

Table 45. Paid leave combinations: Access, civilian workers,¹ 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 ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
All workers	42	44	67	72	78	85	85
Worker characteristics							
Management, professional, and related	52	62	76	77	92	94	92
Management, business, and financial	63	63	92	93	95	97	97
Professional and related	47	61	69	69	91	93	90
Teachers	12	62	18	15	90	91	77
Primary, secondary, and special education school teachers	11	78	16	13	97	99	87
Registered nurses	65	67	87	88	92	94	94
Service	27	27	53	52	63	72	70
Protective service	43	42	79	79	85	88	86
Sales and office	48	47	72	77	79	85	88
Sales and related	40	38	58	64	67	76	82
Office and administrative support	53	52	80	85	85	91	91
Natural resources, construction, and maintenance	32	30	62	74	71	85	84
Construction, extraction, farming, fishing, and forestry	24	22	49	60	63	78	77
Installation, maintenance, and repair	41	39	75	88	80	92	92
Production, transportation, and material moving ...	38	36	66	81	74	88	88
Production	37	33	66	87	72	90	92
Transportation and material moving	39	39	66	75	75	85	85
Full time	50	53	79	84	88	95	94
Part time	16	16	30	32	47	56	56
Union	48	61	71	73	94	95	92
Nonunion	41	42	67	71	76	84	84
Average wage within the following categories: ³							
Lowest 25 percent	23	23	42	48	53	65	66
Lowest 10 percent	11	11	25	32	33	49	53
Second 25 percent	44	44	73	77	81	89	88
Third 25 percent	52	53	83	88	91	96	95
Highest 25 percent	53	62	77	79	93	96	94
Highest 10 percent	54	62	80	80	95	97	93
Establishment characteristics							
Goods-producing industries	38	36	69	85	76	92	92
Service-providing industries	42	46	67	69	78	84	83
Education and health services	44	58	67	66	88	91	88
Educational services	23	60	40	37	91	92	83
Elementary and secondary schools	17	71	27	23	94	94	84
Junior colleges, colleges, and universities	36	42	69	69	92	92	88
Health care and social assistance	57	57	83	84	86	91	92
Hospitals	66	66	93	93	95	95	95
Public administration	53	53	90	90	93	93	92

See footnotes at end of table.

Table 45. Paid leave combinations: Access, civilian workers,¹ 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 ²	Personal leave, sick leave, paid family leave, or vacation ²	Personal leave, vacation, or holidays ²
1 to 99 workers	33	35	58	64	68	78	79
1 to 49 workers	32	32	58	63	66	77	77
50 to 99 workers	37	42	61	65	73	82	83
100 workers or more	50	54	76	79	88	93	91
100 to 499 workers	47	49	73	78	84	91	90
500 workers or more	54	59	79	81	92	95	92
Geographic areas							
Northeast	49	52	68	70	81	85	84
New England	49	53	67	68	85	88	85
Middle Atlantic	49	51	68	70	80	85	84
South	40	43	65	72	74	83	85
South Atlantic	41	44	66	73	73	83	84
East South Central	38	40	60	73	71	82	85
West South Central	40	44	67	71	78	85	86
Midwest	40	42	62	69	72	82	83
East North Central	40	42	61	70	70	82	82
West North Central	40	43	66	69	76	83	84
West	40	42	75	74	87	92	87
Mountain	46	49	71	74	78	86	88
Pacific	37	39	77	75	92	94	86

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Includes workers with access to one or more of these leave benefits.

³ 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.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.