

KNOW YOUR RIGHTS: Maryland Paid Sick Time

1) What does the Maryland Paid Sick Time law do?

It gives workers up to 40 hours of sick time a year, which can be used to recover from physical/mental illness or injury; to seek medical diagnosis, treatment, or preventative care; to care for a family member who is ill or needs medical diagnosis, treatment, or preventative care; for maternity or paternity leave; or to address certain needs that may arise if the worker or a family member is a victim of domestic violence, a sexual offense, or stalking.

2) Am I covered?

If you regularly work as an employee in Maryland for **at least 12 hours per week**, you may be covered, whether you are a **full-time or part-time** worker. However, the law does not cover federal employees, independent contractors, agricultural workers, certain temporary workers, workers under the age of 18 before the beginning of the year, workers that are on-call in a health or human services industry that can reject or accept a shift, are not guaranteed to be called in to work, and are not employed by a temporary staffing agency, and a few other narrow groups.

3) How much sick time can I earn?

You earn **1 hour** of sick time for **every 30 hours worked**, up to a maximum of **40 hours** per year. If your workplace has **15 or more workers**, that time must be paid. If your workplace has **fewer than 15 workers**, your sick time may be unpaid—but you can't be fired or punished for taking it.

All covered employees are protected against being fired or punished for using or requesting their sick time (including threats, discipline, demotion, reduction in hours, termination, etc.).

4) What if my work or my child's school or daycare is closed for a health emergency?

You cannot use your sick time because your work or your child's school or day care is closed unless you would otherwise be able to use your sick time (for example, if you are sick or caring for a sick family member).

5) Which of my family members are covered by the law?

Under the law, you can take sick time to care for yourself or a child, spouse, parent, parent of a spouse, grandchild, grandparent, legal guardian, or sibling.

6) What if I already have paid leave or paid time off?

If you already get any paid leave (vacation, paid time off, etc.) that you can use as sick time **and** it's **at least** the same amount you would earn under this law, the law does **not** give you any additional paid time off.

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7) When can I begin using my sick time?

You start earning sick time immediately but cannot use it until 106 calendar days after the start of your employment.

8) Do I need a doctor's note?

Only after an absence of more than 2 consecutive shifts, or if you used sick time before your 120th calendar day of your employment (if you agreed to provide verification of your use of sick time when you were hired).

The Maryland Department of Labor, Licensing & Regulation is in charge of enforcing this law.

All covered workers are protected against being fired or punished for using or requesting sick or safe time. If you have a problem—or want more information—call A Better Balance's free legal clinic at **1-833-NEED-ABB**.

Please note that this fact sheet does not represent an exhaustive overview of the paid sick time law described, and it does not constitute legal advice. It is possible that additional provisions not described in this fact sheet may apply to a worker's specific circumstances or category of employment.