

Table 33. Paid sick leave: Type of provision, civilian workers,¹ March 2019

(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	3	28
Worker characteristics			
Management, professional, and related	67	4	29
Management, business, and financial	66	5	29
Professional and related	67	4	29
Teachers	90	2	8
Primary, secondary, and special education school teachers	91	—	—
Service	70	3	27
Protective service	82	4	14
Sales and office	64	3	33
Sales and related	60	4	36
Office and administrative support	66	3	31
Natural resources, construction, and maintenance	70	5	25
Construction, extraction, farming, fishing, and forestry	71	5	24
Installation, maintenance, and repair	70	5	25
Production, transportation, and material moving	78	2	20
Transportation and material moving	83	2	16
Full time	67	4	29
Part time	77	1	22
Union	86	2	12
Nonunion	65	4	31
Average wage within the following categories: ⁵			
Lowest 25 percent	70	2	28
Second 25 percent	68	3	29
Third 25 percent	69	3	28
Highest 25 percent	67	5	28
Highest 10 percent	66	6	28
Establishment characteristics			
Goods-producing industries	71	5	25
Service-providing industries	68	3	29
Education and health services	66	1	33
Educational services	91	1	8
Elementary and secondary schools	92	1	7
Junior colleges, colleges, and universities	91	3	6
Health care and social assistance	50	—	—
Hospitals	50	1	49
Public administration	87	3	10

See footnotes at end of table.

Table 33. Paid sick leave: Type of provision, civilian workers,¹ March 2019—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	68	4	28
1 to 49 workers	66	5	29
50 to 99 workers	71	2	27
100 workers or more	69	3	28
100 to 499 workers	70	2	28
500 workers or more	68	3	28
Geographic areas			
Northeast	75	4	21
New England	76	3	21
Middle Atlantic	74	4	22
South	65	4	30
South Atlantic	65	3	32
East South Central	71	7	22
West South Central	63	5	32
Midwest	65	3	31
West North Central	64	3	33
West	70	2	28
Mountain	63	1	36
Pacific	73	2	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 2019.

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.