

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ National Compensation Survey, March 2012

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

Characteristics	Carryover provision ²			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	55	22	33	45
Worker characteristics				
Management, professional, and related	65	32	33	35
Management, business, and financial	51	21	30	49
Professional and related	70	36	34	30
Teachers	86	54	32	14
Primary, secondary, and special education school teachers	88	55	33	12
Registered nurses	80	27	53	20
Service	57	25	32	43
Protective service	82	53	29	18
Sales and office	51	16	35	49
Sales and related	51	9	42	49
Office and administrative support	51	19	32	49
Natural resources, construction, and maintenance	44	16	28	56
Installation, maintenance, and repair	45	11	33	55
Production, transportation, and material moving	41	10	31	59
Production	30	6	24	70
Transportation and material moving	51	14	38	49
Full time	55	23	33	45
Union	73	41	32	27
Nonunion	50	17	33	50
Average wage within the following categories: ³				
Lowest 25 percent	42	11	31	58
Second 25 percent	55	19	35	45
Third 25 percent	56	23	33	44
Highest 25 percent	61	29	32	39
Highest 10 percent	65	32	33	35
Establishment characteristics				
Goods-producing industries	30	9	21	70
Service-providing industries	59	24	35	41
Education and health services	77	40	38	23
Educational services	87	55	32	13
Elementary and secondary schools	89	57	32	11
Junior colleges, colleges, and universities	88	53	35	12
Healthcare and social assistance	65	21	44	35
Hospitals	84	28	56	16
Public administration	95	67	29	5

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ National Compensation Survey, March 2012—Continued

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

Characteristics	Carryover provision ²			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 99 workers	37	11	26	63
1 to 49 workers	34	9	25	66
50 to 99 workers	43	14	29	57
100 workers or more	67	29	37	33
100 to 499 workers	60	17	43	40
500 workers or more	72	40	32	28
Geographic areas				
New England	54	19	35	46
Middle Atlantic	50	20	30	50
East North Central	48	17	31	52
West North Central	56	17	38	44
South Atlantic	60	28	32	40
East South Central	68	31	36	32
West South Central	53	18	35	47
Mountain	62	21	41	38
Pacific	58	28	30	42

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² Plans that allow employees to accumulate unused sick leave from year to year.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

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/ncs/ebs/glossary20112012.htm.