

MARYLAND LABOR LAW POSTINGS



PREGNANT AND WORKING

Pregnant & Working

State of Maryland
Commission on Civil Rights
6 Saint Paul Street, Suite 900
Baltimore, MD 21202-1631

Know Your Rights!

If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability and the accommodation does not impose an undue hardship on your employer. *State Government Article, §20-609(b)*

Do I Need A Doctor's Note?

It depends on what your employer requests. The law allows an employer, at his or her discretion, to require certification from your health care provider regarding the medical advisability of a reasonable accommodation, but only to the same extent certification is required for other temporary disabilities. *State Government Article, §20-609(f)*

If required, the certification must include:

- Date a reasonable accommodation is medically advisable.
- Probable duration of the accommodation should be provided.
- Explanation as to the medical advisability of the reasonable accommodation.

Can I Still Get In Trouble?

Retaliation is prohibited under *State Government Article, §20-609(h)* when exercising your rights. If an employee seeks to exercise her right to request a reasonable accommodation for a temporary disability due to pregnancy, an employer may not:

- Interfere with;
- Restrain;
- Deny the exercise; or
- Deny the attempt to exercise the right.

Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil Rights (MCCR).

What If I Am A Victim Of Discrimination?

If you believe your rights under the law have been violated, you must file a complaint with MCCR within 300 days of the alleged act of discrimination. A trained Civil Rights Officer will work with you to discuss what happened and determine if there is reason to believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public hearing or trial.

Main: (410) 767-8600 | Toll Free: (800) 637-6247 | TTY: (410) 333-1737 | Fax: (410) 333-1841
mccr@maryland.gov | www.mccr.maryland.gov

MINIMUM WAGE

Maryland Minimum Wage and Overtime Law. Minimum Wage Rates: \$15.00 Effective 1/1/24. Overtime: Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week.

EARNED SICK AND SAFE LEAVE. Maryland DEPARTMENT OF LABOR. MARYLAND EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE. The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and safe leave for certain employees.

HEALTH INSURANCE. TO BE POSTED. HEALTH INSURANCE COVERAGE. You and other members of your family may be eligible under Maryland law to continue to be covered by your former employer's health insurance policy if: You quit your job or you were terminated from your employment for a reason other than for cause; and You are covered by your employer under a group hospital-medical policy or a health maintenance organization (HMO) for at least three (3) months prior to being separated from your employment; and You do not have other similar insurance.

UNEMPLOYMENT INSURANCE. TO EMPLOYEES. YOUR EMPLOYER IS SUBJECT TO THE Maryland Unemployment Insurance Law and pays taxes under this law. YOU ARE ENTITLED TO BENEFITS IF: 1. You are unemployed through no fault of your own. 2. You have sufficient earnings in your Base Period. 3. You have registered for work and filed a claim for benefits with a Maryland Department of Labor claim center listed below.

EQUAL PAY FOR EQUAL WORK. Maryland DEPARTMENT OF LABOR. Equal Pay for Equal Work (Labor and Employment Article Title 3, Subtitle 3). In this subtitle the following words have the meanings indicated. (1) "Employer" means: (a) Person engaged in a business, industry, profession, trade, or other enterprise in the State; (b) The State and its units; (c) A county and its units; and (d) A municipal government in the State.

FAIR EMPLOYMENT. State of Maryland Commission on Civil Rights. Employment Discrimination is Unlawful. How Does The Law Protect Me? Race, Sex, Age, Ethnicity, Ancestry or National Origin, Religion, Physical or Mental Disability, Color, Marital Status, Sexual Orientation, Gender Identity, Genetic Information. What Am I Protected From? You are protected from unlawful discrimination from the following employment-related practices: Employers cannot discriminate in recruiting, interviewing, hiring, upgrading/promoting, setting work conditions, and discharging an employee.

WORKERS' COMPENSATION. LA COMPENSACIÓN DEL TRABAJADOR in Maryland. ¿Accidentes por lesión/daño corporal relacionados con el Empleo o Enfermedad Profesional? Si usted se encuentra incapacitado o inhabilitado para trabajar por más de tres días, el seguro de trabajadores que tienen las compañías pudieran cubrir las facturas médicas y otros gastos relacionados. Maryland Workers' Compensation Commission 10 East Baltimore Street, Baltimore, Maryland 21202-1641 (410) 864-5100 / Outside Baltimore (800) 492-0479