

**Table 35. Standard errors for paid sick leave: Carryover provisions, private industry workers, March 2019**

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	1.1	0.7	1.2	1.1
<b>Worker characteristics</b>				
Management, professional, and related .....	2.0	2.3	1.9	2.0
Management, business, and financial .....	3.0	1.4	2.9	3.0
Professional and related .....	2.3	3.6	2.4	2.3
Sales and office .....	1.7	0.9	1.3	1.7
Sales and related .....	2.3	1.2	2.2	2.3
Office and administrative support .....	2.5	1.4	1.9	2.5
Installation, maintenance, and repair .....	3.1	1.6	2.4	3.1
Full time .....	1.1	0.7	1.1	1.1
Nonunion .....	1.2	0.7	1.4	1.2
Average wage within the following categories: <sup>2</sup>				
Second 25 percent .....	2.0	1.0	2.0	2.0
Third 25 percent .....	1.1	0.8	1.3	1.1
Highest 25 percent .....	2.0	1.8	2.0	2.0
Service-providing industries .....	1.3	0.8	1.5	1.3
Trade, transportation, and utilities .....	1.6	0.9	1.3	1.6
Wholesale trade .....	2.5	1.5	2.0	2.5
Retail trade .....	1.8	0.8	1.5	1.8
Information .....	3.9	—	—	3.9
Financial activities .....	2.3	1.3	2.3	2.3
Finance and insurance .....	2.1	1.3	2.5	2.1
Credit intermediation and related activities .....	2.7	1.5	2.9	2.7
Real estate and rental and leasing .....	4.5	3.2	3.1	4.5
Education and health services .....	3.2	1.1	3.2	3.2
Educational services .....	3.2	1.3	3.1	3.2
Junior colleges, colleges, and universities .....	2.7	1.6	2.5	2.7
1 to 99 workers .....	1.3	1.4	1.7	1.3
1 to 49 workers .....	1.6	1.8	1.9	1.6
50 to 99 workers .....	2.6	1.6	3.0	2.6
<b>Geographic areas</b>				
Northeast .....	3.8	1.5	3.1	3.8
New England .....	5.2	2.1	6.8	5.2
Middle Atlantic .....	4.7	1.8	3.1	4.7
South .....	1.4	1.0	1.8	1.4
South Atlantic .....	1.8	0.9	1.7	1.8
West South Central .....	3.0	2.5	4.5	3.0
West .....	1.6	1.5	2.4	1.6
Pacific .....	1.2	1.8	2.4	1.2

<sup>1</sup> Plans that allow employees to accumulate unused sick leave from year to year.

<sup>2</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: 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/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

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