What We Offer | Time Off

Paid Time Off

West Marine offers a competitive paid time off (PTO) program for active crew members. PTO provides time away from work that can be used for vacation, illness, family emergencies, medical appointments, or personal needs. Crew Members accrue PTO based on their role, employment status, hours worked, and length of service. Accrual caps apply. Unused PTO may be carried over each year, up to the maximum amount allowed. All PTO requests are subject to manager approval.

West Marine also offers a Flexible Paid Time Off (FPTO) program for exempt-level crew members at the Support Center.

Holiday

West Marine values time off to celebrate the moments that matter. Our flexible holiday program provides active crew members with holiday hours, based on role, employment status, and length of service, that can be used for a paid day off on the recognized holiday of their choice. All holiday requests require manager approval.