

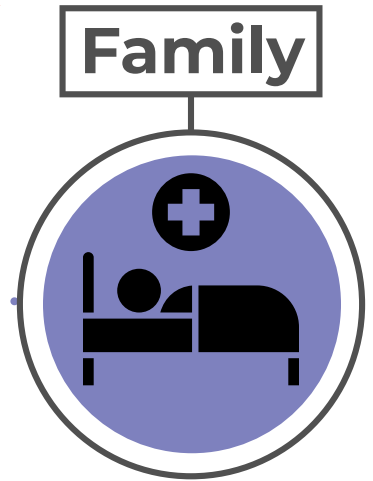
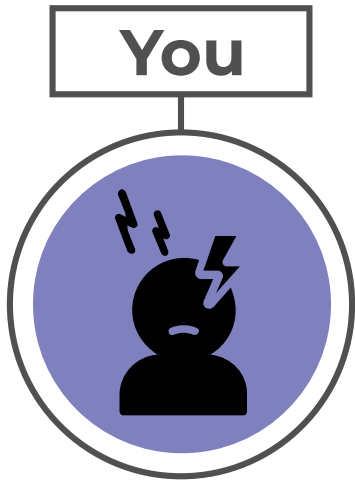
# Missing Work for Health or Family Reasons?

**\*Illness, Recovery, and Medical Treatment\***

**\*Caring for an Ill Family Member\***

**\*Pregnancy and Childbirth\***

**\*Parental Leave\***



**YOU NEED BOTH:**



**Eligible workers have job protection from:**

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

**Job Protection**

Make sure your employer will hold your job

**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), leave without pay

**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, paid time off (PTO)

**Monetary Benefits**

Receive money when you're not working

**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, 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.**