

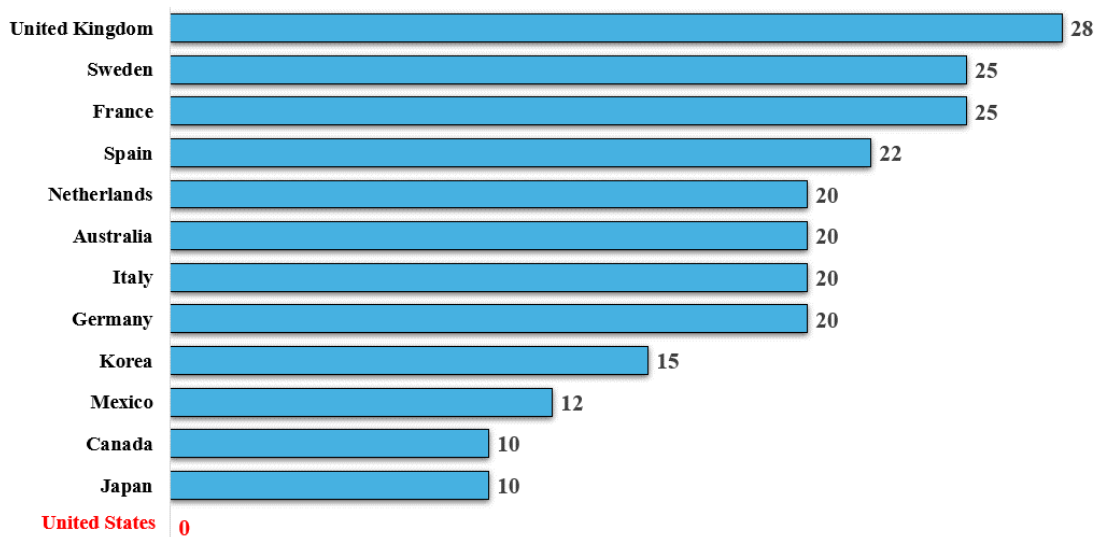
Guaranteed Paid Vacation Act

Senate HELP Ranking Member Bernie Sanders

At a time when millions of Americans are living under enormous financial stress, working people should be able to enjoy more leisure time, family time, education and cultural opportunities, and time for less stress in their lives. More than [60%](#) of Americans are living paycheck to paycheck and the economic stress from living paycheck to paycheck is causing working people to die sooner than they should: the bottom 50% of our population can expect to live [seven years](#) shorter lives than the top 1%. Meanwhile, nearly [one in four](#) workers in the United States—or more than 33 million workers—have no guaranteed paid vacation time.

Guaranteed paid vacation days for all workers is not a radical idea. In fact, the United States is the only major country that does not guarantee its workers annual paid time off. For example, workers in the United Kingdom are guaranteed 28 paid vacation days, while workers in Canada and Japan guaranteed ten vacation days.

Days of Paid Annual Leave in Major Countries



Sources: OECD. (2020). PF2.3.A: Statutory and collectively agreed annual leave. OECD Family Database.
Diario Oficial de la Federación. (2022, December 27). Decreto por el que se reforman los artículos 76 y 78 de la Ley Federal del Trabajo, en materia de vacaciones.

The Guaranteed Paid Vacation Act ensures workers have time for themselves and their loved ones—an important step toward the working class sharing in the increasing productivity and economic growth driven by new and recent technological advancements. While weekly wages for the average American worker are actually [lower](#) than they were 53 years ago after adjusting for inflation, CEOs are now making [285 times](#) more than what their employees earn. It's time that working families—not just CEOs and wealthy shareholders—are able to benefit from increased productivity so that they can have time for themselves and their loved ones.

The Guaranteed Paid Vacation Act finally guarantees all workers the right to 10 paid vacation days per year. Workers would accrue paid vacation days at one hour per every 25 hours worked and would be able to use paid vacation days for any reason.