KNOW YOUR RIGHTS
Your Sick Leave & FMLA Protections in the District of Columbia

<table>
<thead>
<tr>
<th>All Workers in the District of Columbia Have the Right to Paid Sick Days:</th>
<th>The Number of Paid Sick Days Earned Depends on Workplace Size:</th>
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</thead>
</table>
| • To take care of yourself  
• To take care of a sick loved one, or  
• To attend medical appointments | • Employers must provide at least:  
• 3 per year (1-25 employees)  
• 5 per year (25-99 employees)  
• 7 per year (100+ employees)  
• 5 per year (tipped restaurant worker, any number of employees) |

Workers in the District of Columbia Have the Right to Take Family and Medical Leave:  
• To recover from an illness that prevents you from working (medical leave)  
• To care for an ill family member (family leave)  
• For the birth or adoption of a child (family leave)

If your rights are violated, contact the Washington Lawyers’ Committee at (202) 319-1000 or clinic@washlaw.org  
Maryland and Virginia workers: please contact us to know your rights.

To Qualify, Employees Must:  
• Work for an employer with 20 or more employees  
• Have worked for at least one year for the employer and worked at least 1000 hours during the last 12 months

In a 24 Month Period Workers Have a Right To:  
• 16 weeks of unpaid family leave AND  
• 16 weeks of unpaid medical leave

Employers cannot retaliate against or discipline a worker for taking sick leave or Family and Medical Leave.