

Crunch Care Sick Leave Policies

Paid sick leave is time that employees can take away from their job to attend to their own or their family's medical needs, paid at their regular pay rate. This can include illnesses, doctors appointments or, in California, time away due to domestic violence issues.

California (All areas outside of San Francisco, San Diego & Los Angeles)

- Crunch Care will provide up to 24 hours of paid sick leave to full-time employees each year
- Once an employee works more than 30 days in California they will start to accrue sick time off at a rate of 1 hour per 30 hours worked.
- California employees are only allowed to use their accrued paid sick leave after 90 days of employment
- Employees will be paid for sick leave at their regular rate of pay
- Employees will be required to provide documentation from their physician after being out sick two consecutive days in order to protect the children we care for.
- If the need for sick time is known prior to the request the employee must provide reasonable notice and must notify Crunch Care as soon as possible. Health and safety of the children we care for is extremely important. Failure to get approval from Crunch Care may result in discipline.

San Francisco:

- Crunch Care will provide up to 40 hours of paid sick leave for employees who work within the geographic boundaries of San Francisco.
- Employees who work within the geographic boundaries of San Francisco will accrue 1 hour of earned sick time for every 30 hours worked.
- Earned sick time begins to accrue at the start of employment, and workers can use their available time after 90 days of employment

San Diego

- Crunch Care will provide employees up to 40 hours of accrued paid sick time in a year
- Employees who work within the geographic boundaries of San Diego will accrue 1 hour of earned sick time for every 30 hours worked.
- Earned sick time begins to accrue at the start of employment, and workers can use their available time after 91 days of employment.

Los Angeles

- Crunch Care will provide employees up to 48 hours of accrued paid sick time in a year.
- Employees who work within the geographic boundaries of Los Angeles will accrue 1 hour of earned sick leave for every 30 hours worked.
- Earned sick time begins to accrue at the start of employment, and workers can use their available time after 90 days of employment.