



SICK LEAVE POLICY

In accordance with the Healthy Workplaces/Healthy Families Act of 2014 Paid Sick Leave:

An employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the beginning of employment is entitled to paid sick leave.

Paid sick leave **accrues at the rate of one hour per every 30 hours worked**, paid at the employee's regular wage rate. Accrual shall begin on the first day of employment.

JM Staffing/JM Medi-Stat provides all employees with 24 hours or 3 days of paid sick time, which can be taken on or after the 90th day of employment.

* JM Staffing limits the use of paid sick days to 24 hours or three days in each year of employment. *

Usage: Employees will be provided 24 hours or 3 paid sick days upon the oral or written request for themselves or a family member for the diagnosis, care or treatment of an existing health condition or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.

Employees are allowed to carry over any unused sick time at a maximum of 48 hours. If an employee is not using any sick time, their available hours will be higher.
