

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2013

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

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|---|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 92 | 64 | 29 | 8 |
| Worker characteristics | | | | |
| Management, professional, and related | 93 | 64 | 29 | 7 |
| Professional and related | 93 | 63 | 30 | 7 |
| Teachers | 92 | 61 | 31 | 8 |
| Primary, secondary, and special education school teachers | 92 | 59 | 32 | 8 |
| Service | 91 | 65 | 25 | 9 |
| Protective service | 91 | 65 | 26 | 9 |
| Sales and office | 92 | 64 | 28 | 8 |
| Office and administrative support | 93 | 64 | 29 | 7 |
| Natural resources, construction, and maintenance | — | 58 | — | — |
| Production, transportation, and material moving | 97 | 63 | 35 | 3 |
| Full time | 92 | 63 | 29 | 8 |
| Part time | 94 | 68 | 26 | 6 |
| Union | 95 | 67 | 28 | 5 |
| Nonunion | 89 | 60 | 29 | 11 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 89 | 59 | 30 | 11 |
| Lowest 10 percent | — | 56 | — | — |
| Second 25 percent | 94 | 65 | 29 | 6 |
| Third 25 percent | 93 | 66 | 27 | 7 |
| Highest 25 percent | 93 | 64 | 29 | 7 |
| Highest 10 percent | 94 | 66 | 27 | 6 |
| Establishment characteristics | | | | |
| Service-providing industries | 92 | 63 | 29 | 8 |
| Education and health services | 92 | 63 | 29 | 8 |
| Educational services | 92 | 63 | 29 | 8 |
| Elementary and secondary schools | 92 | 61 | 31 | 8 |
| Junior colleges, colleges, and universities | 93 | 70 | 23 | 7 |
| Healthcare and social assistance | 89 | 62 | 27 | 11 |
| Hospitals | — | 68 | — | — |
| Public administration | 95 | 67 | 29 | 5 |
| 1 to 99 workers | 86 | 51 | 35 | 14 |
| 1 to 49 workers | 82 | 49 | 33 | 18 |
| 50 to 99 workers | 91 | 53 | 37 | 9 |
| 100 workers or more | 93 | 65 | 28 | 7 |
| 100 to 499 workers | 91 | 52 | 40 | 9 |
| 500 workers or more | 94 | 70 | 24 | 6 |

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2013—Continued

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

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|--------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| State government | 95 | 76 | 19 | 5 |
| Local government | 91 | 59 | 33 | 9 |
| Geographic areas | | | | |
| New England | 94 | 50 | 44 | 6 |
| Middle Atlantic | 94 | 64 | 29 | 6 |
| East North Central | 94 | 55 | 39 | 6 |
| West North Central | 95 | 47 | 48 | 5 |
| South Atlantic | 90 | 69 | 21 | 10 |
| East South Central | — | 60 | — | — |
| West South Central | 85 | 57 | 28 | 15 |
| Mountain | — | 73 | — | — |
| Pacific | 95 | 83 | 13 | 5 |

¹ Plans that allow employees to accumulate unused sick leave from year to year.

² 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 data from the National Compensation Survey publication, "Employer

Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.