



January 31, 2017

The Honorable Dereck E. Davis
Economic Matters Committee
Room 231, House Office Building
Annapolis, MD 21401

RE: **HB 214** – Discrimination in Employment – Conditions Related to Pregnancy or Childbirth -
Oppose

Dear Delegate Davis:

House Bill 214 seeks to amend the Maryland Fair Employment Practices Act to require employers to make reasonable accommodations for employees and applicants for employment who have known limitations due to “conditions” related to pregnancy or childbirth.

These protections are already provided for under the Federal Pregnancy Protection Act, the Americans with Disabilities Act, the Fair Labor Standards Act, and Maryland’s Reasonable Accommodations for Pregnancy law (applicable to employers with 15 or more employees).

In addition, the bill provides that the definition of conditions is “Any physical change that directly results from pregnancy or childbirth, including lactation.” This overly broad definition leaves employers open to having accommodate common situations such as fatigue that a pregnant employee may experience. Surely, such things cannot be seen as a disability, temporary or not.

It is unclear why Maryland needs yet another law covering this issue when more than adequate protections are currently provided under existing laws.

The Carroll County Chamber of Commerce, a business advocacy organization of over 560 members, opposes this bill and therefore requests that you give it an unfavorable report.

Sincerely,

A handwritten signature in cursive script that reads 'Mike McMullin'.

Mike McMullin
President
Carroll County Chamber of Commerce

CC: Delegate Susan W. Krebs
Senator Justin Ready

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