# Tradewind Subs' California Leave Policies

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

### Pregnancy Disability Leave (PDL)

Tradewind Subs disabled by pregnancy, childbirth, or related medical conditions may take up to 4 months of job-protected unpaid leave.

This is in addition to leave available under CFRA for baby bonding. Please consult with the HR department for complete policy and information regarding this leave.

### Paid Family Leave (PFL) – State Benefit

Through California's State Disability Insurance (SDI) program, employees may receive up to 8 weeks of partial wage replacement to bond with a new child or care for a seriously ill family member.

PFL is a benefit payment, not job-protected leave. Job protection may come from CFRA or FMLA. Please consult with the HR department for complete policy and information regarding this leave.

### School Activities Leave

Tradewind Subs who are parents, guardians, or grandparents with custody may take up to 40 hours per year (no more than 8 hours per month) for school-related activities of their child.

### Jury Duty & Witness Leave

Tradewind Subs called to serve on a jury or as a witness in court will be granted unpaid leave. Verification may be required.

### Voting Leave

Tradewind Subs who do not have sufficient time outside of working hours to vote may take up to 2 hours of paid leave at the beginning or end of their shift to vote in statewide elections.

## Domestic Violence, Sexual Assault, or Stalking Leave

Tradewind Subs who are victims (or whose family members are victims) may take time off to seek medical attention, counseling, legal assistance, or safety planning.Leave may be unpaid, but employees may use accrued sick leave or PTO if available.

## Military Leave

Tradewind Subs are entitled to leave for military service, training, or related duties in accordance with state and federal law.

For more questions relating to leave at Tradewind Subs, please email hr@twsubs.com.