

Holiday Profile – Martin Luther King, Jr. Birthday

January 2019

The National Compensation Survey¹ (NCS) captures the provisions and costs of employer-provided benefits in private industry and state and local government, including leave benefits such as vacation, sick leave, and holidays. In a series of holiday profiles, BLS is publishing data on the incidence of federal and other prominent holidays, including Martin Luther King, Jr. Birthday (observed on the third Monday in January). Upcoming paid holiday benefit profiles in 2019 will be available at www.bls.gov/ncs/ebs/holiday_profiles.htm.

Civilian workers² received an average of 8 paid holidays per year with over 3 in 4 civilian workers (77 percent) receiving paid holidays in March 2018.³ Paid holidays cost employers an average of 77 cents per employee hour worked.⁴ Among civilian workers who receive paid holidays, 32 percent received Martin Luther King, Jr.'s Birthday as a paid holiday, along with 24 percent of private industry workers and 86 percent of state and local government workers. (See Table 1.)

Table 1. Percent of workers receiving the Martin Luther King, Jr., Birthday paid holiday, March 2018
(All workers with paid holidays = 100 percent)

Characteristics	Civilian		Private industry		State and local government	
	Percent	Standard Error	Percent	Standard Error	Percent	Standard Error
All workers	32	1.1	24	1.2	86	1.1
Occupational group:						
Management, business, and financial	44	2.7	38	3.0	94	1.8
Professional and related	44	3.0	33	3.3	84	1.5
Service	36	3.5	25	4.5	82	2.7
Sales and office	30	1.4	24	1.4	90	1.6
Natural resources, construction, and maintenance	18	2.1	11	2.2	87	2.4
Production, transportation, and material moving	13	1.6	11	1.7	83	6.0
Work status:						
Full-time	32	1.3	24	1.4	87	1.1
Part-time	26	5.7	21	6.1	74	4.9
Bargaining status¹:						
Union	54	3.3	32	4.4	86	1.8
Nonunion	28	1.2	23	1.3	86	1.6
Establishment size:						
1 to 99 workers	23	1.7	19	1.7	86	2.5
100 or more workers	39	1.7	28	1.8	86	1.3
Census region¹:						
Northeast	38	2.8	31	2.9	90	2.9
South	30	2.0	20	2.0	90	1.4
Midwest	23	1.8	17	2.0	71	2.1
West	38	2.2	30	2.5	90	2.7

Footnotes:

(1) For more information on bargaining status and census region definitions, see the *Bureau of Labor Statistics, Handbook of Methods, National Compensation Measures*, www.bls.gov/opub/hom/ncs/concepts.htm.

Highlights of Martin Luther King, Jr. Birthday paid holiday benefits include:

- The incidence ranged from 44 percent of civilian workers in management, business, and financial and professional and related occupations to 13 percent of workers in production, transportation, and material moving occupations.
- Union workers (54 percent) were nearly twice as likely as nonunion workers (28 percent) to receive the paid holiday.
- Civilian workers in establishments of 100 or more workers (39 percent) received the paid holiday at a significantly higher rate than workers in establishments of 1 to 99 workers (23 percent).
- Thirty-one percent of private industry workers in the Northeast region received the paid holiday, compared with 17 percent in the Midwest.

Estimation Methods for Specific Paid Holidays

The estimates of specific paid holiday percentages for this profile are based on information field economists collected for sample establishments. Missing data were not subject to standard imputation procedures used in other NCS publications. Workers were included as having paid holiday leave for either partial or full workday paid holidays. Data are rounded to the nearest whole number. Use caution in applying these estimates because they are only based on collected data, part of the overall sample, and not subject to standard imputation and processing methods. Those methods can affect estimates based on establishment and worker characteristics of available and missing holiday information.⁵

Standard and sampling errors

Standard errors are based only on collected holiday information. (See Table 1.) Data that satisfied relative standard error criteria for collected and matched holiday collection information were used in this profile.

Benefits data used in the holiday profile are derived from a sample survey used for the NCS and thus, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in a population. Caution should be applied in using holiday profile estimates because they are only based on a subsample of the overall sample using collected establishments that provide workers with paid holidays. Estimates derived from subsamples using the same sample design may differ from each other.

END NOTES

⁽¹⁾ The National Compensation Survey (NCS) collects information on employee wages and salaries and benefits from a nationally-representative sample of about 8,000 responding establishments. (See [March 2018 Appendix 1](#)). The NCS program produces the Employment Cost Index (ECI) and Employer Costs for Employee Compensation (ECEC). The ECI tracks changes over time in average employer costs for pay and benefits, while the ECEC expresses average employer costs for pay and benefits in dollars and cents. The NCS also tracks coverage and provisions of employer-sponsored benefits such as healthcare, retirement, and leave benefits. For more information, see www.bls.gov/ncs.

⁽²⁾ Civilian workers include both private industry and state and local government workers.

⁽³⁾ *Bureau of Labor Statistics: National Compensation Survey: Employee Benefits in the United States, March 2018*, www.bls.gov/ncs/ebs/benefits/2018.

⁽⁴⁾ *Bureau of Labor Statistics: National Compensation Survey: Employer Costs for Employee Compensation, March 2018*, www.bls.gov/news.release/archives/ecec_06082018.pdf.

⁽⁵⁾ *Bureau of Labor Statistics: Handbook of Methods, National Compensation Measures*, www.bls.gov/opub/hom/ncs/home.htm.

