

Unique PTO Trends to Watch in 2024

US Edition

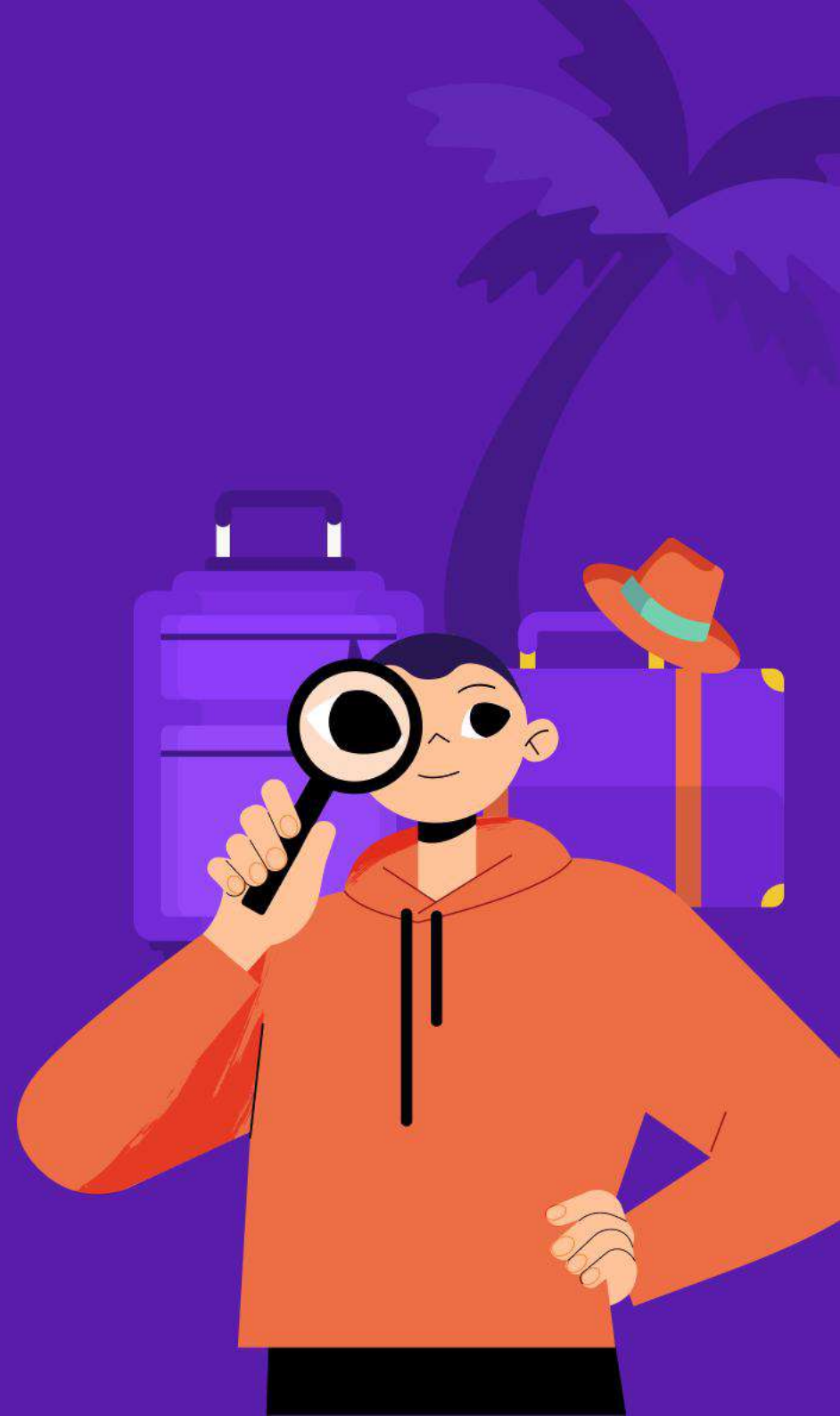


Table of Contents

Why PTO Matters	01.
Four-day workweek	02.
AI & PTO	03.
Pawternity Leave	04.
Grandparental Leave	05.
Unlimited PTO	
Time off without limits	06.
A fad or here to stay?	07.
Which PTO policy trend should you jump on?	08.
Sources	09.

Why PTO Matters

Paid time off is an essential aspect of modern work culture and work-life balance, giving employees the opportunity to take breaks, rest, enjoy themselves, and recharge.

With new changes on the horizon (we're looking at you AI), lacking a comprehensive and compliant PTO policy not only risks violating leave laws but also jeopardizes your ability to retain top talent, who increasingly demand more flexibility in their paid time off.

The question remains, how do you adapt?

We've researched and reviewed **hundreds** of key PTO statistics and compiled the most relevant trends into this report, ensuring you can remain competitive and stay on the forefront of new policies.

“Rest is not the absence of performance. It’s part of the performance.”

– Brent Cassell, VP at Gartner

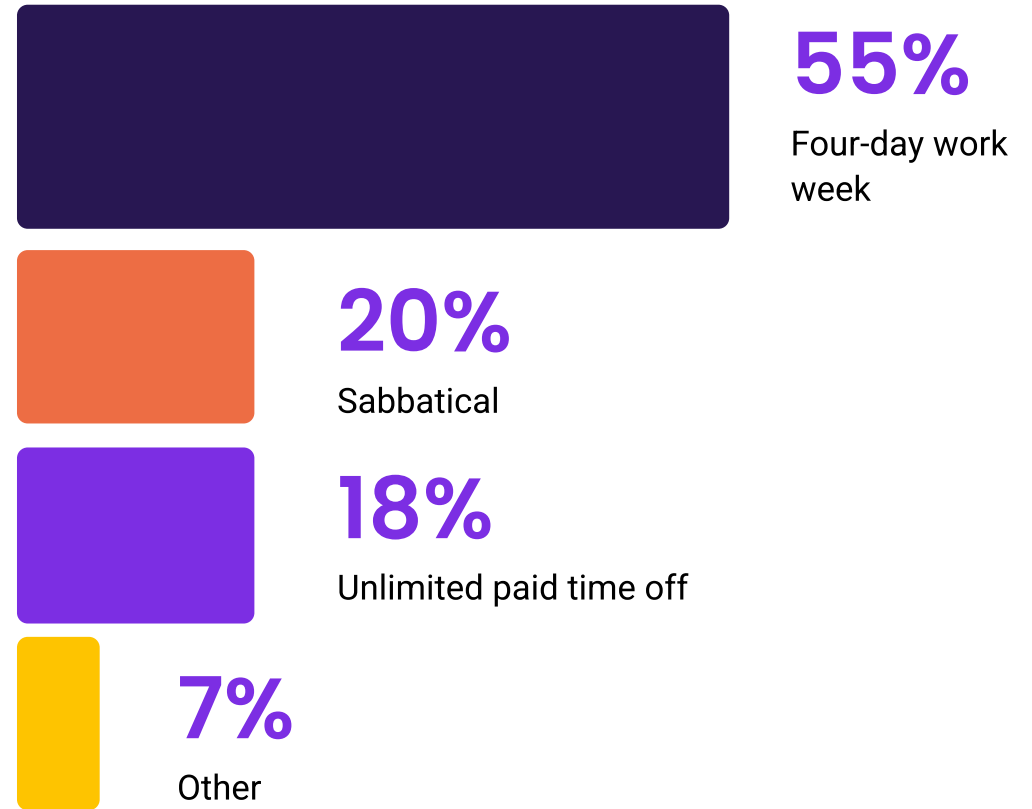


Four-day workweek

The next policy to go mainstream.

Unlimited paid time off has gained attention from both employees and employers in recent years. Despite this interest, most companies actually believe that a four-day workweek will be the next big thing to gain major traction.

Which workplace trend will gain most traction?



Source: Bloomberg MLIV Pulse survey

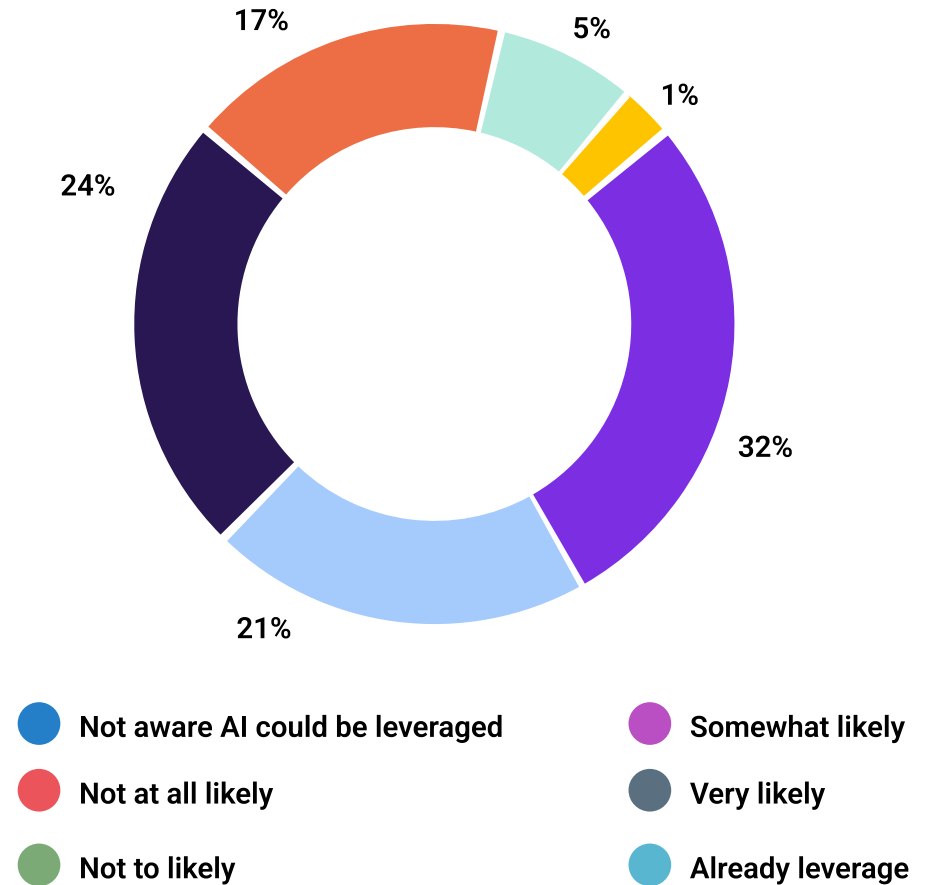
AI & PTO

The times they are A(I) changin'

HR teams are increasingly using AI to gain valuable insights from PTO data, helping them spot trends across departments, roles, and demographics. This allows for better decision-making and frees up resources for strategic work. AI-generated insights have enabled them to fine-tune PTO policies and tailor them to different groups' needs.

By understanding PTO trends, companies can improve work-life balance, cut down on burnout, and keep employees happier. These predictive algorithms can predict the impact of changes, making everything run smoother and helping with employee retention and recruitment.

Likelihood to use AI to manage/monitor employee leave



Source: 2024 NFP US leave management and HR trend report

Pawternity Leave

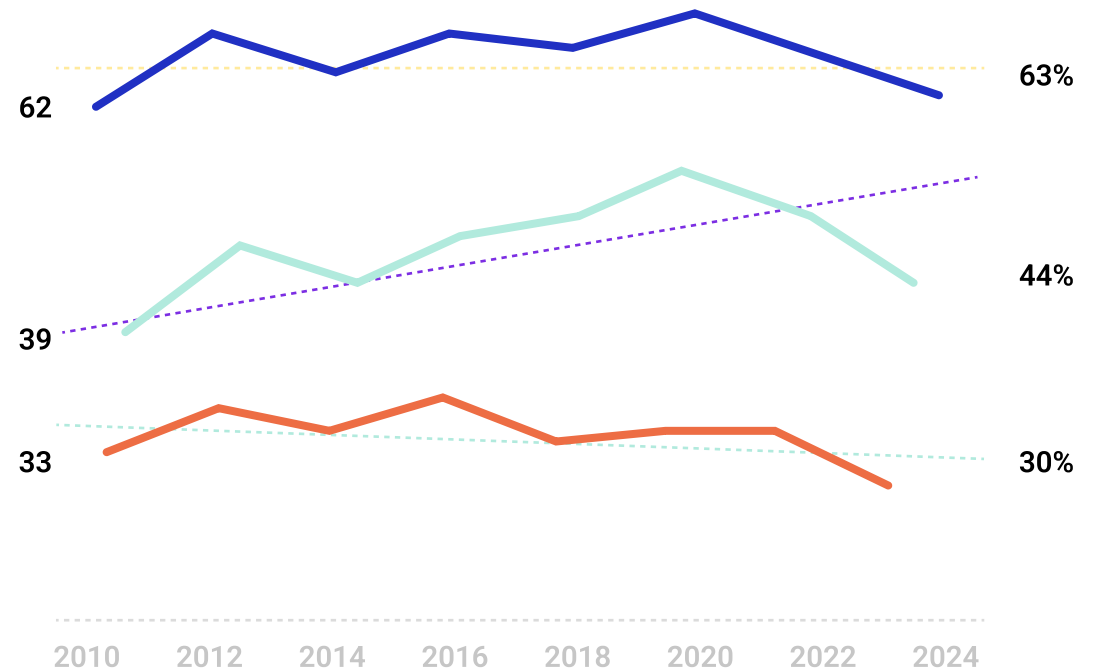
Good idea or barking mad?

Pawternity leave, or pet leave, allows employees to take time off for reasons related to their beloved pets. These could be adopting a new pet, dealing with an unwell pet, or taking bereavement leave.

Despite the new buzzword and media attention, only **3% of major companies** provide paid pawternity leave at the moment.

Companies offering this perk believe it's more than just a kind gesture; they think it leads to better and more productive employees. Pets often make people healthier, happier, and less stressed. Since many U.S. employers offer wellness programs and face costs from lost productivity due to stress and illness, supporters argue it's good for businesses.

Pet ownership as a percentage of U.S households (%) - over time



Source: APPA 2024 State of Industry Report

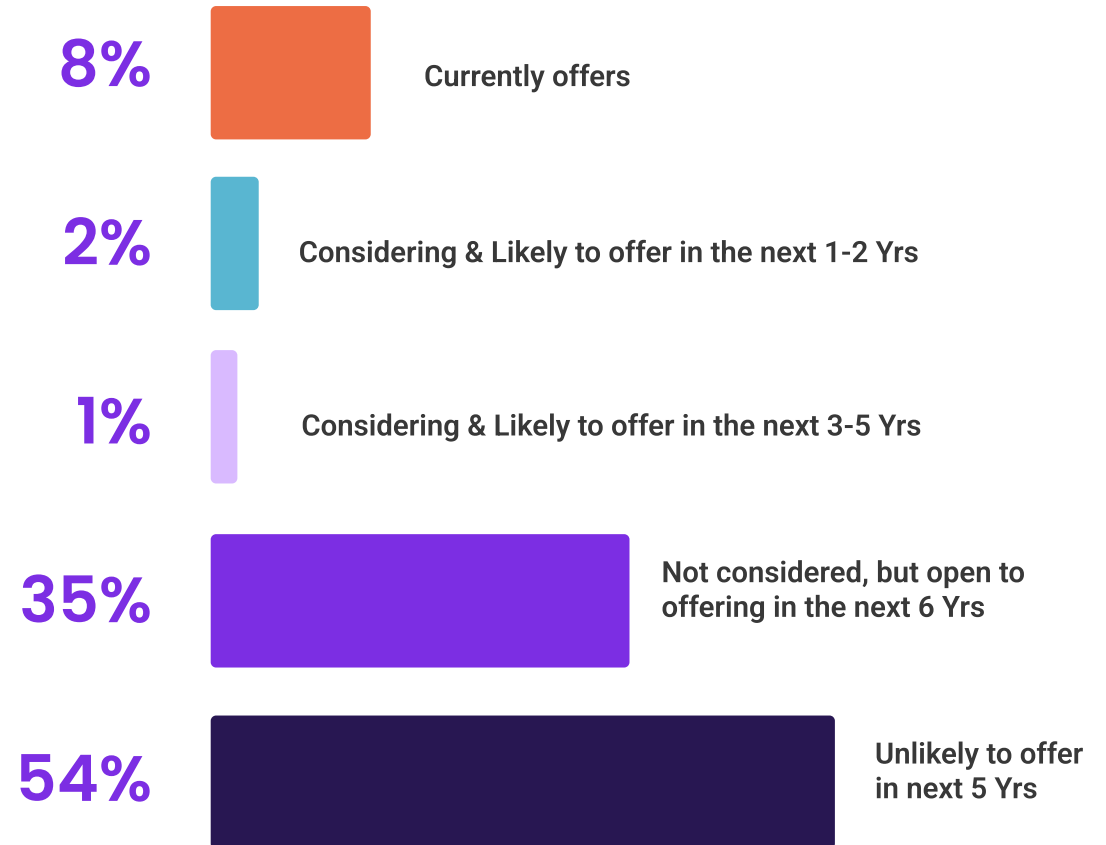
Grandparental Leave

Grandparents deserve a break too

Employers are considering benefits to attract and retain older workers, as the labor force of people 75 and older is projected to grow by 96.5% by 2030.

Some innovative employers offer grandparental leave, or "granternity leave," providing three days to two weeks of paid leave for employees who become grandparents. Although only 8% of surveyed employers currently offer this perk, 35% are open to introducing it within the next 5 years.

Grandparental leave



Source: 2024 NFP US leave management and HR trend report

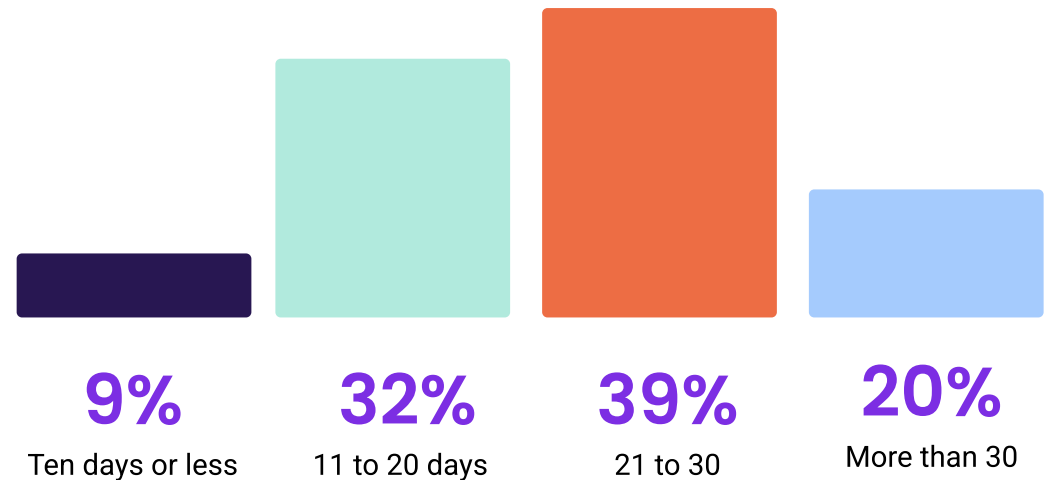
Unlimited PTO

Time off without limits

Employee thoughts, at a glance:

- **50% of employees** would prefer unlimited PTO to a higher salary.
- **70% of employees** would be more inclined to take a new job if the company offered unlimited PTO.
- **72% of employees** with unlimited PTO name it as their #1 most valued benefit. That means they rank it above wellness programs, retirement plans, on-site medical care, and paid sabbaticals.

If you had the unlimited vacation perk, how much would you take?



Source: Bloomberg MLIV Pulse survey

Employers worry that employees might abuse the policy by taking excessive time off; however, these fears are likely unfounded. Over two-thirds of companies that implemented unlimited PTO reported no change in the amount of time off taken by employees. Furthermore, among those that did notice a change, the majority observed that employees took less days off. Employers usually notice that workers often feel guilty taking time off from their unlimited bank, worrying that they might be penalized at some point.

Unlimited PTO

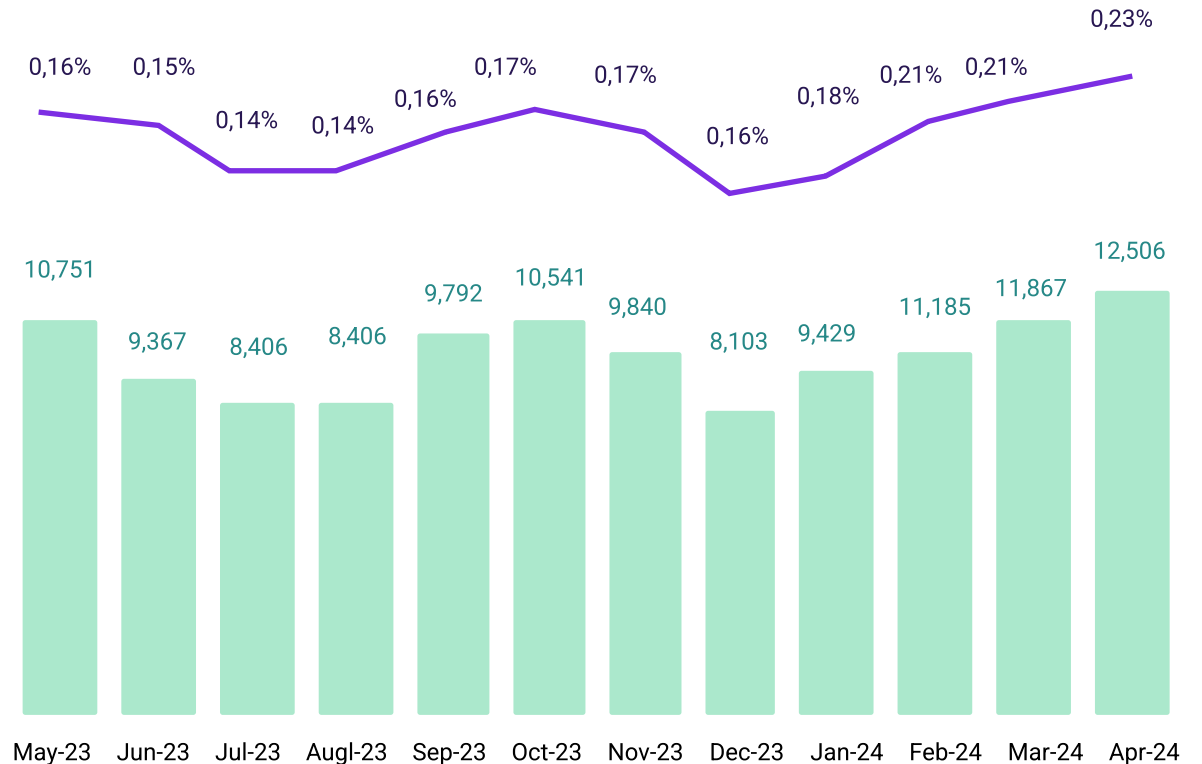
A fad or here to stay

So far, unlimited paid time off is still relatively rare and currently, only around **8% of workers** have unlimited PTO.

But the number of organizations offering unlimited paid time off is slowly increasing once again across the US.

Since the start of the year, there has been a gradual increase of positions that advertise unlimited PTO as a perk. Though it is a minor fraction of total job postings, it has seen a **43.7% increase** from the 0.16% recorded in May 2023, signalling a notable upward trend.

Unlimited PTO job posting in the U.S. : quantity and proportion



Source: Claro Analytics

Which PTO policy trend should you jump on?

Picking the right PTO policy to implement depends on your company's culture and what your employees need. Each option has its pros and cons, so there's no one-size-fits-all answer. The best policy is the one that fits your business goals and keeps your team happy and productive.

Manage PTO like a PTO.

Keeping track of and managing all these policies can be a challenge, but it doesn't have to be. With Vacation Tracker, you can easily automate leave requests and approvals, sync with your calendars, and more. With the most user-friendly solution on the market, your employees will enjoy using it just as much as you do.

[Start a free trial](#)

Need help getting started?

[Request a demo instead](#)

Sources

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