

San Jose Water Company Employee Leaves of Absence

San Jose Water Company provides employees with paid and unpaid leaves of absence based on their eligibility under the law and SJW policy. Leaves of absence are offered to eligible employees to allow them to manage both personal and civic responsibilities. Leaves of absence may be short term or long term, and are extended to employees who intend to return to work after the leave. Employee leaves of absence are generally administered by Human Resources. Any questions related to leaves of absence should be directed to the Human Resources group.

Leaves of absence available to San Jose Water Company employees can be found in the following policies:

POLICY V-1	Bereavement Leave	POLICY V-11	Military Leave - Federal
POLICY V-2	Civil Air Patrol Leave	POLICY V-12	Military Leave - CA
POLICY V-3	Crime Victims Leave	POLICY V-13	Military Spouse Leave
POLICY V-4	Domestic Violence/ Sexual Assault/Stalking Leave		
POLICY V-5	Drug and Alcohol Rehab Leave	POLICY V-14	Organ/Bone Marrow Donation
POLICY V-6	Family and Medical Leave (FMLA)	POLICY V-15	Personal Leave / Time Off
POLICY V-7	Family and Medical Leave (CRFA)	POLICY V-16	Pregnancy Disability Leave
POLICY V-8	Jury or Witness Duty Leave	POLICY V-17	School and Child Care Leave
POLICY V-9	Literacy Education Leave	POLICY V-18	Volunteer Civil Service Leave
POLICY V-10	Marriage and New Child Time Off	POLICY V-19	Voting Time Off