

Planned Parenthood of Maryland

Committee: House Appropriations Committee

Bill Number: HB 523

Title: State Personnel – Employee Accommodations – Pregnancy and Childbirth

Hearing: February 11, 2020

Position: Support

Planned Parenthood of Maryland supports *House Bill 523 - Discrimination in Employment – Pregnancy and Childbirth*. This bill requires that state employees be provided with reasonable accommodations to all pregnant employees.

As health providers, we support measures to ensure that all pregnant individuals have access to high-quality pre-natal care. All pregnant individuals, including those who are healthy, need pre-natal services to maintain a healthy pregnancy.

Maryland has strong policies in place to ensure that pregnant women have access to health insurance and pre-natal care. It is incongruous that our employment law is not clear. All pregnant individuals should have access to reasonable accommodations from their employers. This bill extends that access to state employees, which is a good start. Reasonable accommodations can be modest, such as modifying an employee’s work hours or changing the location of the employee’s work area.

Please ensure that state employees who are pregnant have access to reasonable accommodations. If we can provide any additional information, please contact Robyn Elliott at (443) 926-3443 or relliott@policypartners.net.