

5.3: WATCH- Paid Time Off - What Happens to It When You Leave the Company?

What happens to your paid time off when you leave the company?

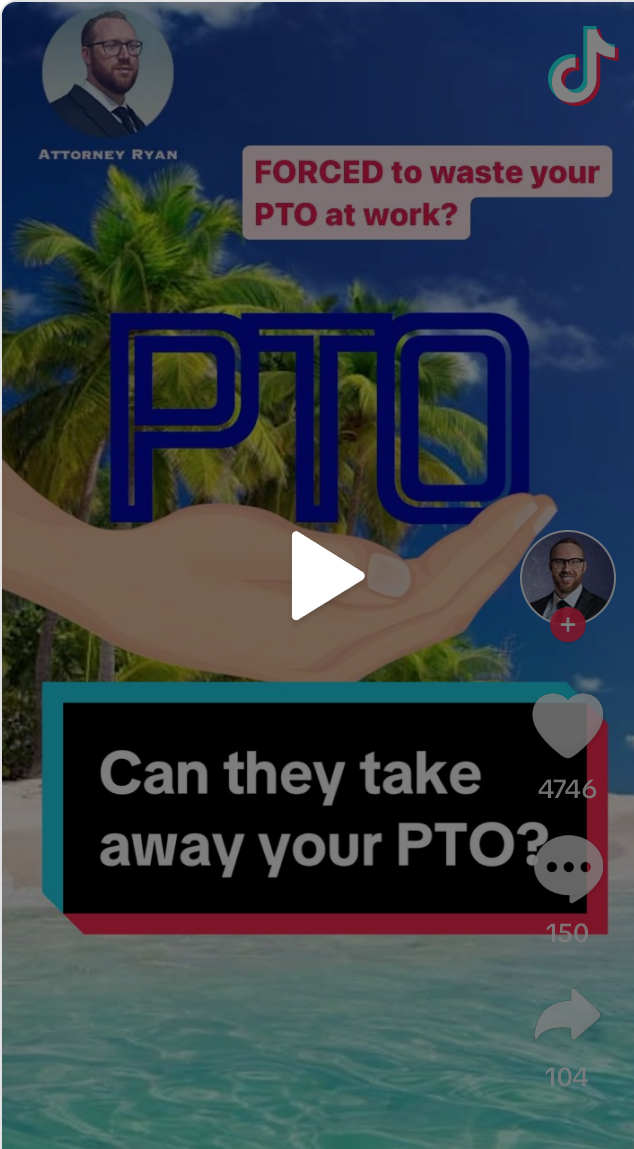
Paid Time Off is generally considered a benefit which the employer has the right to control. It is a Discretionary Benefits. They can place a cap on how much you can accrue, and they can use it when you miss work (even if you don't want to.) But in **SOME** states (like California), your PTO is considered "wages." So even though they can use it without your express consent, they cannot take it away when you leave the company. Specific rules about PTO vary by state, so be sure to check the rules in your state.

Watch this TikTok for more information.

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#vacationmode

♪ original sound - Attorney Ryan



The video player shows a TikTok video by Attorney Ryan. The video features a hand holding the letters 'PTO' against a background of palm trees and a beach. Text overlays include 'FORCED to waste your PTO at work?' and 'Can they take away your PTO?'. The video has 4746 likes, 150 comments, and 104 shares. The TikTok logo is in the top right corner.

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