



May 14, 2026

FISCAL AND POLICY NOTE

TO: Public Safety, Health and Human Services Committee (PSHHS)

THRU: Nathaniel K. Tutt III
Committee Director, PSHHS Committee

FROM: David Noto
Legislative Budget and Policy Analyst

Policy Analysis and Fiscal Impact Statement
CB-036-2026 An Act Concerning Women's Health Workplace Protections

CB-036-2026 (*proposed by: Council Member Blegay*)

Referred to the Public Safety, Health and Human Services Committee (PSHHS)

AN ACT CONCERNING WOMEN'S HEALTH WORKPLACE PROTECTIONS
for the purpose of protecting County employees and employees of County
contractors experiencing severe menstrual or uterine fibroid-related symptoms.

Fiscal Summary

Direct Impact:

Expenditures: Potential increase in contractual expenditures.

Revenues: No increase in revenues anticipated.

Indirect Impact:

Potentially favorable.

Legislative Summary:

CB-036-2026 was introduced on April 15, 2026, by Council Member Blegay and was referred to the Public Safety, Health and Human Services Committee (PSHHS). The bill would protect County employees and employees of County contractors experiencing severe menstrual or uterine fibroid-related symptoms.¹

Resource Personnel:

- Leroy Maddox, Legislative Attorney
 - Ayana Crawford, Chief of Staff, Office of At-Large Council Member Blegay
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Current Law/Background:

Uterine fibroids are a common type of benign tumor of the reproductive tract in women of reproductive age. Although they are often asymptomatic, uterine fibroids may cause debilitating symptoms in some women,² with approximately 30% of them developing severe symptoms, such as abnormally heavy menstrual bleeding, anemia, pelvic and back pain, urinary frequency, or constipation. Furthermore, fibroids have been associated with poor obstetrical outcomes.³ These more severe symptoms may require medical interventions such as hormonal therapies or surgery, up to and including hysterectomy.⁴ In fact, women of color, and especially women of African ancestry, are among the populations most likely to develop fibroids. According to studies, roughly 80% of black women of reproductive age and 70% of white women of reproductive age will develop fibroids by age 50.^{5,6} African American women were also, on average, younger at the time when their fibroids were diagnosed and were more likely to have multiple fibroids than white women.⁷ Women of color may also have poorer treatment outcomes and greater economic burdens when it comes to managing fibroids in comparison to white women.⁸ Fibroids were estimated in 2012 to cost the U.S. health care system anywhere between \$5.9 to \$34.4 billion dollars per year.⁹ However, statistics about fibroids are often underestimated because many women may not seek medical care for their symptoms or these symptoms may go undiagnosed.¹⁰ Statistics also show that a majority of women aren't aware of treatment options for fibroids, while others may either normalize their symptoms, or are hesitant to report severe symptoms.¹¹

¹ Prince George's County Council - Reference No. CB-036-2026

² Epidemiology and management of uterine fibroids - PubMed

³ Ibid

⁴ Modern management of uterine fibroids - PubMed

⁵ The Impact of Uterine Leiomyomas on Reproductive Outcomes - PMC

⁶ "In our community, we normalize pain": discussions around menstruation and uterine fibroids with Black women and Latinas | BMC Women's Health | Springer Nature Link

⁷ The Impact of Uterine Leiomyomas on Reproductive Outcomes - PMC

⁸ Implementation of the uterine fibroids Option Grid patient decision aids across five organizational settings: a randomized stepped-wedge study protocol | Implementation Science | Springer Nature Link

⁹ The estimated annual cost of uterine leiomyomata in the United States - American Journal of Obstetrics & Gynecology

¹⁰ Uterine Fibroids - Society for Women's Health Research

¹¹ "In our community, we normalize pain": discussions around menstruation and uterine fibroids with Black women and Latinas | BMC Women's Health | Springer Nature Link

Federal law:

In July of 2025, Senator Angela Alsobrooks (D-MD) and Representative Shontel Brown (D-OH) introduced the Uterine Fibroid Intervention and Gynecological Health Treatment Act of 2025, or U-FIGHT Act, which would support state-level programs for early detection, patient navigation, and research on pain control and conditions like Asherman syndrome, the formation of scar tissue inside the uterus.¹² Also in 2025, Representative Brown also introduced the Health and Endocrine Research on Personal Care Products for Women or HER Act, which would target chemicals in hair relaxers, tampons, wipes, and similar products that may disrupt a user's hormones and thus potentially raise an individual's risk of developing fibroids or other reproductive tract disorders and would fund research and a public awareness campaign on safer alternatives.¹³

Representative Yvette Clark (D-NY) has introduced the Stephanie Tubbs Jones Uterine Fibroid Research and Education Act in each Congress since 2021, which, if enacted, would allocate thirty million dollars a year for the National Institutes of Health studies into fibroid treatment, establish a Centers for Disease Control and Prevention education campaign, improve Medicaid data collection, and provide updated and improved guidance on diagnosis and treatment.¹⁴ The bill was originally introduced by the bill's namesake, the late Representative Stephanie Tubbs-Jones, in the early 2000s.¹⁵

Current County Law:

The County Code does not currently include a requirement for reasonable accommodations for employees experiencing severe menstrual or uterine fibroid-related symptoms.

Relevant legislation from Other Jurisdictions:

There has been difficulty in successfully implementing legislation that would support those suffering from severe symptoms related to fibroids at the state level. In Florida, the state legislature authorized the creation of a Uterine Fibroid Research Database in 2022, which would track the prevalence of uterine fibroids and treatments, but the law has yet to be successfully implemented, due to the database receiving information, but with personal identifying information removed. A legislative workaround was passed earlier this year, allowing the database to include personal identifying information, but protecting those data.¹⁶

Discussion/Policy Analysis:

¹² [Text - S.2531 - 119th Congress \(2025-2026\): Uterine Fibroid Intervention and Gynecological Health Treatment Act of 2025 | Congress.gov | Library of Congress](#)

¹³ [All Info - H.R.3749 - 119th Congress \(2025-2026\): HER Act | Congress.gov | Library of Congress](#)

¹⁴ [Uterine Fibroid Legislation Update: Where Federal And State Efforts Stand In 2025 | Fibroid Fighters](#)

¹⁵ Ibid

¹⁶ [HB 327 \(2026\) - Uterine Fibroid Research Database | Florida House of Representatives](#)

Provisions of CB-036-2026

CB-036-2026 would make three (3) changes to the County Code. First, the proposed legislation would create an eighth division to County Code Subtitle 10A. Purchasing. Under the new **Sec. 10A-181**, this legislation would define reasonable accommodations for employees of County contractors suffering from severe menstrual or fibroid-related symptoms¹⁷, as well as defining what is considered severe menstrual or fibroid-related symptoms. **Sec. 10A-182** would add a requirement that all employees of County contractors be provided with the accommodations laid out in Sec. 10A-181, if they are suffering from severe menstrual or fibroid-related symptoms.

The second change would create a fifteenth division to County Code Subtitle 12. Health. Under the new **Sec. 12-240**, this legislation which would define reasonable accommodations for County employees suffering from severe menstrual or fibroid-related symptoms and would allow County employees the same type of reasonable accommodations laid out for employees of County contractors.

The third change repeals and reenacts **Subtitle 16. Personnel. Div. 17. Leave. Sec. 16-221. Sick leave. § (e) Granting of Sick Leave.**, with an amendment, creating an additional reason that a County employee is entitled to use earned sick leave, specifically reproductive health conditions such as severe menstrual and uterine fibroid-related symptoms, as defined in Sec. 10A-181.

Fiscal Impact:

- *Direct Impact*

Adoption of CB-036-2026 could have a fiscal impact on the County, as contractors may increase their price proposals to compensate for the temporary or partial disability benefits to cover short-term wage replacement options. Additionally, adoption of the proposed legislation may require additional personnel, as the Office of Procurement currently does not have contract administrators to track the proposed requirements in the bill. The proposed legislation also creates a new requirement which may be seen as a burden for vendors seeking to do business with the County. This may lead to vendors charging the County more in the future to help cover any potential additional costs affiliated with the proposed legislation.

- *Indirect Impact*

¹⁷ *Reasonable Accommodations* shall mean:

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

Adoption of CB-036-2026 could have a positive indirect impact on the County, as additional education and support for those suffering from severe menstrual and uterine fibroid-related symptoms would lead to an improved overall level of health among County residents, which would in turn lead to increased productivity and profitability for residents.

- *Appropriated in the Current Fiscal Year Budget*

No.

Policy Implementation Timeline:

The Office of Procurement (OOP) does not have any proposed steps or timeline in implementation of the proposed legislation. As of this writing, Council staff have not yet received responses from the Office of Human Resources Management with regards to an implementation timeline.

Items for Committee Consideration:

- The Office of Procurement opposes the inclusion of contractors in CB-036-2026. OOP requests that the proposed language under Section 10A-182 be removed completely. In addition, the definitions should be removed from 10A-181 and placed instead under Subtitle 16. Personnel., since the additional language in the bill would then only apply to County employees. OOP believes that the proposed legislation introduces an unrealistic operational requirement for contractors, particularly as it relates to internal organizational or human-resource functions. OOP considers that these matters are typically governed at the contractor level and are not appropriate for prescriptive regulation in the County Code. According to OOP, imposing such a requirement may inadvertently create additional barriers for firms seeking to do business with the County, thus reducing competition and limiting the pool of qualified vendors.
- Additionally, OOP pointed out that the proposed legislation does not account for compliance conflicts related to federally funded contracts. In instances where federal funds are involved, the County is not permitted to override existing federal requirements. The proposed legislation may therefore contradict or interfere with established federal standards, including gender-based language or classifications already defined at the federal level. Such conflicts could expose the County and its contractors to potential compliance risks or jeopardize eligibility for federal funding.

Effective Date of Proposed Legislation:

The proposed bill shall take effect forty-five calendar days after it becomes law.

Public Safety, Health and Human Services Committee (PSHHS)

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If you require additional information, or have questions about this fiscal impact statement, please reach me via phone or email.