



TESTIMONY

COMMITTEE: Senate Judicial Proceedings

DATE: March 25, 2026

POSITION: Favorable

BILL: HB 536

The Maryland Municipal League (MML) supports House Bill 536: Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions.

HB 536 includes disabilities due to childbirth, menopause, or related medical conditions as they apply to several types of worker protections. Specifically, the bill accomplishes four main objectives:

1. Expressly adds childbirth, menopause and related medical conditions (including lactation and menopause related symptoms) to the definition of “reasonable accommodation” for which an employer must explore a range of accommodations (job duty changes, work hour changes, relocation, mechanical aids, transfers, or leave) when requested by an employee.
2. Requires that disabilities from childbirth, menopause, and related conditions be treated as temporary disabilities for all job-related purposes, including insurance and sick leave.
3. Mandates that employment policies (leave, reinstatement, benefits, etc.) apply equally to disabilities due to childbirth, menopause, or related conditions, as with other temporary disabilities.
4. Provides a basis for employers to determine if a transfer request under this framework is an undue burden.

These additional worker protections are in line with the original provisions put into law and strike a balance between worker needs and employer constraints. Expanding the pool of qualified and motivated workers benefits municipal governments and this bill may encourage some women to re-enter the workforce.

For these reasons, the League respectfully requests that the committee provide House Bill 536 with a favorable report.

For more information relating to this piece of testimony, please contact:

Bill Jorch: Managing Director, Advocacy and Public Policy, billj@mdmunicipal.org

Municipalities in Maryland support 42,000 jobs and provide \$5.2 billion in employee compensation.