

HB0536_CrossoverBill
RichardKaplowitz_FAV
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Richard Keith Kaplowitz
Frederick, MD 21703

TESTIMONY ON CROSSOVER BILL HB#0536- POSITION:
FAVORABLE

Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions

TO: Chair Smith, Jr., Vice Chair Waldstreicher, and members of the Judicial Proceedings Committee
FROM: Richard Keith Kaplowitz

My name is Richard Keith Kaplowitz. I am a resident of District 3, Frederick County. I am submitting this testimony in support of crossover bill HB#0536, **Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions**

This bill will require employers to post in a conspicuous location, and include in any employee handbook, information concerning an employee's rights to reasonable accommodations and leave for a disability caused or contributed to by pregnancy, childbirth, menopause, or a related medical condition.

It calls for "reasonable accommodation" which means an accommodation for an employee's disability caused or contributed to by pregnancy, childbirth, menopause, or a related medical condition; and that does not impose an undue hardship on the employee's employer. It defines "related medical condition" to include:

- lactation or the need to express breast milk for a nursing child
- the need to manage the effects of vasomotor symptoms related to menopause
- disabilities caused or contributed to by pregnancy [or], childbirth, menopause, or a related medical condition

They will be considered as temporary disabilities for all job-related purposes; and shall be treated as temporary disabilities under any health or temporary disability insurance or sick leave plan available in connection with employment.

The bill will expand certain protections against employment discrimination to apply to temporary disabilities caused or contributed to by childbirth, menopause, or a related medical condition; and authorize an employer to consider the operational impact of any staffing gap in determining an undue burden imposed by a certain transfer request by an employee.

I respectfully urge this committee to return a favorable report on crossover bill HB#0536.