

Table 35. Paid sick leave: Carryover provisions, civilian workers,¹ March 2019

(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	58	21	37	42
Worker characteristics				
Management, professional, and related	68	30	37	32
Management, business, and financial	56	20	37	44
Professional and related	73	35	38	27
Teachers	87	50	36	13
Primary, secondary, and special education school teachers	88	52	36	12
Protective service	74	41	33	26
Sales and office	52	16	37	48
Sales and related	43	9	34	57
Office and administrative support	56	18	38	44
Natural resources, construction, and maintenance	47	13	34	53
Installation, maintenance, and repair	49	16	34	51
Transportation and material moving	41	8	33	59
Full time	58	22	36	42
Union	72	34	38	28
Nonunion	54	17	37	46
Average wage within the following categories: ³				
Second 25 percent	56	17	39	44
Third 25 percent	57	22	36	43
Highest 25 percent	66	29	37	34
Highest 10 percent	65	29	36	35
Establishment characteristics				
Service-providing industries	62	22	39	38
Education and health services	82	36	46	18
Educational services	88	51	36	12
Elementary and secondary schools	88	52	36	12
Junior colleges, colleges, and universities	88	53	34	12
Public administration	94	57	37	6

See footnotes at end of table.

Table 35. Paid sick leave: Carryover provisions, civilian workers,¹ March 2019—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	46	14	32	54
1 to 49 workers	41	13	28	59
50 to 99 workers	57	18	39	43
100 workers or more	67	25	42	33
100 to 499 workers	60	18	42	40
500 workers or more	74	32	42	26
Geographic areas				
Northeast	56	15	41	44
New England	55	11	44	45
Middle Atlantic	57	17	40	43
South	57	23	34	43
South Atlantic	58	23	35	42
East South Central	55	24	30	45
West South Central	57	22	35	43
West	61	24	37	39
Pacific	59	25	34	41

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 2019.

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

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