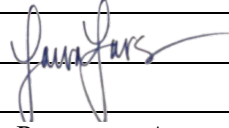




CITY OF BALTIMORE
MAYOR BRANDON M. SCOTT

TO	The Honorable President and Members of the Baltimore City Council
FROM	Laura Larsen, Budget Director 
DATE	August 20 th , 2025
SUBJECT	25-0051 Labor and Employment – Pregnancy Accommodations

The Honorable President and
Members of the City Council
City Hall, Room 400

June 23, 2025

Position: Does Not Oppose

The Department of Finance is herein reporting on City Council Bill 25-0051, Labor and Employment – Pregnancy Accommodations, the purpose of which is to mandate reasonable workplace accommodations for eligible employees who are pregnant or recovering from pregnancy, including recovery from childbirth, stillbirth, or miscarriage, or a related condition. The bill aims to protect these employees from adverse actions related to their condition and to prevent the denial of employment opportunities based on the need to provide reasonable accommodation. It establishes penalties for employers who violate these requirements, defines key terms such as "reasonable accommodation" and "undue hardship," and mandates that employers develop and distribute a written pregnancy accommodation policy.

Background

Baltimore City's current pregnancy-related leave policies are informed by Federal legislation and policies such as the Family and Medical Leave Act (FMLA), which offers up to 12 weeks of unpaid, job-protected leave for eligible employees. The Pregnant Workers Fairness Act (PWFA), enforced by the EEOC, complements existing protections under the FMLA, ADA, Title VII, and the PUMP Act, while allowing states and cities to adopt more protective standards.

Council Bill 25-0051 expands on the Federal Pregnant Workers Fairness Act (PWFA) by applying to employers with as few as two full-time employees, imposing more proscriptive requirements. It mandates a five-day response timeline for accommodation requests, requires written denials, and enforces local oversight with potential monetary penalties. The bill also includes specific recordkeeping obligations and a more prescriptive implementation process than the federal law.

Fiscal Impact

The Department of Finance does not anticipate a significant cost to the City as a result of this legislation. The City is already subject to the PWFA, and the only change is ensuring that the notice requirements are met. Costs associated with implementation can be absorbed within existing resources by both Office of Equity and Civil Rights (OECR) and Human Resources (DHR). Under 25-0051, DHR would be responsible for developing and issuing a standardized Pregnancy Accommodation Policy, coordinating necessary training, and providing guidance and compliance resources to support agency implementation. DHR expects to be able to implement these within existing resources, as the City already complies with the PWFA. OECR has preliminarily evaluated the bill and determined that, at current budgeted staffing

levels, the additional enforcement responsibilities can be absorbed within the agency's existing capacity. No additional City funding is required for implementation, and the legislation does not divert or reduce revenue from other sources.

Other Considerations

- This legislation supports low-wage and frontline workers, particularly Black and Brown women, who face higher risks of adverse pregnancy outcomes and lack workplace protections
- Requiring accommodation reduces forced leave, job loss, and financial instability, promoting public health and economic equity
- The policy can improve workforce retention, employee well-being, and inclusive workplace practices

Conclusion

City Council Bill 25-0051 represents a proactive step toward ensuring that pregnant workers and those recovering from pregnancy are supported in the workplace. The bill complements existing FMLA protections, aligns with national best practices, and advances Baltimore's commitment to workplace equity.

For the reasons stated above, the Department of Finance does not oppose City Council Bill 25-0051.

cc: Michael Mocksten
Nina Themelis