

Unlimited vacation time a growing trend

By Steve Twedt, Pittsburgh Post-Gazette

Unlimited vacation time sounds like a pretty good job perk.

This year, social media site LinkedIn joined the still-small-but-growing roster of companies offering employees as much time off as they'd like, with the understanding that the coupon is good only if they get their work done.

Estimates about how many companies offer open-ended vacations run in the 2 to 4 percent range, mostly small startups but including none other than General Electric, which earlier this year began offering unlimited vacation time to many of its executives.

Besides being a strong recruitment and retention tool, such policies can free companies from any unused vacation pay liability if they currently allow vacation days to accrue. Proponents say the policies also bestow a sense of "ownership" among employees that cultivates a more committed workforce.

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