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MAYOR

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HB0536

March 25, 2026

TO: Members of the Senate Judicial Proceedings Committee

FROM: Nina Themelis, Director, Mayor's Office of Government Relations

RE: House Bill 536 – Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions

POSITION: Support

Chair Smith, Vice Chair Waldstreicher, and Members of the Committee, please be advised that the Baltimore City Administration (BCA) **supports** House Bill (HB) 536.

HB 536 would expand state employment discrimination protections to include temporary disabilities caused by or contributed to by childbirth, menopause, lactation, or vasomotor symptom management. Under the bill, reasonable accommodation regarding temporary disabilities caused or contributed to by the aforementioned factors may include transfer to a less strenuous or hazardous position, so long as it does not pose an undue burden on the employer. An employer may consider the availability of other personnel to cover the transferred employee's duties and the cost/feasibility of temporary coverage when determining whether the burden is undue.

HB 536 ensures that all reproductive and hormonal-related health conditions resulting in temporary disabilities, especially those that are historically overlooked by employers, are afforded the same workplace accommodations currently afforded to only select reproductive health conditions, such as pregnancy and postpartum conditions. This bill will provide that all women and birthing persons can equitably access workplace accommodations, health plan benefits, and temporary disability insurance without discrimination or regard to the specific reproductive and hormonal health-related temporary disability an individual is experiencing.

In alignment with the intention of the legislation to ensure workplaces more appropriately recognize and accommodate the needs of women and birthing persons, in 2018, the City of Baltimore enacted mandatory employer accommodations for lactation in Article 11, Division II, Subtitle 16 of the Baltimore City Code. This included the required provision of break time and a safe, clean, and limited-access location.

For the above-stated reasons, the BCA respectfully requests a **favorable** report on House Bill 536.