

Question: What is SYGMA's Paid Sick Leave Policy?

Answer: For 2024, colleagues received 48 hours of paid sick leave if they were working 5x8s. Colleagues scheduled to work 4x10s received 50 hours.

Beginning in January of 2025, SYGMA will permit colleagues to carryover unused paid sick leave into the subsequent year; those carryover hours may only be used for medical leaves of absence.

California law does not require SYGMA to carryover paid sick leave because we provide all paid sick leave at the beginning of the year. Under the law, paid sick leave could be forfeited.

SYGMA provides a greater benefit than the law requires.