

**Table 36. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> March 2018**

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision <sup>2</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	56	21	36	44
<b>Worker characteristics</b>				
Management, professional, and related .....	68	30	38	32
Management, business, and financial .....	57	21	36	43
Professional and related .....	73	35	38	27
Teachers .....	87	51	35	13
Primary, secondary, and special education school teachers .....	88	52	36	12
Service .....	61	20	41	39
Protective service .....	75	43	32	25
Sales and office .....	50	15	35	50
Sales and related .....	43	8	35	57
Office and administrative support .....	53	18	35	47
Natural resources, construction, and maintenance	45	14	31	55
Construction, extraction, farming, fishing, and forestry .....	47	13	34	53
Installation, maintenance, and repair .....	43	14	29	57
Transportation and material moving .....	43	9	34	57
Full time .....	57	22	35	43
Union .....	70	35	35	30
Nonunion .....	53	16	36	47
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	46	11	35	54
Second 25 percent .....	54	18	37	46
Third 25 percent .....	57	21	35	43
Highest 25 percent .....	64	28	36	36
Highest 10 percent .....	62	26	36	38
<b>Establishment characteristics</b>				
Service-providing industries .....	60	22	37	40
Education and health services .....	81	36	45	19
Educational services .....	87	52	35	13
Elementary and secondary schools .....	88	52	35	12
Junior colleges, colleges, and universities .....	88	55	33	12
Health care and social assistance .....	75	18	57	25
Public administration .....	94	58	36	6

See footnotes at end of table.

**Table 36. Paid sick leave: Carryover provisions, civilian workers,<sup>1</sup> March 2018—continued**

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision <sup>2</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 99 workers .....	44	13	30	56
1 to 49 workers .....	37	11	26	63
50 to 99 workers .....	58	18	40	42
100 workers or more .....	66	26	40	34
100 to 499 workers .....	59	19	40	41
500 workers or more .....	74	34	40	26
<b>Geographic areas</b>				
Northeast .....	55	16	39	45
New England .....	54	13	42	46
Middle Atlantic .....	55	17	37	45
South .....	57	25	33	43
South Atlantic .....	58	25	33	42
East South Central .....	56	25	32	44
West South Central .....	57	24	33	43
East North Central .....	50	17	33	50
West .....	60	22	38	40
Mountain .....	69	21	49	31
Pacific .....	56	22	34	44

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.  
<sup>2</sup> Plans that allow employees to accumulate unused sick leave from year to year.  
<sup>3</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/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

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