

New York Sick and Safe Leave Policy

Sevenson Environmental Services, Inc. will provide paid sick and safe leave to covered employees working in the State of New York.

Eligibility

This Policy covers full- and part-time employees who perform work within the State of New York (referred to as covered employees).

Permitted Uses

Sick Leave:

- For mental or physical illness, injury, or health condition, regardless of whether it has been diagnosed or requires medical care at the time of the request for leave or
- For the diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or need for medical diagnosis or preventative care

Safe Leave:

- For an absence from work when the employee or employee's family member has been the victim of domestic violence as defined by the State Human Rights Law, a family offense, sexual offense, stalking, or human trafficking due to any of the following as it relates to the domestic violence, family offense, sexual offense, stalking, or human trafficking:
 - to obtain service from domestic violence shelter, rape crisis center, or other services program
 - to participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members
 - to meet with an attorney or other social services provider to obtain information and advice on, and prepare for, or participate in any criminal or civil proceeding
 - to file a complaint or domestic incident report with law enforcement
 - to meet with a district attorney's office