



**Committee: House Appropriations Committee**

**Bill Number: HB 523**

**Title: State Personnel – Employee Accommodations – Pregnancy and Childbirth**

**Hearing Date: February 11, 2020**

**Position: Support**

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The Maryland Affiliate of the American College of Nurse Midwives (ACNM) supports *House Bill 523 – State Personnel – Employee Accommodations – Pregnancy and Childbirth*. The bill requires that all state employees be given reasonable accommodation in performing job functions to accommodate a pregnancy. Maryland has a responsibility to ensure that our policies support healthy pregnancies.

As certified nurse midwives, we advise women of the steps they need to take at work and home in order to maintain a health pregnancy. These steps are reasonable and should be implementable by employers. Examples include:

- Ability to sit to work as needed.
- Flexible schedule to accommodate visits to health care providers for prenatal care
- Access to restroom as needed.
- Regular scheduled breaks for rest; and
- Access to fluids during the entire shift.

Please ensure that state employees have access to reasonable accommodations to maintain healthy pregnancies and vote favorably on this bill. If we can provide any further information, please contact Robyn Elliott at [relliott@policypartners.net](mailto:relliott@policypartners.net) or (443) 926-3443.