

absence and disability management survey



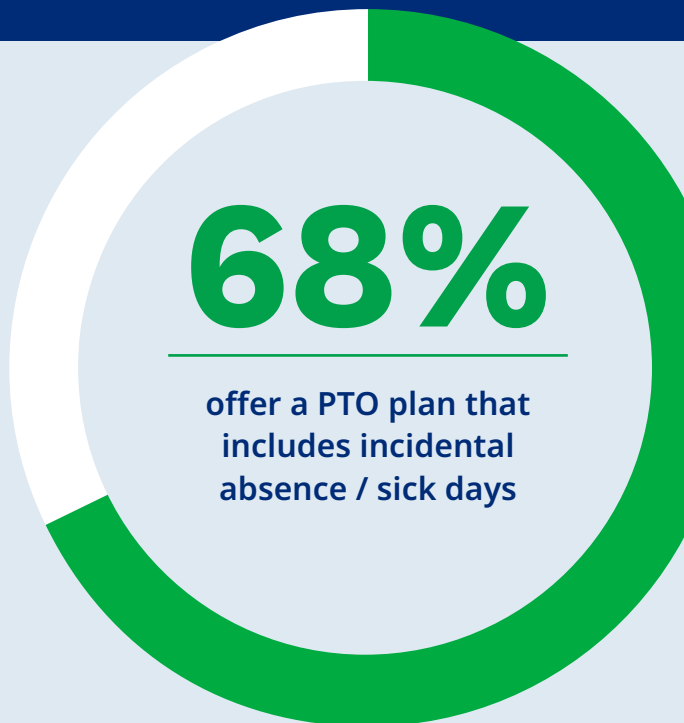
The survey provides a comprehensive view of absence programs, including time off policies, parental leaves, administration and compliance, along with additional related topics.

Below is a focused look at the latest trends in time off.

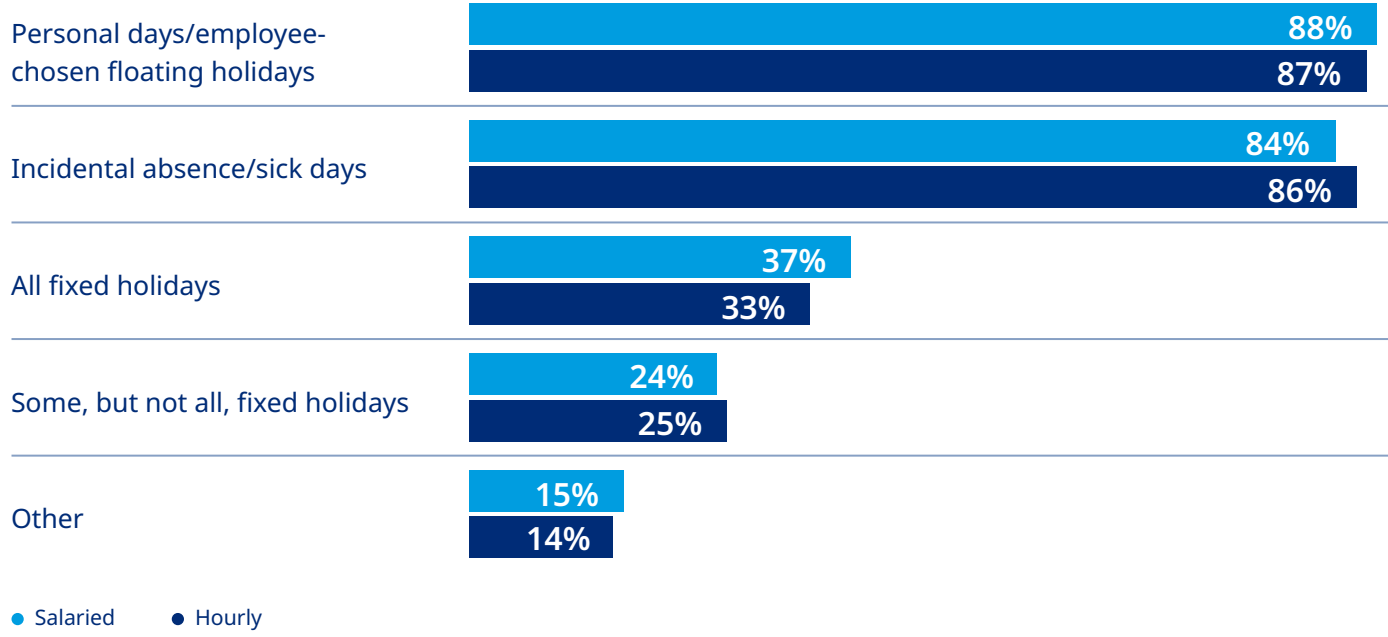
PTO plans

A PTO plan is a single time-off plan that covers multiple types of absences to provide more flexibility for employees.

Two-thirds of employers offer PTO plans that combine vacation with incidental absence / sick days at a minimum, although other types of paid time off may be included as well.



Types of absences covered by PTO plan, in addition to vacation



Holidays

More employers are offering Martin Luther King Jr. Day and Juneteenth as paid company holidays. Between 2021 and 2024, the percentage of employers offering:

- **MLK Jr. Day** increased from 55% to 63%
- **Juneteenth** increased from 9% to 41%

This is likely why the average number of paid fixed holidays offered ticked up to 10 days annually, from 9 days in 2021.

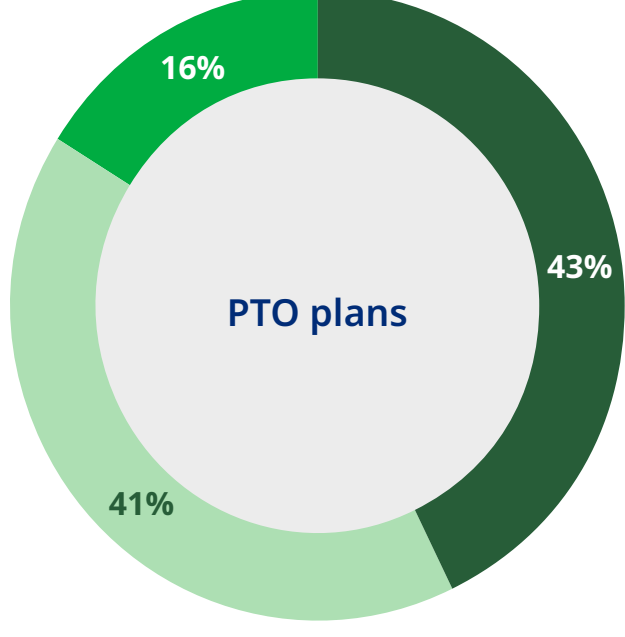
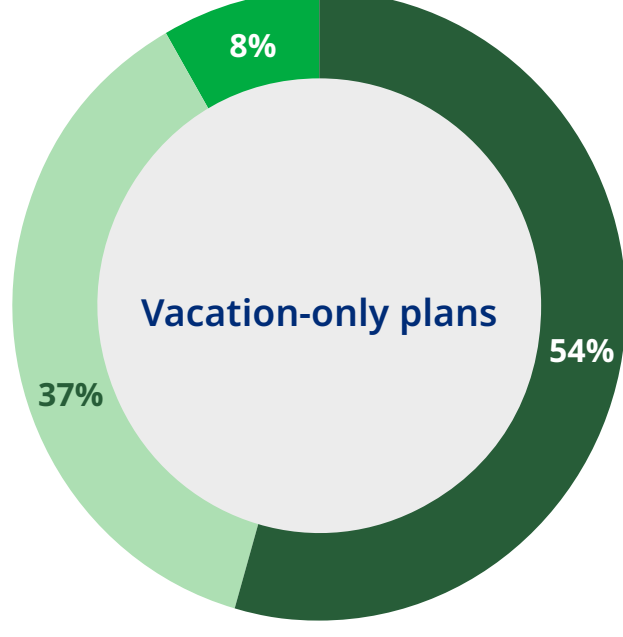


Holidays commonly observed by employers include:

| | |
|------------------------------|------|
| Thanksgiving Day | 100% |
| 4th of July/Independence Day | 99% |
| New Year's Day | 99% |
| Christmas Day | 99% |
| Memorial Day | 97% |
| Labor Day | 96% |
| Day after Thanksgiving | 75% |
| Martin Luther King, Jr. Day | 63% |
| Christmas Eve | 48% |
| Juneteenth | 41% |

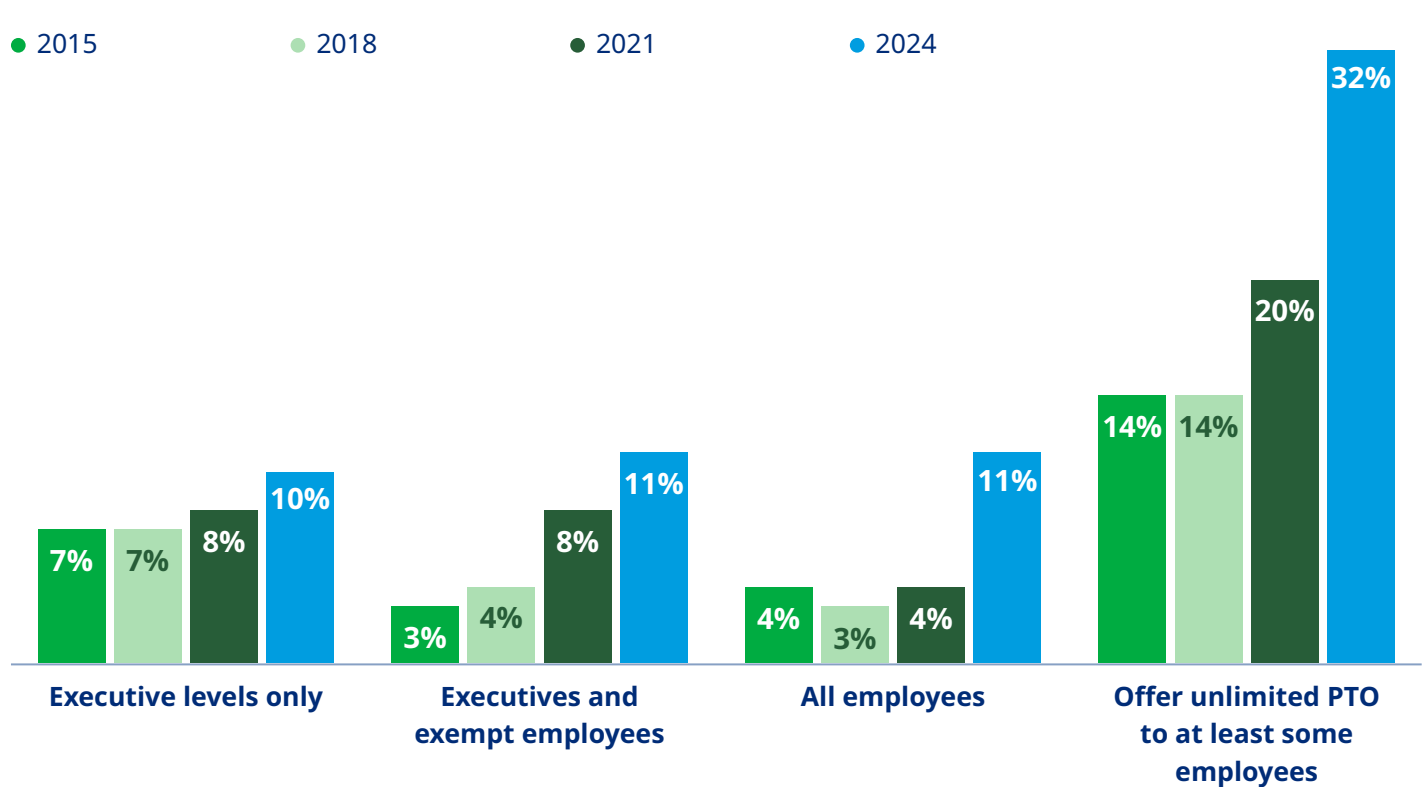
- ▶ 41% of employers are now providing Juneteenth as a fixed holiday.

Vacation or PTO days used by employees



Seeking greater flexibility, more employers decide to give flexible/unlimited PTO a try

For years there's been more talk than action when it comes to flexible PTO, but now **one in three** employers offer it to at least some employees.



The way employers look at time off is changing as they seek to make benefits more flexible and inclusive. This shift is reflected in the addition of paid holidays that support an organization's culture and values.



The full report is available for purchase now.