

# Let's Rejuvenate

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Sources Available Upon Request

## The Initiative

**Vision:** An America Whose Economic Prosperity Translates to Inclusive Social Progress

**Mission:** Embed Collective Rejuvenation into American Culture By Improving Professional Wellness (Led by the Business Community), Instituting Comprehensive Paid Time Off (Led by the National Government) and Prioritizing Experiencing More (Led by Ordinary Americans)

### Led by Business Community

Use Economic Influence to Advance Social Progress

Prioritize Wellness at and Away from Workplace

Generate Mutual Benefits for Companies and Staff



### Led By National Government

Use Legislation to Drive Culture Change Towards Prioritizing PTO

Mandate Vacation & Sick Days and Create Paid Leave Program

Solve Paid Leave to Advance Child Care & Gender Equality

Allow Close Ones to be Together in Good and Challenging Times

Build Momentum for Travel Promotion and Infrastructure Improvements

### Led By Ordinary Americans

Influence National Policy Direction Requires Using All Available Time Off

Communicate Openly, Extensively & Regularly

Collaborate Within & Across Stakeholder Groups

Co-Create Policy and Legislation For All Americans

## Key Issues

- UN: US ranks 14<sup>th</sup> in happiness out of 155 countries, citing deteriorating social capital
- Social Progress Imperative: U.S. ranks 5<sup>th</sup> of 133 in GDP / capita but 19<sup>th</sup> on social progress
- CDC: In 2015, US death rate rose 1.2% and life expectancy declined – first time in 10 years
- Org. for Economic Cooperation & Development: U.S. ranks 30<sup>th</sup> of 38 in work-life balance
- Harvard/Stanford: Work stress causes ~120k deaths a year; up to \$190b of US health spend
- RAND: Sleep-deprivation / absenteeism costs US \$411b or 1.2m lost work days annually
- Gallup: Only 32.6% of U.S. workers are engaged, costing businesses \$550b per year
- Project: Time-Off: 658m unused vacation days → \$223b less spent; firms hold \$272b liability
- Center for Eco. Policy & Research: U.S. is only advanced nation without mandated vacation
- Nat'l Bureau Economic Research: 50% of U.S. staff gets no paid sick days (skews low wage)
- Harvard Business Review: U.S. is 1 of only 4 nations globally to not mandate any paid leave
- UNICEF: U.S. ranks 26<sup>th</sup> of 29 developed countries regarding overall well-being of children
- World Economic Forum: U.S. ranked 45<sup>th</sup> in global gender equality in 2016 (28<sup>th</sup> in 2015)
- US Travel: U.S. has no airports in top 25; aviation ranks 9<sup>th</sup> globally (ASCE: Infrastructure D+)

## Key Solutions

### Professional Wellness (Led by the Business Community)

- Create holistic wellness programs communicated and modeled by leaders with facilities
- Facilitate autonomy (a top contributor to happiness) by delegating, empowering, trusting
- Transition Work/Life “Balance” to “Integration”; embrace mindfulness and build resilience
- Ensure staff uses all earned time off by setting expectations, communicating and modeling
- Plan ahead and align with colleagues & managers; disconnect, renew energy and enjoy

### Comprehensive Paid Time Off (Led by the National Government)

- Create national vacation mandate; Accrue 10 days (equal Canada/Japan, less than EU's 20+)
- Create national sick day mandate; Accrue 5 days - aligns with states and protects workers
- Create national paid leave (family + medical) social insurance fund; leverage FAMILY Act
- Use paid leave dialogue to continue momentum on child care and gender equality

### Experiencing More (Led by Ordinary Americans)

- Take all earned time off to enjoy vacation time or care for family, oneself or a new child
- Prioritize experiences over materiality to benefit from enjoying anticipation + lasting stories
- Travel more to drive economic growth (jobs/spending) and spotlight infrastructure needs

## Sample of Challenges We Face

### Wellness at Work

- US works longest (~1,800 avg annual hours)
- 40% work 50+ hours, 20% do 60+; avg. 47 hrs
- 55+ hr day raise stroke risk 33%, heart 13%
- Only 24% use wellness prgms (awareness)
- < 50% trust employer, manager, colleagues
- 39% want to be seen as a “Work Martyr”
- 80% kids say parents bring work stress home

### Wellness Away From Work

- Culture celebrates bravado of no time off
- 67% execs (59% mgrs) don’t use all days off
- 46% mgrs stay connected while on vacation
- 65% feel discouraged from using time off
- Mgrs may judge by “citizenship behaviors”

### Paid Vacation

- ~23% private sector receives no paid vacation
- US is 3<sup>rd</sup> in global competitiveness (Swiss 1<sup>st</sup>)

### Paid Sick Days

- “Contagious presenteeism” spreads infection
- > 50% food / hospital workers work while sick

### Paid Leave

- US only has unpaid leave (doesn’t cover 40%)
- US is 12<sup>th</sup> among peers in labor participation
- US has highest parent happiness gap vs. peers

- Lack of PTO law impedes needed caregiving
- U.S. is 26<sup>th</sup> among peers keeping babies alive
- 2015: 55% didn’t use all vacation (avg. 40%)
- 40% use 5+ days off / year for sleep catch up
- 50% get “vacation shamed”; Millennials 60%
- But 42% Millennials “vacation shame” others
- Vacation resisters cause office problems; they don’t delegate, make others feel guilty

## Select Rationale For Taking Action

### Wellness at Work

- Parents work after-hours add 20% to kids’ stress
- Each \$1 put in wellness prgm yields \$1.50 return
- 79% using wellness prgms satisfied; retention
- 54% Gen Z says wellness program helps balance
- High satisfaction → 2.3-3.8% LT market returns
- Leaders set tone; post-crisis culture change hard
- 75% staff see work-life balance as top priority

### Wellness Away From Work

- No vacation raises heart disease / attack risks
- 24% Millennials forfeit time off (highest demo.)
- 96% feel time off key to productivity, well-being
- Using time off → better review, bonus & raises
- Time off aids talent strategy (ranks above bonus)

### Paid Vacation

- Vacation benefits skew to higher earners
- Congress gets mandated paid vacation days

### Paid Sick Days

- National policy could cause flu rates to drop 5%
- 85% employees favor mandate for paid sick days

### Paid Leave

- 81% favor national paid leave policy; bi-partisan
- Work benefits: attract/retain engaged talent
- Helps level playing field for small businesses

- Using time off advances case for national policy
- Dependents benefit in times of medical need
- Infants benefit: safety, emotional / social growth
- 62% prefer travel / experiences vs. material gifts
- 47% Gen Y, 42% Gen Z say travel is life essential
- 60% executives say global awareness essential
- Travel with kids can benefit brain development
- Travel supports \$2.3T spending; 15.3m jobs

## Practical Solutions to Consider

- **Holistic Wellness Prgms:** Physical, social, finance, purpose, community
- **Leaders Set Tone:** Take vacation and participate in office programs
- **Train Leaders:** Wellness goals; creativity, productivity, resilient
- **Autonomy / Empower:** Engaged, satisfaction, retention; flex work
- **Communicate Often:** Encourage staff to actively own well-being
- **Meditation:** Calm, sharp, blood pressure, protect brain, 5-10 min
- **Sleep Management:** 70% leaders say include in well-being training

- **Nat’l Paid Vacation Law:** 10 day mandate = Canada/Japan; EU 20+
- **Nat’l Paid Sick Day Law:** 5 day mandate aligns with states
- **Nat’l Paid Leave Law:** Social Sec.-type insurance fund, contribute jointly small % of wages, 6 month min. employment, 12+ weeks, majority wages, gender-neutral, family + medical (so applies to all)

- **Staycations:** Less cost & stress; local activities, tourist at home
- **Adult Camps:** Master or learn new skills to take back home
- **Embrace Long Weekends:** Use existing holidays for mini-trips
- **“Bleisure”:** Trend to incorporate leisure trips into business travel

### Work/Life Integration:

Work smart vs. work long

- **Daily Downtime:** Hobbies, Sleep More, Exercise etc.
- **Respect Hours:** Staff should rest and renew each day
- **Micro-Breaks:** Go to lunch, take walks, listen to music
- **Encourage PTO:** Recharge to be healthy and productive
- **Plan:** Align w/ work, enjoy anticipation, share stories
- **Disconnect:** Refresh energy, shouldn't sacrifice time off

- **Paid “Paid” Vacation:** Give staff specific stipend to travel
- **Unlimited PTO:** BUT ensure a mandatory minimum usage
- **Use It or Lose It:** 84% use all PTO (only 25% firms do this)
- **Mandatory Time Off:** Gets staff to use PTO w/out guilt
- **Mandatory Office Closing:** Allows prep. and ensures use

- **Volunteer Experience:** Use as chance to show gratitude
- **Education Experiences:** Nat’l Parks, Museums, Capitols
- **Wellness Trip:** Enhance well-being holistically; return new
- **Share Experiences w/ family & friends:** bond & spread cost

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