

Sick Time at PetSmart - Additional Information

- After 90 days of full-time classification, eligible associates can use accrued sick time for their own non-work-related illness or injury. As well, eligible associates will be able to use a maximum of 48 hours per year for an ill family member as defined by our health plan.
- Accrued paid sick leave may be carried over year to year, up to a maximum accrual of 120 hours.
- Sick hours do not count towards hours worked for overtime purposes.
- Sick pay for commissioned Salon and Pet Training associates is paid at the associate's average hourly rate based on their regular pay, overtime and commissions paid.
- Eligible full-time associates can request paid time away from work for routine, non-emergency medical appointments. Time must be taken in full-hour increments.
- Part-time associates are not eligible for sick pay. If a full-time associate changes status to part-time, any accrued sick hours are forfeited.
- While on a leave of absence, associates do not accrue sick time.
- Sick hours are not paid out upon termination or converted to cash.
- Associates who do not qualify for paid sick time or have used all their annual potential time may be entitled to up to 10 unpaid days under the personal/emergency leave policy.
- Unacceptable patterns of sick time use, misuse, misrepresentation or a continuing high level of usage may result in corrective action up to and including termination. PetSmart retains the right to request a medical note from an attending physician in cases where the company believes sick time is medically in doubt.
 - Please refer to the Canadian Policy and Procedure – Absence Due to Non-Work-Related Accident, Illness or Injury.