

QUESTIONS YOU MAY HAVE

"My child is sick. Can my employer fire or otherwise punish me for taking time off to care for her?"

"I'm a woman doing the same job as my male coworker, but I get paid less. Is that legal?"

"I'm a new parent. Can I take time off to be home with my new baby?"

"I'm being harassed by my coworker and the boss won't do anything about it. What can I do?"

"I got fired after my employer learned I was pregnant. Can the company do that?"

"I'm being discriminated against at work. Where can I go for help?"

"I'm working more than 40 hours a week. Am I entitled to overtime pay?"

"Can I get benefits for my same-sex partner?"

"Some of my coworkers and I think it would help us to have a union at work. What can we do?"

"I work in someone's home. Do I have any right at work?"

The **Employment Law Hotline** will inform Maryland residents, regardless of income, sex, immigration or any other status, of their labor and employment rights. While the Hotline will provide advice on a wide range of labor and employment issues, the Women's Law Center is especially interested in helping those with the following types of problems that impact women:

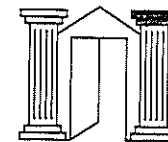
- Gender discrimination in employment, including discrimination against employees because of perceived or real family responsibilities
- Sexual harassment and assault at work
- Workplace challenges facing victims of domestic violence
- Pay disparities between men and women
- Workplace consequences for taking time off due to personal illness or to care for a sick family member
- The need for flex-time and part-time working arrangements for persons with family care responsibilities, whether for children, aging parents or other family members
- Violations of labor and employment rights in low-wage jobs that are worked mostly by women
- Employment based health insurance programs that do not cover oral contraceptives, or otherwise fall short of a woman's health care needs
- Employer actions that violate employees' rights to organize or engage in other lawful collective self-help actions in workplaces where a majority of workers are women

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The Women's Law Center of Maryland, Inc.
presents the

Employment Law Hotline



Questions & Answers
About Legal Rights in the
Workplace

Tuesdays*
9:30 a.m.—1:00 p.m.

1-877-422-9500

*beginning December 5, 2006

What is the Employment Law Hotline?

The Hotline is a telephone service which will provide you with legal information about your rights in the workplace.

How much will it cost?

The Hotline is free to all Maryland residents and workers.

As a caller to the Hotline, what kind of help will I receive?

You will speak with an experienced, volunteer employment attorney and receive information about your workplace rights. The attorney may suggest self-help measures you can take, or refer you to a social service, governmental or legal services agency that may help you further. In some cases, you may be referred to a lawyer or lawyer referral agency. The Hotline attorney will not provide any direct services other than offering legal information relevant to your question or concern. The attorney can not review or draft any documents.

When can I call?

Initially the Hotline will operate on Tuesdays from 9:30 a.m. to 1:00 p.m. The Women's Law Center plans to expand the hours of operation. You can learn the current hours of operation by calling the Hotline at 1-877-422-9500.

Who can call?

Anyone who lives or performs work in Maryland can call the Hotline. The Women's Law Center is especially concerned about the experience of and protecting the rights of women in the workplace but will handle calls from men and women.

Can I get an attorney to handle my case?

Depending on the nature of your problem, and your annual household income, the Hotline attorney may be able to refer you to free legal assistance or to a lawyer referral program which may be able to find you an attorney who will charge you low or moderate fees. In some cases, an attorney may take your case and not charge you anything unless he or she wins your case.

What kinds of questions can the Hotline Attorney answer?

The Hotline will answer questions about many kinds of workplace problems including: discrimination in hiring, firing, promotions or other working conditions; discrimination based on pregnancy; sexual harassment; family or medical leave issues; unpaid wages; contract issues; minimum wage and overtime violations; eligibility for unemployment insurance; or, being punished by the employer for having acted together with other employees to improve working conditions.

Who sponsors the Hotline?

The Women's Law Center of Maryland is the sponsor of this Hotline. The funding for the project has been provided by the Open Society Institute of Baltimore and the Marjorie Cook Foundation. The Hotline attorneys are donating their services as volunteers.

