



Missing work for health or family reasons? Know your rights.

Illness, recovery, and medical treatment
Caring for an ill family member

Pregnancy and childbirth
Parental leave

Job Protection Make sure your employer will hold your job

You



Eligible workers have job protection from:

- Maryland Parental Leave Act
- Virginia Human Rights Act
- Americans with Disabilities Act
- Federal Family Medical Leave Act (12 weeks)
- D.C. Family Medical Leave Act (16 weeks)
- D.C. Protecting Pregnant Workers Fairness Act
- Employer policies, like sick days, vacation days, paid time off (PTO), or leave without pay

Family



Eligible workers have job protection from:

- Federal Family Medical Leave Act (12 weeks)
- D.C. Family Medical Leave Act (16 weeks)
- Employer policies, like sick days, vacation days, paid time off (PTO), or leave without pay

Monetary Benefits Receive money when you're not working

You



Eligible workers receive monetary benefits from:

- D.C. paid sick time (3-7 days)
- Maryland paid sick time (40 hours)
- D.C.'s paid family leave benefits (2 weeks)
- Short-term disability benefits (employer-sponsored or worker-purchased)
- Employer policies, like vacation days or paid time off (PTO)

Family



Eligible workers receive monetary benefits from:

- D.C. paid sick time (3-7 days)
- Maryland paid sick time (40 hours)
- D.C.'s paid family leave benefits (6 weeks)
- Employer policies, like vacation days or paid time off (PTO)

Your workplace rights depend on whether you work in the District of Columbia, Maryland, or Virginia. Ask a lawyer about your situation.

Questions? For free legal services, contact **(204) 644-9403** or email intake@firstshift.org Services available in all languages