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Appropriations Committee

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Racing and Sports Facilities

Joint Audit and Evaluation Committee

Joint Committee on Children,  
Youth, and Families



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THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**HB536- Employment Discrimination- Reasonable Accommodation- Disabilities Due to  
Childbirth, Menopause, and Related Medical Conditions**

Hearing: February 12, 2026, 2:00pm

Chair Melissa Wells, Vice Chair Kenneth Kerr

Government, Labor, and Elections Committee

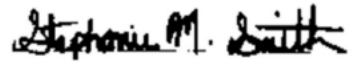
House Bill 536 addresses a gap in Maryland’s employment law by aligning workplace protections with the medical realities of certain temporary health conditions. Maryland acknowledges that pregnancy and postpartum recovery require reasonable workplace accommodations. House Bill 536 builds on that existing framework by making clear that temporary disabilities caused or contributed to childbirth, vasomotor symptoms associated with menopause, or related medical conditions are entitled to the same employment protections already afforded to pregnancy and postpartum recovery.

This bill does not create new benefits or impose new mandates on employers. Instead, it ensures that these conditions are treated as temporary disabilities under existing health benefits, temporary disability insurance, and sick leave plans available in connection with employment. In doing so, it prevents discrimination that occurs simply because these medical conditions have historically gone unrecognized in workplace policy.

In summary, House Bill 536 brings Maryland’s employment law into alignment with medical reality and existing workplace standards. By clarifying that temporary disabilities related to childbirth, menopause, and related medical conditions are entitled to the same protections long afforded to pregnancy and postpartum recovery; this bill promotes fairness, consistency, and workplace stability. It ensures that workers are supported through temporary health related limitations rather than penalized for them, while giving

employers clear workplace guidance. House Bill 536 is a commonsense approach to employment protections and strengthens Maryland's workforce.

For these reasons, I strongly urge a favorable report.

A handwritten signature in black ink that reads "Stephanie M. Smith". The signature is written in a cursive style with a clear, legible font.

Delegate Stephanie Smith