

HR lexicon: What's a pre-cation?

Possibly the greatest perk you've never heard of: paid vacation that new hires can take before reporting for work at their new organizations.

It's not widespread, but offering pre-cations has taken hold in a handful of California tech firms.

The rationale: Highly skilled job-changers engaged in high-stress, high-stakes work need time off to decompress from their old gigs. Employers benefit because their new employees can start refreshed and ready to tackle new responsibilities.