

Fact Sheet

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Some Small and Medium-Size Establishments Join Large Ones in Offering Paid Sick Days

Virtually all large establishments (those with 5,000 or more employees) provide paid sick days to some or all of their workers: 99 percent (Table 1). The same share offers paid vacation leave. Paid time off benefits are less common in smaller firms, but even in the smallest—those with one to nine employees—more than half provide paid sick days (56 percent), and nearly three-quarters have vacation policies (72 percent). Only one-quarter of small establishments have paid personal leave policies (24 percent; this type of leave includes miscellaneous policies as defined by individual establishments).

In contrast, establishments of all sizes have made very minimal efforts to establish paid family leave policies: Just five percent of small establishments and nine percent of the largest establishments have these plans.

Of firms that provide paid sick days to some employees, 21 percent do not cover all job positions with their paid sick days plans. Similarly, of those providing some paid vacation, 22 percent exclude some job positions from their vacation policies. The average wait time between an employee's start date and the beginning of paid sick days coverage is 78 days—about two and a half months. For vacation, the average wait time is 191 days, or more than six months.

Table 1. Percent of establishments offering specified time off program, by size

Type of leave	Establishment Size ¹							ALL
	Number of Workers							
	1 to 9	10 to 24	25 to 49	50 to 99	100 to 499	500 to 4,999	5,000 or more	
Paid sick days	56	58	67	60	76	86	99	59
Vacation ²	72	80	87	86	94	98	99	77
Personal leave ³	24	29	35	34	43	52	55	37
Paid family leave ⁴	5	9	8	8	7	12	9	7
Unpaid family leave	63	72	77	84	89	96	100	68
Some kind of paid leave	76	83	89	89	96	98	99	80
No paid leave	24	17	11	11	4	2	1	20

¹ Establishments are individual firm locations. One firm may have more than one establishment.

² Workers covered by a paid vacation policy that can be used flexibly for their own health needs are included in this table as having both vacation and sick days.

³ Personal leave is distinct from both vacation and sick time. It may be a kind of general paid time off. Workers who can use personal leave flexibility for their own health needs, i.e., as paid sick days, are included in this table as having paid sick leave.

⁴ Paid family leave is leave that can be used to care for a family member and is separate from paid vacation leave, sick days, personal leave, and short-term disability leave.

Source: Institute for Women's Policy Research analysis of the March 2006 National Compensation Survey.

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