

TABLE 73

Number of Paid Floating Holidays Offered

	Corporations n = 514	Public Employers n = 60	Multiemployer Plans NA	Overall n = 574
Zero	48.4%	38.3%	NA	47.4%
One	18.7%	18.3%	NA	18.6%
Two	16.3%	11.7%	NA	15.9%
Three	5.4%	13.3%	NA	6.3%
Four	2.5%	8.3%	NA	3.1%
Five	4.5%	3.3%	NA	4.4%
More than five	4.1%	6.7%	NA	4.4%

TABLE 74

Vacation and Paid-Time-Off (PTO) Banks Offered

	Corporations n = 508	Public Employers n = 60	Multiemployer Plans NA	Overall n = 568
Separate paid vacation plan	48.4%	65.0%	NA	50.2%
Paid-time-off bank	43.9%	33.3%	NA	42.8%
Unlimited vacation time	4.7%	0.0%	NA	4.2%
No	3.0%	1.7%	NA	2.8%

TABLE 75

Number of Vacation Days Varying by Service

	Corporations n = 241	Public Employers n = 39	Multiemployer Plans NA	Overall n = 280
Yes	93.8%	87.2%	NA	92.9%
No	6.2%	12.8%	NA	7.1%

TABLE 76

Vacation Days per Year of Service

	Corporations n = 226	Public Employers n = 34	Multiemployer Plans NA	Overall n = 260
<i>Day of hire</i>				
None, no vacation days allowed	25.7%	35.3%	NA	26.9%
One to four days	6.6%	5.9%	NA	6.5%
Five days	12.4%	5.9%	NA	11.5%
Six to nine days	4.0%	0.0%	NA	3.5%
Ten days	20.4%	23.5%	NA	20.8%
11-14 days	8.4%	23.5%	NA	10.4%
15 days	17.3%	2.9%	NA	15.4%
16-19 days	1.8%	2.9%	NA	1.9%
20 days	2.2%	0.0%	NA	1.9%
21 days or more	1.3%	0.0%	NA	1.2%
<i>One year of service</i>				
None, no vacation days allowed	0.4%	0.0%	NA	0.4%
One to four days	0.9%	0.0%	NA	0.8%
Five days	15.0%	14.7%	NA	15.0%
Six to nine days	4.9%	0.0%	NA	4.2%
Ten days	37.2%	29.4%	NA	36.2%
11-14 days	11.9%	44.1%	NA	16.2%
15 days	20.8%	2.9%	NA	18.5%
16-19 days	3.5%	2.9%	NA	3.5%
20 days	3.5%	2.9%	NA	3.5%
21 days or more	1.8%	2.9%	NA	1.9%
<i>Five years of service</i>				
Nine days or fewer	1.8%	0.0%	NA	1.5%
Ten days	12.4%	5.9%	NA	11.5%
11-14 days	7.1%	26.5%	NA	9.6%
15 days	43.4%	26.5%	NA	41.2%
16-19 days	9.3%	23.5%	NA	11.2%
20 days	16.8%	5.9%	NA	15.4%
21-24 days	4.9%	5.9%	NA	5.0%
25 days	2.7%	0.0%	NA	2.3%
26 days or more	1.8%	5.9%	NA	2.3%

TABLE 76

Vacation Days per Year of Service (continued)

	Corporations n = 226	Public Employers n = 34	Multiemployer Plans NA	Overall n = 260
<i>Ten years of service</i>				
14 days or fewer	4.4%	2.9%	NA	4.2%
15 days	20.4%	17.6%	NA	20.0%
16-19 days	7.1%	35.3%	NA	10.8%
20 days	40.7%	20.6%	NA	38.1%
21-24 days	8.8%	11.8%	NA	9.2%
25 days	10.6%	2.9%	NA	9.6%
26-29 days	3.5%	2.9%	NA	3.5%
30 days	2.2%	2.9%	NA	2.3%
31 days or more	2.2%	2.9%	NA	2.3%
<i>20 years of service</i>				
19 days or fewer	4.9%	8.8%	NA	5.4%
20 days	42.0%	23.5%	NA	39.6%
21-24 days	10.2%	35.3%	NA	13.5%
25 days	23.9%	17.6%	NA	23.1%
26-29 days	5.8%	5.9%	NA	5.8%
30 days	8.8%	2.9%	NA	8.1%
31-34 days	2.2%	0.0%	NA	1.9%
35 days	0.0%	2.9%	NA	0.4%
36 days or more	2.2%	2.9%	NA	2.3%

TABLE 77

Number of PTO Days Varying by Service*

	Corporations n = 220	Public Employers n = 18*	Multiemployer Plans NA	Overall n = 238
Yes	90.0%	94.4%	NA	90.3%
No	10.0%	5.6%	NA	9.7%

*Due to the small number of respondents, please use caution when generalizing findings to a particular population.

TABLE 78

PTO Days per Year of Service*

	Corporations n = 198	Public Employers n = 17*	Multiemployer Plans NA	Overall n = 215
<i>Day of hire</i>				
None, no PTO days allowed	27.8%	23.5%	NA	27.4%
One to four days	5.1%	5.9%	NA	5.1%
Five days	6.6%	0.0%	NA	6.0%
Six to nine days	2.0%	0.0%	NA	1.9%
Ten days	11.1%	11.8%	NA	11.2%
11-14 days	7.6%	29.4%	NA	9.3%
15 days	16.7%	17.6%	NA	16.7%
16-19 days	9.1%	5.9%	NA	8.8%
20 days	6.6%	0.0%	NA	6.0%
21 days or more	7.6%	5.9%	NA	7.4%
<i>One year of service</i>				
Nine or fewer days	7.1%	5.9%	NA	7.0%
Ten days	18.7%	17.6%	NA	18.6%
11-14 days	16.7%	35.3%	NA	18.1%
15 days	21.7%	17.6%	NA	21.4%
16-17 days	6.6%	0.0%	NA	6.0%
18-19 days	9.1%	11.8%	NA	9.3%
20 days	9.1%	0.0%	NA	8.4%
21 days or more	11.1%	11.8%	NA	11.2%
<i>Five years of service</i>				
Ten or fewer days	4.0%	5.9%	NA	4.2%
11-14 days	5.6%	11.8%	NA	6.0%
15 days	19.2%	17.6%	NA	19.1%
16-19 days	11.6%	11.8%	NA	11.6%
20 days	19.7%	17.6%	NA	19.5%
21-24 days	21.2%	29.4%	NA	21.9%
25 days	8.6%	5.9%	NA	8.4%
26 days or more	10.1%	0.0%	NA	9.3%

TABLE 78

PTO Days per Year of Service* *(continued)*

	Corporations n = 198	Public Employers n = 17*	Multiemployer Plans NA	Overall n = 215
<i>Ten years of service</i>				
15 or fewer days	7.6%	11.8%	NA	7.9%
16-19 days	7.6%	11.8%	NA	7.9%
20 days	22.7%	5.9%	NA	21.4%
21-24 days	13.1%	29.4%	NA	14.4%
25 days	19.2%	11.8%	NA	18.6%
26-29 days	16.2%	17.6%	NA	16.3%
30 days	7.6%	11.8%	NA	7.9%
31 days or more	6.1%	0.0%	NA	5.6%
<i>20 years of service</i>				
19 days or fewer	5.1%	11.8%	NA	5.6%
20 days	17.2%	11.8%	NA	16.7%
21-24 days	11.6%	5.9%	NA	11.2%
25 days	17.2%	11.8%	NA	16.7%
26-29 days	16.7%	17.6%	NA	16.7%
30 days	12.6%	17.6%	NA	13.0%
31-34 days	8.1%	11.8%	NA	8.4%
35 days	4.0%	5.9%	NA	4.2%
36 days or more	7.6%	5.9%	NA	7.4%

*Due to the small number of respondents, please use caution when generalizing findings to a particular population.

TABLE 79

Vacation/PTO Options Offered*

	Corporations n = 469	Public Employers n = 59	Multiemployer Plans NA	Overall n = 528
Buy vacation/PTO policy allowing workers to buy additional time off	6.8%	1.7%	NA	6.2%
Sell vacation/PTO policy allowing workers to sell excess time off	14.7%	15.3%	NA	14.8%
Carry over earned vacation/PTO to subsequent years	64.2%	89.8%	NA	67.0%
Leave donation allowing workers to donate time off to workers in need	18.8%	59.3%	NA	23.3%
Leave donation allowing workers to donate cash value of time off to charitable organizations	1.1%	1.7%	NA	1.1%
Additional vacation/PTO days can be offered to midcareer hires	11.3%	8.5%	NA	11.0%
None	23.7%	0.0%	NA	21.0%

*Respondents were asked to select all that apply.

TABLE 80

Maximum Number of Annual Vacation Days Allowed to Be Bought/Sold*

	Corporations n = 32	Public Employers n = 1*	Multiemployer Plans NA	Overall n = 33
<i>Buy</i>				
One to four days	3.1%	0.0%	NA	3.0%
Five days	62.5%	0.0%	NA	60.6%
Six to nine days	3.1%	0.0%	NA	3.0%
Ten days	9.4%	0.0%	NA	9.1%
11-14 days	9.4%	0.0%	NA	9.1%
15 days	0.0%	0.0%	NA	0.0%
16-19 days	0.0%	0.0%	NA	0.0%
20 days	3.1%	0.0%	NA	3.0%
21-24 days	0.0%	0.0%	NA	0.0%
25 days	3.1%	0.0%	NA	3.0%
26 days or more	0.0%	100.0%	NA	3.0%
No maximum	6.3%	0.0%	NA	6.1%

TABLE 80

**Maximum Number of Annual Vacation Days
Allowed to Be Bought/Sold*** *(continued)*

	Corporations n = 69	Public Employers n = 9*	Multiemployer Plans NA	Overall n = 78
<i>Sell</i>				
One to four days	2.9%	0.0%	NA	2.6%
Five days	37.7%	33.3%	NA	37.2%
Six to nine days	4.3%	0.0%	NA	3.8%
Ten days	14.5%	11.1%	NA	14.1%
11-14 days	1.4%	0.0%	NA	1.3%
15 days	2.9%	11.1%	NA	3.8%
16-19 days	0.0%	0.0%	NA	0.0%
20 days	1.4%	22.2%	NA	3.8%
21-24 days	0.0%	11.1%	NA	1.3%
25 days	0.0%	0.0%	NA	0.0%
26 days or more	13.0%	0.0%	NA	11.5%
No maximum	21.7%	11.1%	NA	20.5%

*Due to the small number of respondents, please use caution when generalizing findings to a particular population.

TABLE 81

Maximum Number of Annual Vacation Days Allowed to Be Carried Over

	Corporations n = 301	Public Employers n = 53	Multiemployer Plans NA	Overall n = 354
One to four days	2.3%	0.0%	NA	2.0%
Five days	34.2%	1.9%	NA	29.4%
Six to nine days	2.3%	1.9%	NA	2.3%
Ten days	12.0%	11.3%	NA	11.9%
11-14 days	2.3%	1.9%	NA	2.3%
15 days	4.7%	7.5%	NA	5.1%
16-19 days	1.3%	1.9%	NA	1.4%
20 days	3.3%	7.5%	NA	4.0%
21-24 days	0.7%	0.0%	NA	0.6%
25 days	4.3%	1.9%	NA	4.0%
26-29 days	0.3%	0.0%	NA	0.3%
30 days	4.7%	7.5%	NA	5.1%
31-34 days	2.0%	0.0%	NA	1.7%
35 days	1.3%	3.8%	NA	1.7%
36-39 days	1.7%	0.0%	NA	1.4%
40 days or more	12.0%	39.6%	NA	16.1%
No maximum	10.6%	13.2%	NA	11.0%

TABLE 82

Paid Sick Leave Offered

	Corporations n = 505	Public Employers n = 60	Multiemployer Plans NA	Overall n = 565
Yes, as a standalone plan (i.e., not part of a paid-time-off bank)	42.2%	68.3%	NA	45.0%
Yes, as part of a paid-time-off bank	42.2%	28.3%	NA	40.7%
No	15.6%	3.3%	NA	14.3%