

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2012

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
All workers	68	6	26
Worker characteristics			
Management, professional, and related	62	8	30
Management, business, and financial	63	9	27
Professional and related	61	7	32
Service	69	3	28
Sales and office	71	5	23
Sales and related	79	6	15
Office and administrative support	67	5	27
Natural resources, construction, and maintenance	71	9	20
Installation, maintenance, and repair	74	8	18
Production, transportation, and material moving ...	76	3	20
Production	75	3	22
Transportation and material moving	78	4	18
Full time	68	6	26
Nonunion	67	6	27
Average wage within the following categories: ⁴			
Second 25 percent	71	3	26
Third 25 percent	68	5	26
Highest 25 percent	64	9	28
Highest 10 percent	62	11	27
Establishment characteristics			
Goods-producing industries	71	8	21
Manufacturing	71	7	22
Service-providing industries	68	5	27
Trade, transportation, and utilities	79	6	14
Wholesale trade	72	12	16
Retail trade	84	4	12
Utilities	74	—	—

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2012—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
Information	73	9	17
Financial activities	62	6	32
Finance and insurance	60	6	34
Credit intermediation and related activities	69	4	27
Insurance carriers and related activities	47	5	47
Real estate and rental and leasing	68	7	24
Professional and business services	67	7	26
Professional and technical services	63	8	29
Education and health services	58	2	39
Educational services	78	9	12
Junior colleges, colleges, and universities	81	8	11
Healthcare and social assistance	55	1	44
Other services	68	9	23
1 to 99 workers	69	8	23
1 to 49 workers	68	9	23
50 to 99 workers	70	5	25
100 workers or more	68	4	28
100 to 499 workers	72	4	23
Geographic areas			
New England	69	8	23
Middle Atlantic	73	8	19
East North Central	64	7	29
West North Central	67	5	28
South Atlantic	67	4	28
East South Central	66	7	27
West South Central	65	4	30
Mountain	65	6	29
Pacific	74	5	21

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

² Plan does not specify maximum number of days.

³ 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.

⁴ 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. 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/glossary20112012.htm.