

Tradewind Subs' California Leave Policies

Family and Medical Leave Policy

Tradewind Subs complies with all federal, state, and local leave laws. The following leave policies apply to employees working in California:

Paid Sick Leave

(CA Healthy Workplaces, Healthy Families Act)

Tradewind Subs accrue at least 1 hour of paid sick leave for every 30 hours worked and may begin using accrued sick leave after the 90th day of employment.

Tradewind Subs may use up to 40 hours (5 days) per year (or more if a local ordinance requires it, such as in Los Angeles).

Sick leave may be used for the employee's own illness, medical appointments, or to care for a family member.

Family and Medical Leave (FMLA/CFRA)

Eligible employees (those who have worked at least 12 months and 1,250 hours) may take up to 12 weeks of unpaid, job-protected leave in a 12-month period for:

- The employee's own serious health condition
- Care for a family member with a serious health condition
- Bonding with a new child (birth, adoption, or foster placement)
- CFRA (California Family Rights Act) mirrors FMLA but also allows leave to care for additional family members (including domestic partners, grandparents, grandchildren, and siblings).

Please consult with the HR department for complete policy and information regarding this leave.