Professional and related	5	2	8	4	3	7	13	19	13	10	7	7	11	11
Teachers	9	4	16	7	4	6	12	14	7	6	6	10	10	10
Primary, secondary, and special education school teachers	13	6	23	8	3	4	11	—	3	3	—	11	9	8
Service	2	1	4	2	4	7	18	20	21	9	8	5	11	11
Protective service	—	—	—	2	2	7	20	24	25	10	6	1	11	11
Sales and office	—	—	1	1	4	8	14	22	25	10	7	7	12	11
Office and administrative support	—	—	1	1	4	8	14	22	25	10	8	7	12	11
Natural resources, construction, and maintenance	—	—	—	—	4	7	19	28	15	—	3	8	11	11
Production, transportation, and material moving	—	—	4	—	9	8	—	24	19	—	4	—	10	11
Full time	2	1	5	3	4	7	15	21	19	10	7	7	11	11
Part time	—	—	4	3	4	5	15	16	16	9	6	9	10	11
Union	3	—	6	3	—	4	13	24	22	10	5	7	11	11
Nonunion	2	1	3	2	6	10	16	18	16	10	9	6	11	11
Average wage within the following categories: ¹														
Lowest 25 percent	4	2	5	2	6	8	16	17	16	11	7	6	11	11
Lowest 10 percent	5	3	8	4	8	6	15	12	14	13	6	6	11	11
Second 25 percent	(²) 1	2	2	4	8	15	22	21	10	8	6	6	11	11
Third 25 percent	3	2	7	3	2	6	14	25	18	9	5	5	11	11
Highest 25 percent	4	—	4	4	—	7	13	19	19	11	7	10	11	11
Highest 10 percent	—	—	2	7	3	7	12	17	20	13	5	12	12	11
Establishment characteristics														
Service-providing industries	3	1	5	3	4	7	15	21	18	10	7	7	11	11
Education and health services	4	3	8	4	4	7	14	14	14	11	8	11	11	11
Educational services	5	3	8	4	4	6	13	12	12	11	9	13	11	11
Elementary and secondary schools	8	5	13	6	4	4	12	10	8	8	6	16	11	10
Junior colleges, colleges, and universities	—	—	—	2	4	8	14	13	18	16	13	10	12	12
Health care and social assistance	—	—	9	4	—	10	16	22	18	—	—	—	10	11
Hospitals	—	—	—	—	—	—	—	19	22	—	—	—	10	11
Public administration	—	—	—	—	2	8	16	29	25	10	7	3	11	11
1 to 99 workers	—	—	3	3	3	5	16	26	14	13	5	8	11	11
1 to 49 workers	—	—	4	—	2	5	17	30	15	14	5	5	11	11
50 to 99 workers	5	—	2	5	—	6	14	22	13	11	4	11	11	11
100 workers or more	3	1	5	3	4	8	14	20	20	10	8	6	11	11
100 to 499 workers	5	—	4	—	3	8	14	22	17	9	9	5	11	11
500 workers or more	2	1	5	3	4	8	14	18	21	10	7	7	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2018—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)	1	3	9	12	26	23	13	10	3	11	11
Local government	4	2	7	3	4	6	16	18	16	9	5	9	11	11
Geographic areas														
Northeast	—	—	—	—	2	1	7	27	34	9	5	12	12	12
New England	—	—	—	—	—	—	—	40	24	—	—	—	11	11
Middle Atlantic	—	—	—	—	—	—	6	23	38	8	6	13	12	12
South	3	1	7	1	5	9	13	17	18	9	10	5	11	11
South Atlantic	2	—	10	—	4	10	15	18	21	10	4	5	11	11
East South Central	8	6	4	—	8	—	14	—	—	21	3	—	10	11
West South Central	—	—	—	—	5	10	7	20	15	—	27	5	12	12
Midwest	4	2	6	7	4	10	19	17	12	9	4	5	10	10
East North Central	5	—	7	9	—	9	16	14	12	13	6	6	10	11
West North Central	4	—	—	4	—	11	26	—	12	—	1	3	10	10
West	—	—	3	2	2	6	20	26	13	14	6	7	11	11
Mountain	—	—	—	—	4	8	40	18	6	3	4	6	11	10
Pacific	—	—	2	2	1	5	12	30	16	18	6	7	12	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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2018

(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	88	2	11
Worker characteristics			
Management, professional, and related	89	1	10
Professional and related	89	1	10
Teachers	92	1	7
Primary, secondary, and special education school teachers	92	—	—
Service	85	4	11
Protective service	85	6	9
Sales and office	87	2	11
Office and administrative support	87	2	11
Natural resources, construction, and maintenance	83	—	—
Production, transportation, and material moving ...	87	—	—
Full time	88	2	11
Part time	88	1	11
Union	91	2	7
Nonunion	85	1	14
Average wage within the following categories: ⁴			
Lowest 25 percent	89	1	10
Lowest 10 percent	86	1	13
Second 25 percent	87	2	12
Third 25 percent	85	2	14
Highest 25 percent	91	2	7
Highest 10 percent	90	2	8
Establishment characteristics			
Service-providing industries	88	2	11
Education and health services	89	1	10
Educational services	93	1	6
Elementary and secondary schools	92	1	7
Junior colleges, colleges, and universities	94	1	5
Health care and social assistance	64	—	—
Hospitals	53	—	—
Public administration	86	3	11
1 to 99 workers	89	—	—
1 to 49 workers	87	—	—
50 to 99 workers	91	—	—
100 workers or more	87	2	11
100 to 499 workers	91	—	—
500 workers or more	86	2	12

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2018—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	88	1	11
Local government	87	2	11
Geographic areas			
Northeast	95	—	—
New England	97	—	—
Middle Atlantic	94	—	—
South	86	1	13
South Atlantic	86	1	14
East South Central	91	—	—
West South Central	84	—	—
Midwest	89	2	9
East North Central	89	2	8
West North Central	88	—	—
West	84	—	—
Mountain	86	—	—
Pacific	83	—	—

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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, March 2018

(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	9	15	62	14	(³)	11	12
Full time	8	14	63	15	(³)	11	12
Part time	20	27	48	–	–	9	10
Union	8	10	66	16	(³)	12	12
Nonunion	–	20	59	12	–	11	12
1 to 99 workers	–	13	62	13	–	11	12
1 to 49 workers	–	13	65	14	–	11	12
50 to 99 workers	16	13	59	–	–	10	10
100 workers or more	8	15	62	15	(³)	11	12
100 to 499 workers	–	14	64	15	–	12	12
500 workers or more	–	15	61	14	–	11	12
After 5 years							
All workers	8	14	61	16	(³)	11	12
Full time	8	13	62	17	(³)	12	12
Part time	19	27	48	–	–	9	10
Union	8	9	65	18	1	12	12
Nonunion	–	20	57	14	–	11	12
1 to 99 workers	–	12	61	14	–	11	12
1 to 49 workers	–	12	65	16	–	12	12
50 to 99 workers	16	–	58	13	–	10	10
100 workers or more	7	15	61	16	(³)	12	12
100 to 499 workers	–	15	62	17	–	12	12
500 workers or more	–	15	60	16	–	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, March 2018—continued

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

Characteristics	Paid sick leave days by length of service ²					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	8	14	61	16	(³)	12	12
Full time	8	13	62	17	(³)	12	12
Part time	19	27	47	—	—	9	10
Union	8	9	64	18	1	12	12
Nonunion	—	20	57	14	—	11	12
1 to 99 workers	—	12	61	15	—	11	12
1 to 49 workers	—	13	63	17	—	12	12
50 to 99 workers	16	—	60	13	—	10	10
100 workers or more	7	15	60	17	(³)	12	12
100 to 499 workers	—	15	62	18	—	12	12
500 workers or more	—	15	60	16	—	11	12
After 20 years							
All workers	8	14	60	17	1	12	12
Full time	8	13	61	17	(³)	12	12
Part time	19	27	47	—	—	9	10
Union	8	9	63	19	1	12	12
Nonunion	9	20	57	14	(³)	11	12
1 to 99 workers	—	12	61	15	—	11	12
1 to 49 workers	—	13	63	17	—	12	12
50 to 99 workers	16	—	59	14	—	10	10
100 workers or more	7	15	60	17	1	12	12
100 to 499 workers	—	15	61	18	—	12	12
500 workers or more	8	15	60	17	(³)	11	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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2018

(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	60	32	8
Worker characteristics				
Management, professional, and related	92	61	31	8
Professional and related	91	60	31	9
Teachers	90	58	32	10
Primary, secondary, and special education school teachers	90	56	34	10
Service	90	58	32	10
Protective service	93	58	35	7
Sales and office	94	60	34	6
Office and administrative support	94	60	34	6
Natural resources, construction, and maintenance	96	56	40	4
Production, transportation, and material moving ...	93	52	41	7
Full time	92	60	32	8
Part time	91	58	32	9
Union	93	60	33	7
Nonunion	91	60	32	9
Average wage within the following categories: ²				
Lowest 25 percent	91	56	35	9
Lowest 10 percent	89	55	34	11
Second 25 percent	94	65	29	6
Third 25 percent	93	61	32	7
Highest 25 percent	91	58	33	9
Highest 10 percent	90	58	32	10
Establishment characteristics				
Service-providing industries	92	60	32	8
Education and health services	91	61	30	9
Educational services	90	60	30	10
Elementary and secondary schools	90	57	33	10
Junior colleges, colleges, and universities	92	72	20	8
Health care and social assistance	—	63	—	—
Hospitals	—	61	—	—
Public administration	94	58	36	6
1 to 99 workers	91	58	33	9
1 to 49 workers	90	58	33	10
50 to 99 workers	91	57	34	9
100 workers or more	92	60	32	8
100 to 499 workers	94	55	39	6
500 workers or more	92	63	29	8

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2018—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	74	21	5
Local government	91	55	37	9
Geographic areas				
Northeast	94	44	50	6
New England	94	37	57	6
Middle Atlantic	94	46	48	6
South	90	66	24	10
South Atlantic	91	70	21	9
East South Central	89	65	24	11
West South Central	88	60	27	12
Midwest	90	49	41	10
East North Central	91	53	38	9
West North Central	88	42	46	12
West	97	74	23	3
Mountain	—	64	—	—
Pacific	97	78	18	3

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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2018

(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	29	75	125	180	250	137
Worker characteristics						
Management, professional, and related	30	90	150	190	250	146
Professional and related	30	90	150	186	245	145
Teachers	30	100	160	200	260	155
Primary, secondary, and special education school teachers	34	100	160	200	260	159
Service	25	56	120	180	250	124
Protective service	30	45	120	150	250	121
Sales and office	30	–	120	200	255	135
Office and administrative support	30	–	120	200	255	134
Natural resources, construction, and maintenance	13	48	90	130	200	101
Production, transportation, and material moving ...	10	–	120	180	240	121
Full time	30	80	125	180	250	137
Part time	8	–	135	200	240	133
Union	30	100	160	200	273	158
Nonunion	–	60	105	150	200	114
Average wage within the following categories: ³						
Lowest 25 percent	20	60	115	180	240	119
Lowest 10 percent	–	–	90	120	195	104
Second 25 percent	–	60	120	180	240	129
Third 25 percent	30	80	120	180	250	134
Highest 25 percent	–	110	160	200	260	160
Highest 10 percent	–	130	160	200	240	164
Establishment characteristics						
Service-providing industries	28	75	125	180	250	137
Education and health services	30	90	150	191	259	148
Educational services	27	90	160	200	259	150
Elementary and secondary schools	30	90	160	200	260	151
Junior colleges, colleges, and universities	15	100	150	200	220	146
Health care and social assistance	–	–	–	–	–	126
Hospitals	–	–	–	–	–	101
Public administration	–	54	120	165	240	120
1 to 99 workers	40	90	120	180	260	136
1 to 49 workers	40	–	120	175	200	126
50 to 99 workers	–	90	120	190	260	144
100 workers or more	24	72	130	185	250	137
100 to 499 workers	–	60	120	185	260	133
500 workers or more	27	90	135	185	240	139

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2018—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	40	90	125	200	300	151
Local government	25	68	120	180	240	134
Geographic areas						
Northeast	40	120	170	200	300	169
New England	—	115	130	190	230	149
Middle Atlantic	38	160	180	200	300	178
South	—	60	105	150	180	109
South Atlantic	—	90	120	180	180	120
East South Central	—	72	—	150	180	124
West South Central	20	—	90	120	180	90
Midwest	—	60	120	180	265	137
East North Central	—	—	132	240	340	157
West North Central	30	60	115	150	180	108
West	—	54	120	180	248	120
Mountain	—	—	—	—	—	125
Pacific	10	—	125	180	248	115

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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, March 2018

(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	12	57	16	10	2	13	12
Full time	3	11	57	16	10	2	13	12
Part time	9	24	46	15	–	–	11	10
Union	5	14	58	15	7	2	12	11
Nonunion	3	10	56	17	12	2	13	12
1 to 99 workers	7	16	58	14	–	–	11	11
1 to 49 workers	8	16	58	14	–	–	11	12
50 to 99 workers	6	18	58	15	–	–	11	10
100 workers or more	3	10	56	17	12	2	13	12
100 to 499 workers	3	13	64	10	8	1	12	12
500 workers or more	3	9	52	20	13	2	14	12
After 5 years								
All workers	2	5	28	45	14	6	16	15
Full time	2	4	28	46	14	6	16	15
Part time	5	13	35	35	8	4	14	15
Union	2	6	26	49	12	5	15	15
Nonunion	2	4	30	43	15	7	16	15
1 to 99 workers	2	5	36	45	10	2	15	15
1 to 49 workers	–	7	35	43	10	–	15	15
50 to 99 workers	–	–	38	47	9	–	15	15
100 workers or more	2	5	26	46	15	7	16	15
100 to 499 workers	2	5	35	47	5	6	15	15
500 workers or more	1	4	22	45	19	8	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, March 2018—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	3	12	47	26	11	18	18
Full time	1	2	11	47	26	12	19	18
Part time	4	8	21	44	16	8	16	17
Union	1	3	12	48	24	12	18	18
Nonunion	1	3	11	47	27	11	19	18
1 to 99 workers	2	1	12	54	24	6	17	17
1 to 49 workers	3	2	10	59	21	6	18	17
50 to 99 workers	—	—	16	48	28	5	17	17
100 workers or more	1	3	11	45	26	13	19	18
100 to 499 workers	1	4	14	50	23	8	18	18
500 workers or more	—	—	10	43	28	15	19	19
After 20 years								
All workers	1	2	6	13	47	31	22	22
Full time	1	2	6	12	47	32	22	22
Part time	—	—	12	20	40	19	19	20
Union	1	2	6	11	47	34	22	22
Nonunion	1	2	7	14	47	29	22	22
1 to 99 workers	2	1	7	15	46	28	21	21
1 to 49 workers	2	1	6	18	48	26	21	21
50 to 99 workers	—	—	9	12	45	31	21	21
100 workers or more	1	2	6	12	47	32	22	22
100 to 499 workers	1	2	8	15	46	29	22	21
500 workers or more	—	—	6	11	47	33	23	23

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² 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.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, March 2018

(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	14	17	21	24	27	86	12	15	18	21
Worker characteristics										
Management, professional, and related	15	18	21	23	26	85	13	16	18	22
Professional and related	17	17	20	23	25	83	13	16	18	22
Service	14	17	20	24	27	86	11	14	17	21
Protective service	10	17	21	24	29	90	11	14	17	21
Sales and office	11	18	22	25	28	89	11	15	18	22
Office and administrative support	10	18	22	26	29	90	11	15	18	22
Natural resources, construction, and maintenance	17	17	21	24	28	83	11	14	17	22
Production, transportation, and material moving ...	9	15	19	21	26	91	11	14	17	21
Full time	13	18	21	24	28	87	12	15	18	22
Part time	21	12	15	17	18	79	11	13	16	20
Union	9	19	23	26	30	91	11	15	17	22
Nonunion	18	17	20	23	26	82	13	15	18	21
Average wage within the following categories: ²										
Lowest 25 percent	15	16	20	23	25	85	11	14	17	20
Lowest 10 percent	20	15	19	22	23	80	11	14	17	20
Second 25 percent	12	18	21	25	28	88	12	15	18	22
Third 25 percent	15	17	21	24	26	85	12	15	18	22
Highest 25 percent	14	19	22	25	27	86	13	16	18	22
Highest 10 percent	10	20	23	26	29	90	14	16	19	21
Establishment characteristics										
Service-providing industries	13	18	21	24	27	87	12	15	18	21
Education and health services	16	18	21	24	26	84	13	15	18	21
Educational services	7	15	16	17	17	93	13	15	17	20
Elementary and secondary schools	9	13	14	14	14	91	11	13	16	18
Health care and social assistance	39	20	23	27	30	61	13	16	19	23
Hospitals	54	20	24	27	30	46	13	16	19	23
Public administration	10	18	22	26	30	90	11	14	17	22
1 to 99 workers	10	14	19	22	25	90	11	14	17	21
1 to 49 workers	7	14	18	21	24	93	11	14	17	21
50 to 99 workers	13	14	19	22	25	87	11	14	17	21
100 workers or more	15	18	21	24	27	85	12	15	18	22
100 to 499 workers	13	17	20	22	26	87	11	14	17	21
500 workers or more	16	18	22	25	28	84	13	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, March 2018—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	7	20	24	26	29	93	13	16	19	23
Local government	18	17	20	23	26	82	11	14	17	21
Geographic areas										
Northeast	5	17	19	23	25	95	11	15	18	22
Middle Atlantic	5	19	20	24	26	95	12	16	19	22
South	14	17	21	24	27	86	12	15	17	21
South Atlantic	14	18	21	24	28	86	12	15	17	21
East South Central	12	20	21	25	30	88	12	15	18	21
West South Central	17	16	20	22	25	83	12	14	17	21
Midwest	17	16	19	22	24	83	12	14	18	22
East North Central	14	17	20	24	27	86	12	15	18	22
West North Central	21	15	18	20	21	79	12	14	17	23
West	17	18	22	26	29	83	12	15	18	21
Mountain	24	17	19	22	25	76	13	15	18	21
Pacific	14	20	24	28	31	86	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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.