

**Table 39. Consolidated leave plans:<sup>1</sup> 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
<b>Worker characteristics</b>										
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: <sup>2</sup>										
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
<b>Establishment characteristics</b>										
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:<sup>1</sup> 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
<b>Geographic areas</b>										
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

<sup>1</sup> 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.

<sup>2</sup> 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](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

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