

Managing work life with chronic kidney disease

If you have chronic kidney disease (CKD), you may have questions about managing work at the same time. Many people with CKD, including those on dialysis, are able to continue working.

Talking to your employer

It's a personal decision whether to tell your employer that you have CKD. However, it may be helpful so they understand what you are going through. Some topics to share may include:

- Schedule changes or time off you might need for treatment or healthcare visits
- Physical limitations you might have or symptoms like fatigue
- Support you might need if you have a physically demanding job
- How to help you in case of emergency

Temporary leave options and disability benefits

There are laws that protect your rights as a worker and resources to help support you while you work.

Americans with Disabilities Act (ADA)

If you work for a company with 15 or more employees, the ADA requires your employer to make any reasonable changes you might need like a flexible work schedule or changes to physically demanding tasks.

Family and Medical Leave (FMLA)

If you find that you need to take time off from work, talk to your doctor about FMLA. If you qualify, the law allows you to take 12 weeks (about 3 months) of unpaid leave each year for health-related reasons without fear of losing your job.

Disability benefits

There are financial assistance programs that can help during this time. Your care team can give you more information about these options if you're unable to work. They can also help you understand your short-term and long-term disability options and your options for keeping your insurance coverage during this time.

Making dialysis work with your schedule

Many people who begin dialysis continue to work. Once you understand your dialysis treatment schedule, talk to your employer about any changes you might need to make so you can keep your health a priority. You may want to take a break or work fewer hours temporarily while you're training or starting treatment, if you feel you need it.



We're here to help

Your care team can help answer your questions about working with CKD. Reach out for any support you need.