

Civil Air Patrol Leave Policy

Innovative Petcare provides eligible team members with up to 15 days of unpaid leave per year for Civil Air Patrol training or missions. To qualify, you must have been employed by Innovative Petcare for at least 90 days and be a senior member of the Florida Wing of the Civil Air Patrol with an emergency services qualification. You may choose to use any available paid leave while on Civil Air Patrol leave, but it is not required.

Provide as much notice as possible of your intent to take leave, and Innovative Petcare may request documentation to support your need. Upon completing leave, notify Innovative Petcare of your intent to return to work. Return may be denied if circumstances have changed, causing undue hardship, or if your employment was for a brief, nonrecurring period without expectation of continuation. If permitted to return, you are entitled to the seniority, rights, and benefits you had when leave began, plus any additional seniority and benefits accrued during your absence. After returning, you cannot be terminated for one year except for cause.