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