

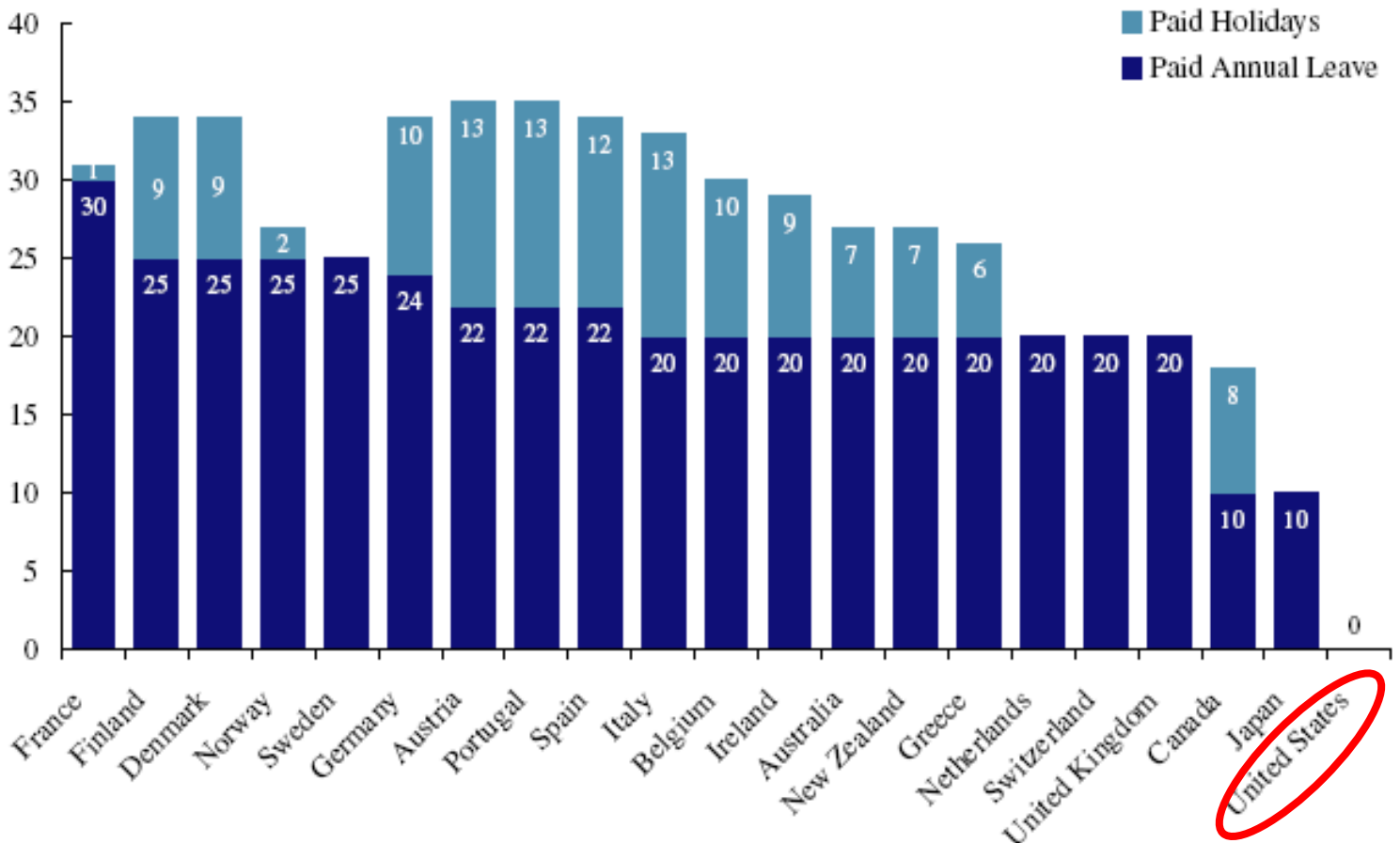
# Compared with other countries...



- The U.S. is the only industrialized nation without a minimum annual leave statute
- 137 countries have paid vacation leave, including all developed countries (CEPR/Global Working Families studies)
- U.S. workers spend 300 more hours at work each year than Western Europeans
- In 1980 we ranked 11<sup>th</sup> in the world in longevity—now we're 42<sup>nd</sup>.
- We're twice as likely as Europeans to suffer from anxiety and depression. Many experts believe these deficits are caused by lack of time.



**FIGURE 1:**  
Paid Vacation and Paid Holidays, OECD Nations, in Working Days



# The Bad News...

- Access to vacation leave is declining each year. A third fewer families are taking vacations together than in the 1970s (Bill Doherty)
- Only 14% of Americans will take a vacation of two weeks or more this year (Harris poll)
- 43% of Americans did not take a single week off last year (Conference Board study)



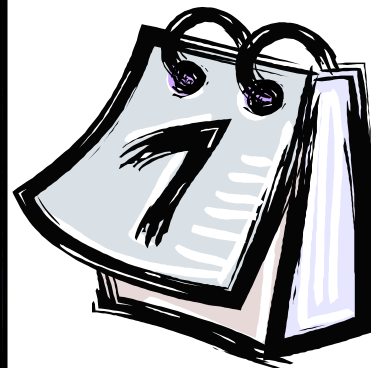
- 25% of Americans receive no paid vacation leave (CEPR) Only 69% of lower-wage workers get any paid vacation leave (Center for Economic Policy Research)
- 30% of workers in small enterprises receive no paid vacation leave (CEPR)
- 37% of American women earning less than \$40,000 a year receive no paid annual leave (AFL-CIO "Ask a Working Woman" poll)

- Americans give back three paid vacation days a year to employers—saving corporations \$65 billion in untaken days each year
- The basis of the American vacation, the accrual system, has been made obsolete by a volatile job market, where few workers are at a single employer long enough to get three weeks of vacation
- Paid Time-Off Banks operating at more than 60% of American companies are making vacation time contingent on workers' health, leaving ill workers with reduced or no leave



# Benefits of Paid Vacation

- Vacations have been found to reduce the risk of heart attack in men by 30% and in women by 50% (Gump/Mathews; Framingham studies)
- Stress and burnout are five times more costly to treat than the average workplace malady
- Vacations have been shown to eliminate burnout, but it takes two weeks for that process to occur (Hobfoll, Shirom)
- Family vacations are important in strengthening family bonds
- A New Zealand study found that workers sleep better after taking vacations and are 30-40% more alert on the job when they return.
- Companies that have adopted the vacation benefits endorsed here have dramatically increased productivity and profits. Paid vacations, after health care, are the benefits most appreciated by workers



A Department of Labor-appointed Committee on Vacations with Pay called for a national minimum paid leave law as far back as 70 years ago...

**And still no action has  
been taken!**