

News

Ford Quoted in SHRM.com Story Titled “Unlimited Paid Time Off: A Good or Bad Idea?”

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NEWS | 12.18.2014

Jackie Ford, a partner in the Vorys Houston and Columbus offices, was quoted in a SHRM (Society for Human Resource Management) story titled “Unlimited Paid Time Off: A Good or Bad Idea?.” The story was about unlimited vacation policies and whether they could work for employers on a broad scale.

The story states:

“Despite the positive aspects of unlimited vacation policies, they may not work for every organization. For example, there are still administrative issues to be worked out with such a policy. ‘While unlimited vacation policies may sound easy to administer, they actually raise some difficult issues,’ said Jacklyn J. Ford, a partner with law firm Vorys in Columbus, Ohio. ‘For example, an employee whose leave qualifies under the Family and Medical Leave Act needs to track that leave so that their job remains protected for the duration of qualifying leave.’

Employers need to work out the nuts and bolts of the policy to see how it will work in a real workplace situation. ‘Employers also have to think long and hard about how ‘unlimited’ they are willing to allow the leave to be,’ said Ford. ‘How they will decide when the unlimited leave has been excessive or otherwise abused?’”

To read the entire article, visit the SHRM [website](#).