



CITY OF BALTIMORE
MAYOR BRANDON M. SCOTT

TO	The Honorable President and Members of the Baltimore City Council
FROM	Mary Beth Haller, Interim Commissioner of Health, Baltimore City Health Department
CC	Mayor's Office of Government Relations
DATE	May 14, 2025
SUBJECT	25-0051 - Labor and Employment – Pregnancy Accommodations

Position: Favorable

BILL SYNOPSIS

Council bill 25-0051 – Labor and Employment – Pregnancy Accommodations seeks to require that any business that operates in Baltimore City and employs two or more people (excluding the state and federal governments) to provide reasonable accommodations in the workplace for pregnant and post-partum employees upon request, as long as those accommodations would not cause undue hardship. The bill would require that this ordinance be implemented by the Baltimore Community Relations Commission.

SUMMARY OF POSITION

The Baltimore City Health Department (BCHD) recognizes that social determinants of health – including economic stability – have a marked impact on the health of individuals and communities. As such, the agency greatly appreciates the importance of employment accommodations for pregnant and post-partum people. Pregnancy and childbirth can cause a variety of physical challenges, including in the post-partum period, that could be reasonably accommodated by an employer while that person continues to do their job.

The agency respectfully requests a **favorable** report.