

**Table 45. Paid leave combinations: Access, State and local government workers, March 2019**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
All workers .....	35	59	60	58	93	93	88
<b>Worker characteristics</b>							
Management, professional, and related .....	27	63	46	43	94	95	86
Professional and related .....	23	64	39	36	94	94	85
Teachers .....	9	69	14	10	95	95	81
Primary, secondary, and special education school teachers .....	9	82	12	7	100	100	87
Service .....	45	52	74	73	87	87	85
Protective service .....	51	52	89	88	91	92	92
Sales and office .....	50	54	86	84	93	93	92
Office and administrative support .....	50	54	86	85	94	94	93
Natural resources, construction, and maintenance .....	60	59	95	94	97	98	98
Production, transportation, and material moving ...	34	56	61	61	92	92	86
Full time .....	39	65	66	64	99	99	95
Part time .....	11	21	21	20	52	53	42
Union .....	39	69	57	56	98	98	91
Nonunion .....	32	50	63	60	88	88	85
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	30	45	58	56	81	81	78
Lowest 10 percent .....	23	39	44	42	70	70	67
Second 25 percent .....	49	57	85	84	96	96	95
Third 25 percent .....	39	69	60	58	98	98	94
Highest 25 percent .....	26	65	41	39	97	97	85
Highest 10 percent .....	22	52	36	34	95	96	74
<b>Establishment characteristics</b>							
Service-providing industries .....	35	59	60	58	93	93	87
Education and health services .....	25	62	44	41	94	94	86
Educational services .....	21	64	36	33	94	94	85
Elementary and secondary schools .....	16	72	25	21	94	94	84
Junior colleges, colleges, and universities .....	32	39	68	68	93	94	87
Health care and social assistance .....	51	51	91	91	92	94	93
Hospitals .....	51	51	90	91	92	94	93
Public administration .....	53	53	90	90	93	93	92
1 to 99 workers .....	31	61	53	51	90	90	85
1 to 49 workers .....	34	53	61	60	87	87	83
50 to 99 workers .....	28	68	46	41	92	93	88
100 workers or more .....	37	58	62	60	94	94	88
100 to 499 workers .....	40	64	62	61	91	91	88
500 workers or more .....	35	56	62	60	95	95	88

See footnotes at end of table.

**Table 45. Paid leave combinations: Access, State and local government workers, March 2019—continued**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
State government .....	48	50	85	86	96	96	95
Local government .....	31	62	52	49	91	92	85
<b>Geographic areas</b>							
Northeast .....	45	71	55	55	92	92	85
New England .....	48	81	54	53	91	91	90
Middle Atlantic .....	44	67	56	56	92	92	84
South .....	31	56	61	59	93	94	91
South Atlantic .....	39	61	65	64	91	92	90
East South Central .....	—	45	59	59	93	93	92
West South Central .....	25	56	56	52	97	97	92
Midwest .....	35	63	55	53	90	90	88
East North Central .....	38	66	54	54	89	89	87
West North Central .....	30	59	56	51	92	92	89
West .....	34	48	67	64	94	94	83
Mountain .....	24	45	61	56	90	90	85
Pacific .....	39	50	70	68	96	96	83

<sup>1</sup> Includes workers with access to one or more of these leave benefits.

<sup>2</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 2019.

Note: 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.