

State-by-State *Time Off*

2017 Paid Time Off Usage by State (Ranked by Unused Days)

RANKING	STATE	PTO DAYS EARNED*	PTO DAYS USED*	PTO DAYS UNUSED*	PERCENT OF UNUSED PTO DAYS
1	California	318,154	221,128	97,026	30.5%
2	Texas	230,315	163,517	66,798	29.0%
3	New York	164,684	123,775	40,908	24.8%
4	Florida	155,324	118,277	37,047	23.9%
5	Illinois	104,936	79,874	25,062	23.9%
6	Pennsylvania	102,939	78,734	24,205	23.5%
7	Georgia	82,136	59,566	22,570	27.5%
8	Ohio	96,863	75,610	21,253	21.9%
9	North Carolina	78,176	59,112	19,064	24.4%
10	Virginia	76,015	57,621	18,393	24.2%
11	Michigan	74,831	56,899	17,932	24.0%
12	Tennessee	56,403	38,932	17,472	31.0%
13	Maryland	54,140	38,142	15,999	29.6%
14	Colorado	57,166	41,569	15,597	27.3%
15	New Jersey	69,216	53,777	15,438	22.3%
16	Washington	59,982	44,711	15,271	25.5%
17	Massachusetts	62,813	47,896	14,918	23.7%
18	Indiana	55,386	40,656	14,730	26.6%
19	Missouri	53,035	39,093	13,942	26.3%
20	Minnesota	54,046	40,544	13,502	25.0%

* In millions of days

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21	Arizona	53,043	39,802	13,241	25.0%
22	Wisconsin	51,073	39,309	11,765	23.0%
23	South Carolina	38,028	27,807	10,221	26.9%
24	Oklahoma	32,151	22,346	9,805	30.5%
25	Oregon	34,212	24,553	9,659	28.2%
26	Alabama	34,875	25,683	9,193	26.4%
27	Louisiana	34,726	25,854	8,872	25.5%
28	Kentucky	33,704	25,251	8,453	25.1%
29	Mississippi	24,155	15,770	8,384	34.7%
30	Utah	26,891	19,059	7,832	29.1%
31	Nevada	24,920	17,522	7,398	29.7%
32	Iowa	28,146	20,909	7,237	25.7%
33	Connecticut	31,074	23,848	7,225	23.3%
34	Kansas	25,265	18,696	6,568	26.0%
35	New Mexico	17,373	11,682	5,692	32.8%
36	Arkansas	21,819	16,277	5,543	25.4%
37	District of Columbia	15,796	10,595	5,201	32.9%
38	Nebraska	17,218	12,770	4,447	25.8%
39	Hawaii	13,153	9,307	3,847	29.2%
40	West Virginia	12,853	9,511	3,342	26.0%

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41	Idaho	13,031	9,803	3,228	24.8%
42	New Hampshire	11,934	8,740	3,194	26.8%
43	North Dakota	8,533	5,676	2,857	33.5%
44	Maine	10,549	8,029	2,520	23.9%
45	South Dakota	7,613	5,534	2,079	27.3%
46	Montana	7,855	5,887	1,969	25.1%
47	Rhode Island	8,050	6,175	1,875	23.3%
48	Delaware	7,428	5,672	1,756	23.6%
49	Alaska	6,239	4,526	1,714	27.5%
50	Vermont	5,638	4,117	1,521	27.0%
51	Wyoming	4,904	3,694	1,210	24.7%
	TOTAL	2,668,810	1,963,838	704,972	25.9%

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Methodology

GfK conducted an online survey from January 4-23, 2018 with 4,349 American workers, age 18+, who work more than 35 hours a week and receive paid time off from their employer. These data were weighted and scaled and have a margin of error of +/-1.99%. The geographic data above represents all 50 U.S. states and the District of Columbia.

Oxford Economics projected total unused paid time off using Bureau of Economic Analysis (BEA) employment data, adjusted by the share receiving paid time off. The potential economic impact for the states and cities was developed using a per diem spending approach based on data from TNS, the U.S. Travel Association, and the BEA Travel and Tourism Satellite Accounts.