

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2026 Legislative Session

Bill No. CB-036-2026

Chapter No. _____

Proposed and Presented by Council Member Blegay

Introduced by _____

Co-Sponsors _____

Date of Introduction _____

BILL

1 AN ACT concerning

2 Women's Health Workplace Protections

3 For the purpose of protecting County employees and employees of County contractors
4 experiencing severe menstrual or uterine fibroid-related symptoms.

5 BY adding:

6 SUBTITLE 10A. PURCHASING.
7 Sections 10A-181, 10A-182
8 The Prince George's County Code
9 (2023 Edition; 2025 Supplement).

10 BY adding:

11 SUBTITLE 12. HEALTH.
12 Section 12-240
13 The Prince George's County Code
14 (2023 Edition; 2025 Supplement).

15 BY repealing and reenacting with amendments:

16 SUBTITLE 16. PERSONNEL.
17 Section 16-221
18 The Prince George's County Code
19 (2023 Edition; 2025 Supplement).

20 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
21 Maryland, that Sections 10A-181 and 10A-182 of the Prince George's County Code be and the

1 same are hereby added:

2 **SUBTITLE 10A. PURCHASING.**

3 **DIVISION 8. REASONABLE ACCOMODATIONS BY COUNTY CONTRACTORS**
4 **FOR EMPLOYEE ILLNESS.**

5 **SUBDIVISION 1. SEVERE MENSTRUAL OR UTERINE FIBROID-RELATED SYMPTOMS.**

6 **Sec. 10A-181. Definitions.**

7 (a) **Reasonable accommodations shall mean:**

- 8 (1) Employees can use longer or more frequent work breaks.
- 9 (2) Employees can work from home more frequently.
- 10 (3) Employees can use more flexible work hours.
- 11 (4) Temporary or partial disability benefits or short-term wage-replacement options
12 are made available for employees.

13 (b) **Severe menstrual symptoms shall mean debilitating pain (dysmenorrhea), excessive**
14 **bleeding (menorrhagia) or severe emotional or physical distress (PMDD) that disrupts activities**
15 **of daily living.**

16 (c) **Uterine fibroids shall mean common growths in the uterus which often appear during**
17 **a female’s reproductive years.**

18 (d) **Uterine fibroid-related symptoms shall mean health conditions attributable to uterine**
19 **fibroids.**

20 **Sec. 10A-182. Reasonable accommodations requirement.**

21 (a) **All County contracts for goods and services shall require the contractor to provide**
22 **reasonable accommodations for their employees experiencing severe menstrual or uterine fibroid**
23 **related symptoms experiencing reproductive health conditions such as severe menstrual or**
24 **uterine fibroid-related symptoms as defined in Section 10A-181 of the County Code.**

25 (b) **Contractor’s subsequent failure to comply with the requirement of subsection (a), shall**
26 **constitute grounds for termination of the contract.**

27 * * * * *

28 SECTION 2. BE IT ENACTED by the County Council of Prince George's County,
29 Maryland, that Section 12-240 of the Prince George's County Code be and the same is hereby
30 added:

31 **SUBTITLE 12. HEALTH.**

DIVISION 15. REASONABLE ACCOMODATIONS FOR COUNTY EMPLOYEES WITH HEALTH CONDITIONS.

SUBDIVISION 1. SEVERE MENSTRUAL OR UTERINE FIBROID-RELATED SYMPTOMS.

Sec. 12-240. Reasonable accommodations for County employees experiencing severe menstrual or uterine fibroid-related symptoms.

- (a) The County shall allow flexible sick leave policies for County employees experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 10A-181 of the County Code.
- (b) The County shall allow County employees experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 10A-181 of the County Code, to take longer or more frequent work breaks.
- (c) The County shall allow County employees experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 10A-181 of the County Code, to work from home more frequently.
- (d) The County shall make available temporary or partial disability benefits or short-term wage-replacement options for County employees experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 10A-181 of the County Code.

* * * * *

SECTION 3. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Section 16-221 of the Prince George's County Code be and the same is hereby repealed and reenacted with the following amendments:

**SUBTITLE 16. PERSONNEL.
DIVISION 17. LEAVE.**

Sec. 16-221. Sick leave.

* * * * *

(e) Granting of Sick Leave.

* * * * *

(1) Subject to the provisions of Subsection (f), below, an employee shall be entitled to use earned sick leave for any one (1) of the following reasons:

* * * * *

1 (I) Reproductive health conditions such as severe menstrual and uterine fibroid-
2 related symptoms as defined in Section 10A-181 of the County Code.

3 SECTION 4. BE IT FURTHER ENACTED that the provisions of this Act are hereby
4 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,
5 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of
6 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining
7 words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this
8 Act, since the same would have been enacted without the incorporation in this Act of any such
9 invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection,
10 or section.

11 SECTION 5. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)
12 calendar days after it becomes law.

Adopted this _____ day of _____, 2026.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Krystal Oriadha
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Aisha N. Braveboy
County Executive

KEY:
Underscoring indicates language added to existing law.

[Brackets] indicate language deleted from existing law.

Asterisks *** indicate intervening existing Code provisions that remain unchanged.

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LDR-91-cb-Womens Health Workplace Protections.Bill.2026