



Date: February 3, 2026

Government, Labor, and Elections
Delegate Melissa Wells
145 Lowe
House Office Building
Annapolis, MD 21401

Re: HB 0536 – Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions – Oppose

Dear Delegate Wells:

HB 536 would add menopause to the list of conditions considered disabilities and require workplace reasonable accommodations.

Rhode Island is the only state to mandate reasonable workplace accommodations for employees experiencing menopause-related conditions. Employers must provide accommodations—such as modified schedules, temperature control, or, for example, more frequent breaks—for symptoms like hot flashes or fatigue, unless it causes undue hardship.

Providing such accommodations as those listed will be difficult in multi-employee workspaces. Accuracy of physician certifications is already challenging, but will be more so with a “disability” that can be quite variable from woman to woman.

In addition, the requirement that menopause “shall be treated as a temporary disability under any health or temporary disability insurance or sick leave plan available in connection with employment.” is problematic. Menopause is not considered a disability under the ADA. Requiring it to be covered will likely be more expensive to Maryland employers. In addition, legal challenges to the need to provide reasonable accommodation for an unlisted disability are likely.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, opposes this bill. We therefore request that you give this bill an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads "Mike McMullin".

Mike McMullin
President

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Carroll County Chamber of Commerce

CC: Delegate Chris Tomlinson
Senator Justin Ready