



MARYLAND STATE & D.C. AFL-CIO

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**HB 523 – State Personnel – Employee Accommodations – Pregnancy and Childbirth
House Appropriations Committee
February 11, 2020**

SUPPORT

**Donna S. Edwards
President
Maryland State and DC AFL-CIO**

Madam Chair and members of the Committee, thank you for the opportunity to provide testimony in support of HB 523 – State Personnel – Employee Accommodations – Pregnancy and Childbirth. My name is Donna S. Edwards and I am the President of the Maryland State and DC AFL-CIO. On behalf of the 340,000 union members in the state of Maryland, I offer the following comments.

The working mothers that we pay – with our tax dollars – should never have to hear from us that they must choose between motherhood or a career in State service.

Providing reasonable accommodations for working mothers and public servants of the State of Maryland is a “no brainer”. HB 523 would require the State to provide reasonable accommodations for State workers who experience a temporary disability due to pregnancy or childbirth. These include: changes to work hours, duties, locations of work, providing aids for the worker, or granting leave.

These small changes will codify practices that most state agencies already have, and it will positively impact the lives of all of Maryland government’s working mothers, their families, and their communities. If we truly value their contributions to Maryland, then we must value their health and safety, as well as that of their families.

We ask for a favorable report on HB 523.