

Table 33. Paid sick leave: Type of provision, State and local government workers, March 2019

(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	1	11
Worker characteristics			
Management, professional, and related	90	1	10
Professional and related	90	1	10
Teachers	92	1	7
Primary, secondary, and special education school teachers	93	—	—
Service	85	3	11
Protective service	85	6	9
Sales and office	88	2	11
Office and administrative support	88	2	11
Natural resources, construction, and maintenance	82	—	—
Production, transportation, and material moving ...	86	—	—
Full time	88	1	10
Part time	88	—	—
Union	91	2	7
Nonunion	85	1	14
Average wage within the following categories: ⁴			
Lowest 25 percent	88	1	11
Lowest 10 percent	87	—	—
Second 25 percent	87	1	11
Third 25 percent	86	2	12
Highest 25 percent	91	1	8
Highest 10 percent	90	1	9
Establishment characteristics			
Service-providing industries	88	1	10
Education and health services	89	1	10
Educational services	93	1	6
Elementary and secondary schools	93	(⁵)	7
Junior colleges, colleges, and universities	94	—	—
Health care and social assistance	66	—	—
Hospitals	55	—	—
Public administration	87	3	10
1 to 99 workers	90	—	—
1 to 49 workers	88	—	—
50 to 99 workers	91	—	—
100 workers or more	88	2	11
100 to 499 workers	91	—	—
500 workers or more	86	2	12

See footnotes at end of table.

Table 33. Paid sick leave: Type of provision, State and local government workers, March 2019—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	88	2	10
Geographic areas			
Northeast	95	—	—
New England	97	—	—
Middle Atlantic	94	—	—
South	87	1	12
South Atlantic	86	—	—
East South Central	93	—	—
West South Central	85	—	—
Midwest	89	2	10
East North Central	89	2	9
West North Central	88	—	—
West	84	—	—
Mountain	86	—	14
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 2019.

⁵ 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.