

**Table 38. Consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> March 2019**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers .....	38	14	18	21	23	62	9	13	15	18
<b>Worker characteristics</b>										
Management, professional, and related .....	46	17	20	23	25	54	11	15	17	20
Management, business, and financial .....	40	17	20	23	25	60	11	15	17	20
Professional and related .....	49	17	20	23	25	51	11	15	17	20
Teachers .....	26	12	13	14	14	74	13	14	16	18
Primary, secondary, and special education school teachers .....	28	11	12	13	13	72	10	12	14	16
Registered nurses .....	77	18	22	25	27	23	11	14	16	19
Service .....	41	14	18	20	22	59	7	11	14	16
Protective service .....	20	16	20	23	26	80	10	12	15	18
Sales and office .....	40	13	18	21	24	60	9	12	15	18
Sales and related .....	40	11	16	19	23	60	7	11	14	16
Office and administrative support .....	40	14	19	22	24	60	9	13	16	19
Natural resources, construction, and maintenance	26	11	15	17	19	74	8	11	14	16
Construction, extraction, farming, fishing, and forestry .....	27	10	13	15	17	73	7	11	13	14
Installation, maintenance, and repair .....	25	11	16	19	22	75	8	12	15	17
Production, transportation, and material moving ...	24	10	15	18	21	76	7	12	15	18
Production .....	26	10	14	18	21	74	7	11	15	18
Transportation and material moving .....	21	10	15	18	21	79	7	12	15	18
Full time .....	38	15	19	22	24	62	9	13	16	18
Part time .....	38	10	14	16	17	62	6	10	13	15
Union .....	17	15	19	23	26	83	9	13	16	21
Nonunion .....	42	14	18	21	23	58	9	12	15	17
Average wage within the following categories: <sup>3</sup>										
Lowest 25 percent .....	37	12	16	18	21	63	7	11	13	15
Lowest 10 percent .....	29	10	15	16	18	71	6	9	12	13
Second 25 percent .....	38	13	18	21	24	62	8	12	15	17
Third 25 percent .....	37	15	18	21	24	63	9	13	16	19
Highest 25 percent .....	41	16	20	23	25	59	11	14	17	20
Highest 10 percent .....	44	17	20	23	25	56	12	15	18	20
<b>Establishment characteristics</b>										
Goods-producing industries .....	28	10	14	17	20	72	8	12	15	17
Service-providing industries .....	40	15	19	22	24	60	9	13	15	18
Education and health services .....	56	17	21	24	25	44	11	14	17	19
Educational services .....	12	13	15	17	17	88	13	15	18	20
Elementary and secondary schools .....	12	12	13	14	14	88	11	13	16	18
Junior colleges, colleges, and universities	8	18	21	23	24	92	15	17	19	22
Health care and social assistance .....	68	17	21	24	26	32	9	13	16	18
Hospitals .....	77	20	24	28	30	23	11	15	18	20
Public administration .....	10	18	22	26	30	90	11	14	17	22

See footnotes at end of table.

**Table 38. Consolidated leave plans:<sup>1</sup> Access, civilian workers,<sup>2</sup> March 2019—continued**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
1 to 99 workers .....	36	12	16	19	20	64	8	11	14	15
1 to 49 workers .....	37	12	16	18	20	63	8	11	13	15
50 to 99 workers .....	36	13	17	19	21	64	8	12	15	17
100 workers or more .....	40	16	20	23	26	60	10	14	17	20
100 to 499 workers .....	39	14	19	22	25	61	9	13	16	19
500 workers or more .....	41	17	21	25	27	59	11	14	17	21
<b>Geographic areas</b>										
Northeast .....	33	15	19	21	24	67	9	13	16	18
New England .....	32	15	19	22	24	68	10	14	16	19
Middle Atlantic .....	33	15	19	21	24	67	9	13	16	18
South .....	38	14	18	21	23	62	8	12	15	17
South Atlantic .....	36	14	18	21	24	64	9	12	15	17
East South Central .....	33	14	18	21	24	67	8	12	14	17
West South Central .....	42	13	18	20	22	58	8	12	14	17
Midwest .....	39	15	19	22	25	61	8	12	16	19
East North Central .....	36	14	19	22	25	64	9	13	16	19
West North Central .....	45	16	20	23	25	55	8	12	15	18
West .....	43	14	18	21	23	57	9	13	15	18
Mountain .....	49	14	18	21	23	51	9	12	15	18
Pacific .....	40	14	18	20	22	60	9	13	16	18

<sup>1</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. Those with no consolidated leave plan often have separate leave plans for different purposes.

<sup>2</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>3</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: 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/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.