



FIRST SHIFT

JUSTICE PROJECT



CHALLENGE GRANT UPDATE: This must be one cute baby! In the short time that has passed since the last update, featuring a picture of Nicole's cute little newborn baby girl, we have received donations totaling \$1800! THANK YOU to our very generous donors!

This means we are only a mere \$200 away from meeting our \$10,000 goal, which will be matched 100% by another donor!

We are almost there - we just need one little slight push over the threshold. Help us out by contributing to this successful campaign and your donation will be twice as valuable!



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And now, the third installment of your First Shift education -

REPRESENTATION: First Shift aims to meet our clients where they are to help them *maintain* employment. When this is not possible, we are ready and willing to assist them in taking the next steps to seek recourse for their employers' violations of the law through representation and/or referral.

Andreas (name changed) was referred to First Shift because he had been fired for leaving work to meet his wife at the hospital when she went into labor. Not only was he entitled to paid time off, but he was also covered under Maryland's "baby FMLA," entitling him to up to 6 weeks of unpaid family leave. After his employer was unresponsive to the invitation to negotiate a resolution, First Shift referred Andreas' case to one of its fantastic partners in the private plaintiffs' bar for further action. Andreas' case is still pending.

We couldn't accomplish our mission without our partners from the Metropolitan Washington Employment Lawyers' Association. Thank you!

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