

Maine

Domestic Violence, Sexual Assault, or Stalking Leave Policy

If you or a family member is a victim of domestic violence, sexual assault, or stalking, Innovetive Petcare will provide you with reasonable and necessary [[paid/unpaid]] leave to prepare for and attend court proceedings, receive medical treatment, or obtain services needed to address a crisis caused by such incidents. Family members include your spouse, parent, or child.

This leave is available only when the victimization qualifies under Maine Title 19-A, chapter 101. To request leave, you must provide notice within a reasonable time based on the circumstances. You may also need to provide documentation to verify the family relationship, such as a statement, birth certificate, court document, or similar proof.

Leave may not be granted if the request is not made within a reasonable time, if it would cause undue hardship to Innovetive Petcare, or if it is deemed impractical, unreasonable, or unnecessary.

Extreme Public Health Emergency Leave Policy

Innovetive Petcare provides extreme public health emergency leave to eligible Employees unless it causes an undue hardship. An extreme public health emergency is defined as the occurrence or imminent threat of widespread exposure to a highly infectious or toxic agent that poses a substantial risk to the population of Maine.

You are eligible for this leave if you are unable to work due to public health investigation, treatment, or supervision; compliance with a public health order; quarantine, isolation, or other control measures; directions from Innovetive Petcare not to work to prevent exposure; or to care for a spouse, domestic partner, parent, or child (including a legal ward) related to a public health emergency.

Notify your Manager or Supervisor of your need for leave as soon as possible. Leave under this policy is unpaid. Upon returning to work, Innovetive Petcare may require written documentation from a physician or public health official to support your need for leave.