

# National Compensation Survey: Employee Benefits in the United States, March 2020

U.S. Department of Labor

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**Table 31. Leave benefits: Access, private industry workers, March 2020**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>1</sup>	
								Paid	Unpaid
All workers .....	80	75	79	45	54	55	27	20	88
<b>Worker characteristics</b>									
Management, professional, and related .....	91	92	90	64	74	75	42	33	93
Management, business, and financial .....	96	95	97	68	77	79	45	32	94
Professional and related .....	88	90	86	62	72	73	40	33	92
Service .....	57	59	58	24	31	33	12	12	82
Protective service .....	70	74	76	25	33	41	15	14	90
Sales and office .....	84	77	81	49	56	56	26	21	90
Sales and related .....	76	65	70	41	46	45	21	17	88
Office and administrative support .....	89	84	88	55	63	64	29	24	91
Natural resources, construction, and maintenance	80	68	80	33	43	41	18	13	85
Construction, extraction, farming, fishing, and forestry .....	70	57	69	23	30	27	10	11	82
Installation, maintenance, and repair .....	91	79	91	45	57	55	27	16	89
Production, transportation, and material moving ...	87	72	86	39	60	57	30	11	89
Production .....	92	72	90	40	62	59	29	12	89
Transportation and material moving .....	82	73	82	39	58	55	32	9	89
Full time .....	90	86	91	53	65	65	33	24	91
Part time .....	49	45	41	19	23	25	10	8	80
Union .....	91	88	91	57	77	76	40	18	94
Nonunion .....	79	74	78	43	52	53	26	20	88
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	58	49	54	23	28	29	10	8	82
Lowest 10 percent .....	43	31	40	12	20	23	6	5	78
Second 25 percent .....	83	80	83	46	56	55	24	19	89
Third 25 percent .....	92	87	91	53	65	65	31	23	90
Highest 25 percent .....	93	92	93	63	77	78	47	33	94
Highest 10 percent .....	94	94	94	65	81	82	52	38	96
<b>Establishment characteristics</b>									
Goods-producing industries .....	89	74	89	39	58	55	29	15	89
Construction .....	75	62	76	26	31	27	9	11	81
Manufacturing .....	97	81	96	47	73	69	38	18	92
Service-providing industries .....	78	76	77	46	54	55	27	21	88
Trade, transportation, and utilities .....	84	74	81	47	57	55	28	16	90
Wholesale trade .....	94	87	93	51	67	69	31	18	88
Retail trade .....	77	65	72	42	46	43	20	17	90
Transportation and warehousing .....	89	83	89	53	71	70	46	10	92
Utilities .....	99	96	99	74	85	86	54	30	92

See footnotes at end of table.