

CANADIAN WORKERS STUCK PAYING THE TIME OFF TAX

Does it feel like you're burning the candle at both ends before and after a vacation, just to afford taking some time off. You're not alone. New research from ADP Canada and Leger shows Canadians can't seem to get away from the office without paying for it in extra pre and post vacation hours.

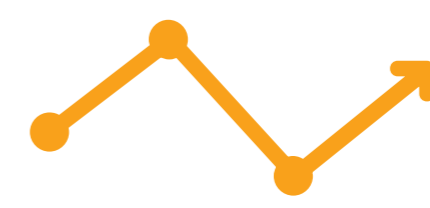
The True Cost of Taking Time Off



Nearly two-thirds of Canadians say they put in extra time before and/or after taking a vacation to make up for the time away.



23.1 Hours = the average amount of extra hours worked by Canadians before and/or after a five day vacation to meet workload demands.



32.1 hours

Younger workers are taxed the most. Roughly 70% say they'll put in extra time, with an average of 32.1 hours of extra work before and/or after a one-week vacation.

Average "Time Off Tax" Hours Across Canada

BC
13.8
HOURS

AB
24.3
HOURS

SK/MB
23.0
HOURS

ON
27.7
HOURS

QC
17.2
HOURS

ATL
30.5
HOURS

Leaving Time on the Table



53.8%

Slightly more than half (53.8%) are entitled to four weeks or less of vacation time each year.



51.5%

More than half (51.5%) say they do not take all of their earned vacation time each year.

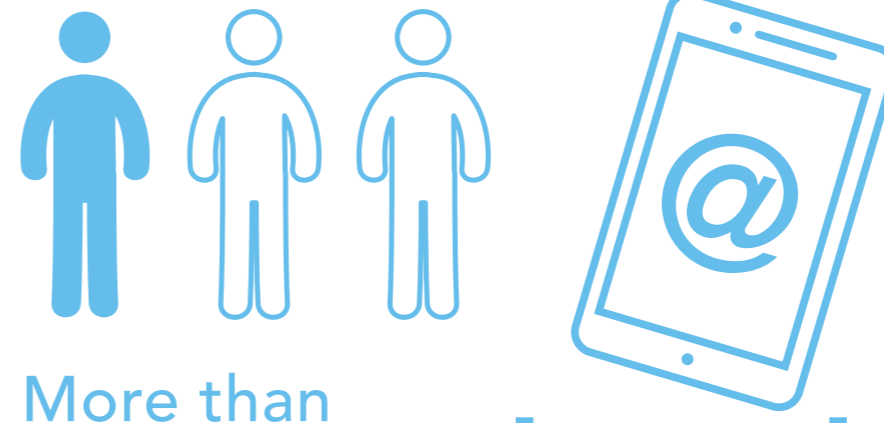
The Disconnect Dilemma



Nearly half

44.6%

of working Canadians say they usually check work email or check in with work when on vacation.

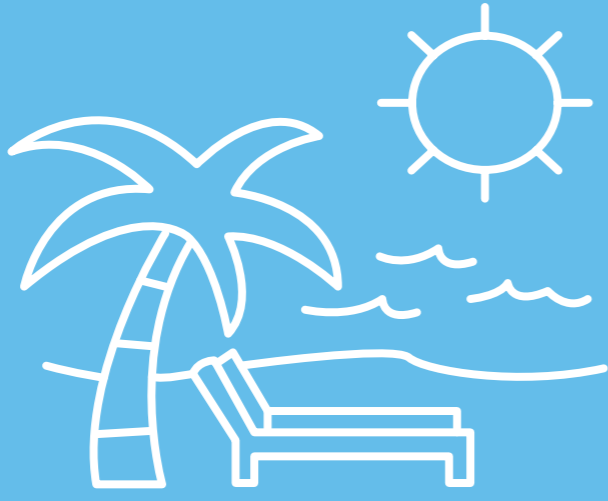


More than

one-third

say they check in or check email multiple times during a vacation.

More Time Away = More Likely to Stay



47.3%

Almost half (47.3%) of working Canadians say they would leave their current employer for a new one if offered more vacation time.

How can companies reduce the Time Off Tax in 2019?



CREATE THE CULTURE: Ensure staff return refreshed and recharged, excited to contribute to a productive workplace. They've earned the time off to disconnect through their everyday efforts and achievements.



LEAD BY EXAMPLE: Junior staff look to those in senior roles to set the tone for behaviour and actions. If managers are bringing the office oceanside, chances are their employees will, too.



IT'S MORE PRODUCTIVE TO BE PROACTIVE: Managers can help employees scale down their workload in the weeks leading into vacation, and ramp back up in a manageable way afterwards – without the need for early mornings or late evenings.



JUST SAY NO TO UNNECESSARY CC's: Think twice before copying a vacationing employee on an email. If it's important enough for them to have it, but NOT important enough to interrupt their time off, it can wait to hit their inbox until they return.

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