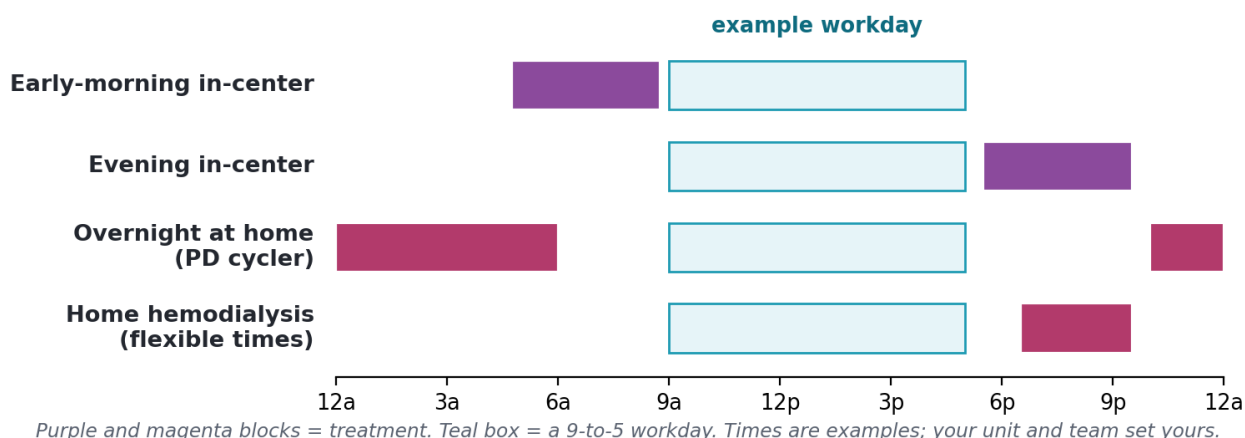


WORKING WHILE ON DIALYSIS

Options, rights, and ways to make work and treatment fit together

Many people on dialysis keep working, return to work, or start a new job. Others need to reduce hours or stop. All of these are valid choices. You have **options and legal protections** that can help. This handout gives general information, **not legal advice**, and rules depend on your employer and state.

Dialysis schedules can work around a job: examples



Your options at a glance

Option	What it is	Good to know
Flexible treatment schedule	Ask about early-morning, evening, or overnight in-center shifts, or home dialysis (peritoneal dialysis or home hemodialysis)	Availability depends on your unit. Home options often give the most schedule freedom
Reasonable accommodations (ADA)	The Americans with Disabilities Act can require employers with 15 or more employees to make reasonable changes, such as schedule flexibility, unless it causes undue hardship	Ask in writing, with a letter from your doctor. You do not have to share your full diagnosis
Family and Medical Leave (FMLA)	Up to 12 weeks of unpaid, job-protected leave a year, which can be taken in pieces (intermittent) for treatments and recovery	Applies to employers with 50 or more employees, and to workers with 12 months on the job and 1,250 hours worked in the past year
Disability benefits	Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) may help if you cannot work full time	Rules about earnings and work trial periods are specific. Ask the Social Security Administration or your social worker
Job help and retraining	State Vocational Rehabilitation agencies and the Ticket to Work program offer counseling, training, and job placement	Free for eligible people. Your dialysis social worker can refer you
Health insurance	Employer coverage often stays your main insurance for the first months after you become eligible for Medicare due to kidney failure	Ask your social worker before you leave a job. Insurance timing affects cost

TALKING WITH YOUR EMPLOYER

Plan the conversation and protect your health on the job

Steps for talking with your employer

- 1 Decide what to share.** You can say you have a medical condition that needs scheduled treatment. You do not have to share your diagnosis.
- 2 Ask your care team** for a letter with your treatment schedule and any limits.
- 3 Go to HR or your manager** and ask for the accommodation you need, in writing. Keep copies of everything.
- 4 Offer solutions,** such as shifted hours or remote days. If problems arise, use the resources below early.

✓ Accommodations to ask about

- | | |
|--|--|
| ☐ Shifted start or end times around dialysis. | ☐ Short rest breaks and a place to rest. |
| ☐ Time off for treatments, labs, and doctor visits. | ☐ Limits on heavy lifting, especially with the access arm. |
| ☐ Working from home on some days. | ☐ A closer parking spot, and a place to store snacks, medicines, and water. |

Keep your access and energy safe at work

- Protect the access arm: no heavy lifting, pulling, or tight sleeves, and no blood pressure cuffs on that arm.
- Keep the access or catheter dressing clean and dry, and wash hands often.
- Plan your hardest tasks for when you feel best, and keep to your fluid and diet limits: bring your own snacks and a measured water bottle.

Helpful resources

Where to get help	What it offers	Contact*
Job Accommodation Network (JAN)	Free guidance on workplace accommodations	askjan.org; 1-800-526-7234
U.S. Equal Employment Opportunity Commission	ADA rights and filing a complaint	eeoc.gov; 1-800-669-4000
U.S. Department of Labor, Wage and Hour Division	FMLA rights and questions	dol.gov/whd; 1-866-487-9243
Social Security Administration	SSDI, SSI, and Ticket to Work	ssa.gov; 1-800-772-1213

*Confirm numbers and websites before relying on them. Also ask your state Vocational Rehabilitation office.

My work plan

My schedule

Accommodation I need

Social worker

Next step
