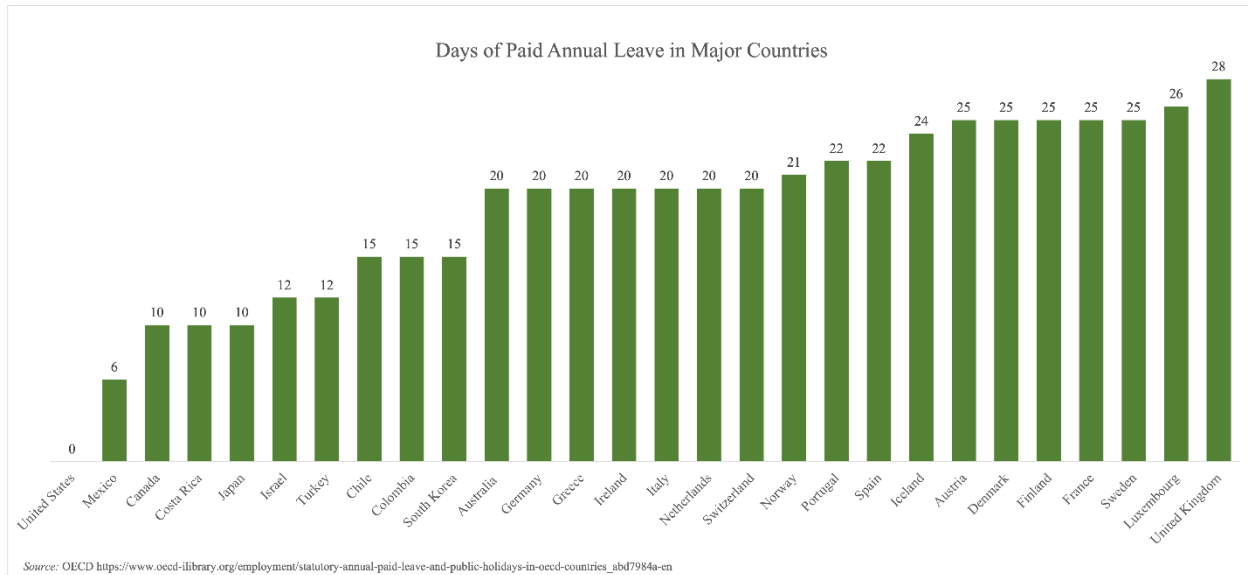


Guaranteed Paid Vacation Act

SENATE HELP Chairman Bernard Sanders

The Problem: The United States is the only advanced economy that does not provide its workers with some type of paid vacation time. Canada, Japan, Australia, New Zealand, and many countries in Europe guarantee their workers at least 10 days of paid vacation, while other countries, including France, Austria, and Belgium, provide far more generous benefits.



The Solution: Senator Bernie Sanders is introducing the Guaranteed Paid Vacation Act to guarantee that America's workers have a right to earn paid annual vacation leave. Upon passage, this legislation will ensure:

- All employees have a right to accrue no less than one hour of paid annual leave for every 25 hours worked.
- Employees who work full time will earn no less than two weeks of paid annual leave per year, to be used for any reason, at their standard rate of pay. **This leave will be provided in addition to any paid sick leave or family and medical leave.**
- Employees are protected against discrimination for exercising their right to take annual paid time off.

Every American deserves dignity in their job and to be treated with respect. Paid annual leave for every worker is about basic fairness, and the PTO Act will move our country closer to that goal.

Key Facts:

A 2022 research paper from [Appalachian State University](#) found benefits of taking time off from work include higher productivity, greater employee retention, increased workplace morale, and significant health benefits.

Union workers are much more likely to have paid leave. Approximately, [91 percent](#) of union workers in private industry have access to paid vacation, compared to only [75 percent](#) of their nonunion counterparts.

Workers of color and low wage workers are the [least likely to be allowed](#) paid time off.

This legislation is endorsed by: Center for Law and Social Policy, Economic Opportunity Institute, Economic Policy Institute, Family Equality, Family Values @ Work, MomsRising, Mothering Justice, NAACP, National Employment Law Project, National Partnership for Women and Families, National Women's Law Center, Oxfam America, Paid Leave for All, SEIU (Service Employees International Union), SMART (International Association of Sheet Metal, Air, Rail and Transportation Workers), UnidosUS, UNITE HERE, Women Employed, ZERO TO THREE.