

Table 34. Paid sick leave: Type of provision, private industry workers, March 2016

(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	70	4	25
Worker characteristics			
Management, professional, and related	64	7	28
Management, business, and financial	64	9	27
Professional and related	64	6	29
Service	71	1	28
Sales and office	69	4	27
Sales and related	67	4	29
Office and administrative support	70	4	26
Natural resources, construction, and maintenance	78	5	17
Installation, maintenance, and repair	78	6	15
Production, transportation, and material moving ...	82	2	16
Transportation and material moving	85	1	13
Full time	70	5	26
Union	85	2	13
Nonunion	68	5	27
Average wage within the following categories: ⁴			
Lowest 25 percent	72	2	27
Second 25 percent	72	2	26
Third 25 percent	73	4	23
Highest 25 percent	66	8	26
Highest 10 percent	64	11	26
Establishment characteristics			
Goods-producing industries:			
Construction	77	4	19
Service-providing industries			
Trade, transportation, and utilities	74	3	22
Wholesale trade	81	6	13
Retail trade	67	3	31
Transportation and warehousing	85	1	14
Utilities	82	2	16
Information	73	11	17
Financial activities	63	6	31
Finance and insurance	63	5	32
Credit intermediation and related activities	72	2	26
Insurance carriers and related activities ...	49	6	45
Real estate and rental and leasing	66	—	—
Professional and business services	68	8	23
Professional and technical services	64	8	29
Education and health services	66	1	33
Educational services	85	5	10
Junior colleges, colleges, and universities	84	8	8
Health care and social assistance	62	—	—
Leisure and hospitality	75	—	—
Accommodation and food services	74	—	—
Other services	74	6	20

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, March 2016—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
1 to 99 workers	74	5	20
1 to 49 workers	73	7	20
50 to 99 workers	77	2	22
100 workers or more	67	3	30
100 to 499 workers	70	2	28
500 workers or more	62	5	32
Geographic areas			
Northeast	74	5	21
New England	67	5	28
Middle Atlantic	76	5	19
South	69	5	26
South Atlantic	68	6	26
East South Central	73	6	21
West South Central	68	3	28
Midwest	70	3	27
East North Central	71	3	26
West	69	4	27
Mountain	55	5	40
Pacific	75	3	22

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.