

South Carolina

Bone Marrow Donation Leave

Innovative Petcare provides up to 40 hours of paid time off for eligible team members who wish to donate bone marrow. To qualify, you must work an average of 20 or more hours per week and provide documentation from a physician verifying the purpose and duration of the leave. If a medical determination finds you do not qualify as a donor, you will not lose the paid time off.

Crime Victim and Witness Leave

If you are subpoenaed as a victim or witness to a crime, Innovative Petcare provides unpaid time off to attend related court proceedings. A "victim" includes individuals who suffer harm as a result of a criminal offense and their spouses, parents, children, or lawful representatives, excluding those who are subjects of the investigation, acting on behalf of the accused, or were involved in illegal activity at the time of the offense. Upon receiving a valid subpoena, notify your Leader as soon as possible to arrange scheduling.

Isolation and Quarantine Leave

Innovative Petcare provides unpaid leave to team members who are ordered to isolate or quarantine by the Department of Health and Environmental Control. Please provide notice of your need for leave as soon as practical. You may be required to use any accrued and unused paid leave (e.g., vacation, PTO, sick days, personal days) in place of unpaid leave, as permitted by law.