

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, March 2018

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated (in number of days) ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	5	10	21	60	120	45
Worker characteristics						
Management, professional, and related	6	15	36	69	126	57
Management, business, and financial	6	12	30	60	120	55
Professional and related	–	18	44	80	130	59
Sales and office	5	10	20	50	120	40
Sales and related	5	10	–	30	–	32
Office and administrative support	5	10	24	60	120	44
Natural resources, construction, and maintenance	5	7	–	–	110	40
Installation, maintenance, and repair	5	–	18	65	–	51
Transportation and material moving	6	10	24	115	163	61
Full time	5	10	27	60	120	47
Nonunion	5	10	20	50	92	40
Average wage within the following categories: ³						
Second 25 percent	5	10	19	60	100	39
Third 25 percent	5	10	30	64	120	51
Highest 25 percent	6	12	30	80	133	56
Highest 10 percent	7	12	–	120	150	64
Service-providing industries	6	10	30	60	120	49
Trade, transportation, and utilities	5	10	28	90	150	54
Wholesale trade	–	–	–	30	60	27
Retail trade	5	10	18	31	120	32
Information	12	–	65	90	–	63
Financial activities	10	12	26	60	125	54
Finance and insurance	10	12	25	60	130	57
Credit intermediation and related activities	10	12	20	–	90	34
Insurance carriers and related activities	–	–	–	–	–	104
Real estate and rental and leasing	–	–	–	–	–	27
Education and health services	–	20	45	75	120	60
Educational services	12	20	56	–	130	68
Junior colleges, colleges, and universities	12	24	60	125	132	79
Health care and social assistance	–	–	40	72	120	58
Leisure and hospitality	5	7	10	20	60	23
1 to 99 workers	5	9	20	35	90	36
1 to 49 workers	5	8	15	30	60	27
50 to 99 workers	5	10	–	–	115	51
100 workers or more	5	10	30	69	125	50
100 to 499 workers	5	10	20	60	96	38

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, March 2018—continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated (in number of days) ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Geographic areas						
Northeast	5	8	—	70	130	52
New England	5	—	—	—	137	55
Middle Atlantic	5	8	—	65	130	50
South	7	10	30	73	120	53
South Atlantic	7	10	30	72	130	59
East South Central	10	—	30	60	94	45
West South Central	—	11	—	73	120	46
West	6	10	20	50	110	37
Pacific	6	8	20	50	96	36

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 2018.

Note: 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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

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