

NEW YORKERS: TAKE YOUR VACATION!

it benefits everyone!

Will you **USE** it or **LOSE** it?

Employed New Yorkers forfeit up to
12 MILLION days of Paid Time Off (PTO) annually!

A review of statistics from a variety of studies over the past decade consistently yielded the same outcome: **employed New Yorkers fail to use almost 25% of their vacation time each year.**

- Over **40 MILLION DAYS** of paid time off are left on the table by employed New Yorkers in a typical year.
- Over **12 MILLION PTO DAYS** are forfeited **FOREVER** – lost benefits with an estimated value of **over \$3 billion!**

Why does this matter? Well, use of paid time off to travel, spend time with friends, family and loved ones has a widespread beneficial impact on employees and their families, employers and co-workers, communities, and New York State.

Vacations are a practical way to improve physical and mental health, motivation, relationships, and job performance.

When employed adults use their PTO for vacation,

EVERYONE benefits!

How Individuals/Employees Can Benefit

Reduced Stress and Anxiety

- Vacations improve mental health by **reducing stress, depression, and anxiety**
- Stress-related physical ailments such as headaches and backaches can be relieved for as much as **five weeks** after taking a vacation

Improved Physical Health

- **Lessens the risk of chronic inflammation** which in turn lowers the probability of heart disease, diabetes, and other chronic illnesses

Life Satisfaction

- Taking paid vacation days is positively associated with overall health and life satisfaction
- Sharing time with family, friends, and loved ones **improves relationships and well-being**

How Employers Can Benefit

Employers experience **significant benefits** when their employees use their vacation time. Studies on the impact of using time off indicates:

Productivity

- Employees who were required to take time off became significantly **more productive** than those who spent more time working. Employees reported that work-related tasks became less effortful after vacation as compared to before.

Retention

- An Ernst & Young study found that for each additional 10 hours of vacation employees took, their **performance reviews were 8% higher** the following year and the employees were more likely to stay at the firm.

How New York State Businesses, Communities and Labor Can Benefit

If employed New Yorkers **used the 12 million days of PTO that would otherwise be forfeited** to explore New York State destinations, it would generate up to:

\$1.9
BILLION

in visitor spending

\$750
MILLION

*in employment income, supporting
tens of thousands of jobs*

\$150
MILLION

*in additional state and
local tax revenues*

If employed New Yorkers **fully utilized the 40 million days of PTO they don't use** to explore New York State destinations, it would generate up to:

\$6.2
BILLION

in travel spending

\$2
BILLION

*in employment income, supporting
tens of thousands of jobs*

\$500
MILLION

*in additional state and
local tax revenues*

WHAT TO DO ABOUT THIS

National Plan Your Vacation Day is Tuesday, January 28, 2025. People who plan their vacation time in advance are far more likely to fully utilize all their PTO benefits.

- Use your social media platforms, communicate with elected officials, employers and labor unions in your community, send press releases to local media outlets and build awareness of this opportunity to improve lives, the workplace and positively impact communities.
- Stress not only the importance of using paid time off but encourage the use of that time to explore your destination and visit other destinations across the state! Remember, the benefits from the use of time off are associated with vacation and travel experiences that enrich individuals and their relationships.



Rachele Markle
Communications Strategist
New York State Tourism Industry Association



Scan QR Code to
View Source Material