

**Table 34. Standard errors for paid sick leave: Type of provision, private industry workers, March 2018**

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
All workers .....	1.2	0.5	1.1
<b>Worker characteristics</b>			
Management, professional, and related .....	1.6	1.0	1.6
Management, business, and financial .....	2.0	1.5	1.9
Professional and related .....	2.2	1.1	2.3
Service .....	2.9	1.1	2.9
Sales and office .....	1.5	0.4	1.4
Sales and related .....	1.6	0.5	1.6
Office and administrative support .....	1.9	0.5	1.8
Natural resources, construction, and maintenance .....	3.3	1.9	2.1
Construction, extraction, farming, fishing, and forestry .....	4.9	–	–
Installation, maintenance, and repair .....	3.1	2.0	2.0
Production, transportation, and material moving ...	1.8	0.5	1.9
Transportation and material moving .....	2.1	0.8	2.3
Full time .....	1.3	0.6	1.2
Part time .....	2.2	0.4	2.1
Nonunion .....	1.3	0.5	1.2
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	2.7	0.6	2.5
Second 25 percent .....	1.9	0.8	1.7
Third 25 percent .....	1.5	0.6	1.4
Highest 25 percent .....	1.6	1.1	1.6
Highest 10 percent .....	2.3	1.9	2.2
<b>Establishment characteristics</b>			
Goods-producing industries .....	1.9	0.8	1.9
Construction .....	4.1	0.8	3.9
Service-providing industries .....	1.4	0.5	1.2
Trade, transportation, and utilities .....	1.5	0.7	1.6
Wholesale trade .....	2.8	1.0	2.6
Retail trade .....	2.1	0.6	1.8
Transportation and warehousing .....	3.2	–	–
Information .....	4.0	2.2	3.8
Financial activities .....	1.7	0.6	1.6
Finance and insurance .....	1.3	0.6	1.4
Credit intermediation and related activities .....	2.0	0.5	1.9
Insurance carriers and related activities ....	2.3	1.1	2.2
Real estate and rental and leasing .....	4.6	1.9	3.9
Professional and business services .....	3.5	2.2	2.8
Professional and technical services .....	3.1	1.9	3.6

See footnotes at end of table.

**Table 34. Standard errors for paid sick leave: Type of provision, private industry workers, March 2018—continued**

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
Education and health services .....	3.1	0.7	3.2
Educational services .....	3.1	1.3	3.3
Junior colleges, colleges, and universities	1.9	1.1	1.7
Health care and social assistance .....	—	—	3.7
Leisure and hospitality .....	4.5	0.8	4.4
Accommodation and food services .....	4.4	—	—
Other services .....	3.8	1.5	4.1
1 to 99 workers .....	1.5	0.7	1.6
1 to 49 workers .....	1.9	0.8	1.9
50 to 99 workers .....	2.7	1.0	2.7
100 workers or more .....	1.8	0.5	1.5
100 to 499 workers .....	2.1	0.5	2.1
500 workers or more .....	2.1	1.0	1.9
<b>Geographic areas</b>			
Northeast .....	2.2	1.0	1.6
New England .....	3.2	1.0	2.9
Middle Atlantic .....	2.7	1.3	1.8
South .....	2.6	1.1	2.2
South Atlantic .....	4.5	1.5	3.4
East South Central .....	4.6	1.7	5.5
West South Central .....	2.2	1.9	3.1
West .....	1.9	1.0	2.1
Mountain .....	6.3	0.3	6.1
Pacific .....	1.5	1.4	2.0

<sup>1</sup> Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

<sup>2</sup> Plan does not specify maximum number of days.

<sup>3</sup> 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.

<sup>4</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: 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](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

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