

WeddingWire offers unlimited time off

From The Washington Post by Abha Bhattarai,

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Need a vacation? Take as long as you need, says Jennifer Harding, director of human resources at WeddingWire.

Beginning Jan. 1, the Web-based event planning company is allowing employees unlimited time off. “We just want you to do your job,” Harding said. “If you can do that, why limit the amount of vacation you can take?” (...)

“Everything will work exactly the same,” she said. “We’re just taking the attendance out of performance.” Chris Chi, associate director of sales, says the policy makes particular sense at a company where most projects are driven by sales targets and deadlines. “If you’ve met your sales goal by the middle of the month, I have no place as a manager to keep you from taking the rest of the month off,” he said.

For Megan Hermeling, a senior marketing manager (...) “this will make it a little easier to take a day off when I need to, with a baby, you never know how often she’ll get sick.”

The company currently gives new hires 16 days of paid vacation. The challenge, Harding says, will be convincing employees that the policy isn’t too good to be true. (...). Harding said she plans to periodically check in with employees to make sure they feel comfortable taking time off. Company managers are also being encouraged to do the same.

“It’ll take a little getting used to,” Chi said. “But if we can wrap our minds around this, I think it’ll be a great thing.”