

Employees Tend Not to Use Generous Benefits

Some workers are too afraid to use their sick days, family leave time or vacation benefits.

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By [Kimberly Leonard](#) Sept. 4, 2015.

American workers are afraid to take a break – even in places where they receive generous family leave or vacation days.

These benefits, while intended to recruit top talent, aren't helpful to workers in office cultures where they are made to feel that taking a vacation or prioritizing family is frowned upon.

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In certain environments, the work-only culture is especially pronounced. A recent report in the New York Times revealed that some workers at Amazon felt they could not take time off work or even attend to a sick family member for fear that it might cost them professionally or reflect negatively on their commitment to the organization. And they worry about how much work they miss out on, making it difficult to meet demands and raising the possibility of getting fired.

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Still, evidence shows that even employers benefit when their workers take time off. Well-rested and balanced workers are more productive and tend to stay in a company longer. Netflix stood out this summer when it announced that it would give employees up to a year of paid leave following the birth or adoption of a child. Other Silicon Valley employers have generous benefits other than the high salaries and free meals they are known for. Google offers 18 weeks of paid maternity leave.

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Despite this, the workload is intense and workers for these companies are expected to be leaders in their fields, constantly innovating and pushing the companies' visions forward.

25 Pistes de relance :

- Facilities imagined by firms to make their employees' lives easier ? (gyms, transportation, nursery, laundry, restaurants...)
- Paradox in the text ?
- Other reason why companies offer leaves or free meals... ?