



## COMMISSION FOR WOMEN COMMUNITY ENGAGEMENT CLUSTER

February 4, 2020

The Honorable Delores G. Kelley  
Chair, Senate Finance Committee  
3 East, Miller Senate Office Building  
Annapolis, Maryland 21401

RE: Letter in Support of SB225, State Personnel - Employee Accommodations - Pregnancy and Childbirth

Dear Chairwoman Kelley and Members of the Committee:

The Montgomery County Commission for Women (“Commission”) strongly supports Senate Bill 225 and urges the Senate Finance Committee to issue a favorable report on this bill. The bill provides reasonable accommodations to pregnant women who are employed with the State of Maryland.

This bill states that all pregnant employees are entitled to **reasonable accommodations** in the workplace when pregnant, not just when pregnancy complications arise. Reasonable accommodations in this bill means having the state make the same types of accommodations they are already making every day under the Americans for Disabilities Act, including temporarily changing an employee’s job duties, relocating the employee’s work area, transferring the employees, changing an employee’s work hours, providing mechanical or electrical aids and providing leave.

The Commissioners are charged by law to advise our County Executive, County Council, the public, and county, state and federal government agencies on issues of concern to women.

One of our strategic priorities is to advocate for laws that further protect women’s health and well-being. This bill supports our goal and we urge the Committee to issue a favorable report.

Sincerely,

Nicole Y. Drew, Esq.  
President  
Montgomery County Commission for Women

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