

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 Council Members Oriadha, Olson, Adams, Dernoga, Fisher, and Harrison

Co-Sponsors Council Member Burroughs

Date of Introduction June 22, 2026

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-158.11

8 The Prince George's County Code

9 (2023 Edition; 2025 Supplement).

10 BY repealing and reenacting with amendments:

11 SUBTITLE 16. PERSONNEL.

12 Sections 16-102

13 The Prince George's County Code

14 (2023 Edition; 2025 Supplement).

15 BY adding:

16 SUBTITLE 16. PERSONNEL.

17 Sections 16-110

18 The Prince George's County Code

19 (2023 Edition; 2025 Supplement).

20 BY repealing and reenacting with amendments:

21 SUBTITLE 16. PERSONNEL.

Sections 16-221

The Prince George's County Code

(2023 Edition; 2025 Supplement).

SECTION 1. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Section 10A-158.11 of the Prince George's County Code be and the same is hereby added:

SUBTITLE 10A. PURCHASING.

DIVISION 18. NOTICE REQUIREMENTS TO COUNTY CONTRACTORS.

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

Sec. 10A-158.11. Notice requirement for County Contractors.

For all County contracts for goods and services, the County shall provide notice to the contractor to provide reasonable accommodations for their employees experiencing severe menstrual or uterine fibroid related symptoms experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 16-102 of the County Code.

SECTION 2. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Sections 16-102 of the Prince George's County Code be and the same is hereby repealed and reenacted with the following amendments:

SUBTITLE 16. PERSONNEL.

DIVISION 1. GENERAL PROVISIONS.

Sec. 16-102. Definitions.

(a) For purposes of this Subtitle, the following words and phrases shall have the meanings respectively ascribed to them by this Section, except where the context clearly requires otherwise:

* * * * *

(43) **Reasonable accommodations means**

(A) Employees can use longer or more frequent work breaks.

(B) Employees can work from home more frequently.

(C) Employees can use more flexible work hours.

(D) Temporary or partial disability benefits or short-term wage-replacement options are made available for employees.

1 (4[3]4) **Reassignment** means the human resources action by which an employee
2 changes duties or responsibilities, while continuously employed within the same class and grade.

3 (4[4]5) **Reclassification** means the legislative action of amending the Classification
4 Plan so as to revise an established class of work in the classified or exempt service by changing
5 the grade, class specification, qualification requirements, or class title, or any combination of the
6 foregoing revisions.

7 (4[5]6) **Recruitment Examination** means a type of competitive examination for
8 appointment to a vacant position or positions in a given class of work within the classified
9 service, admission to which shall be open to any eligible person and shall be announced to the
10 general public.

11 (4[6]7) **Reduction-In-Force** means the human resources action authorized and
12 approved by the Director of Human Resources Management wherein an employee is separated
13 from a position in a given class of work within the classified service due to the scheduled
14 abolition of one (1) or more of the positions allocated to said class of work within a given
15 department, agency, or office, as a result of a curtailment of work, a lack of funds, or
16 governmental reorganization.

17 (4[7]8) **Reemployment** means the human resources action by which a permanent
18 status employee, formerly occupying a position in the classified service and involuntarily
19 separated from said position through a reduction-in-force action is reemployed, as a matter of
20 right, in a vacant position in the same class from which separated or in a vacant position in a
21 lower graded class within the same class series from which separated, after a break in County
22 employment of one (1) full working day or more.

23 (4[8]9) **Reemployment Priority Register** means a written record prepared and
24 maintained by the Director of Human Resources Management which is comprised of the names
25 of those permanent status employees formerly occupying positions in the classified service who
26 were separated from their positions through a reduction-in-force action and are legally entitled to
27 be reemployed in any vacant position in the same class from which separated or in any vacant
28 position in a lower graded class within the same class series from which separated. The names of
29 all employees on any such reemployment register shall be ranked, by class and class series, on
30 the basis of each such employee's retention points score in order to determine priority for
31 reemployment.

1 ([49]50) **Reinstatement** means the human resources action by which an employee,
 2 formerly occupying a position in the classified service and involuntarily separated from said
 3 position by virtue of an adverse action, is reinstated in the employee's former position by final
 4 order of the Personnel Board or a court of law pursuant to an adverse action appeal.

5 (5[0]1) **Resignation** shall mean a voluntary written statement from an employee
 6 giving his/her appointing authority notice of the termination of his/her employment with the
 7 County. A "resignation" shall include, at a minimum, the date of the employee's separation and
 8 the position from which the employee is separating.

9 (5[1]2) **Retention Points** means the numerically weighted factors of length of
 10 County employment, and prior official performance ratings, which factors constitute the formula
 11 for the derivation of the quantitative score assigned to each permanent status employee
 12 occupying a position in the classified service and determine each such employee's relative
 13 standing or rank on a retention register. In determining length of County employment, any
 14 employee absence due to a reduction-in-force (provided that the employee is reemployed
 15 following the reduction-in-force), or the grant of approved leave, including but not limited to
 16 military leave, disability leave, or leave taken pursuant to the Family and Medical Leave Act,
 17 shall not constitute a break in service.

18 (5[2]3) **Retention Register** means a written record of a given class of work within
 19 the classified service and all positions allocated to said class of work within a given department,
 20 agency, or office, wherein the names of employees occupying positions allocated to said class of
 21 work are ranked by the Director of Human Resources Management on the basis of their priority
 22 for retention due to a scheduled reduction-in-force action.

23 (5[3]4) **Retention Rights** means the legal entitlement of a permanent status
 24 employee to be retained in a position in a given class of work on the basis of said employee's
 25 relative standing on a retention register.

26 (5[4]5) **Salary Plan** means that compilation of salary schedules, as recommended
 27 by the County Executive and approved by the County Council pursuant to [Section 903](#) of County
 28 Charter, setting forth the compensation for annually- and hourly-rated employees who occupy
 29 positions allocated to each class of work established in the Classification Plan, except for
 30 employees who occupy positions for which compensation is established in an approved
 31 Executive Pay Plan and except for elected officials whose salary and/or compensation is

otherwise established by County Charter or State statute. As used herein, the term "compensation" shall mean and include the base salary rates of all such classified and exempt service employees and any other special salary rates and fringe benefits not otherwise established in this Subtitle, as enacted, and as amended from time to time.

(5[5]6) **Salary Range** means one sequence or several sequences of salary rates for each grade from a minimum salary rate through a maximum salary rate.

(5[6]7) **Salary Schedule** means a table of grades and corresponding salary ranges, as established under the Salary Plan, setting forth the compensation of employees who occupy positions in established classes of work.

(5[7]8) **Schematic Listing** means a method of identifying each class of work established in the Classification Plan through the arrangement of class titles by occupational groups.

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

([58]60) **Standard Work Week or Tour of Duty** means the total number of productive hours established under the applicable salary schedule within the Salary Plan which each employee is required and entitled to work during a stipulated number of consecutive calendar days, with due allowance for additional, unpaid periods of time for meals.

([59]61) **Reserved.**

(6[0]2) **Supervisor** means any appointing authority, and any other employee under an appointing authority's jurisdiction, designated, in writing, as a supervisor by an appointing authority who is responsible for generally overseeing, directing and evaluating the work and performance of a specified group or unit of employees. Where an appointing authority delegates, in writing, to a designated supervisor, the authority to appoint employees under the supervisor's jurisdiction, then, in such event, the supervisor shall also be an appointing authority with respect to the exercise of such appointment authority under the provisions of this Subtitle.

(6[1]3) **Suspension** means the human resources action by which an appointing authority officially places an employee in a nonduty, nonpay status as a result of violations of rules or standards of conduct or behavior.

(6[2]4) **Transfer** means the human resources action by which an employee, while

continuously employed, is moved to a vacant position at the same grade located either within the agency or in another agency.

(65) **Uterine fibroid-related symptoms** mean health conditions attributable to uterine fibroids.

(66) **Uterine fibroids** shall mean common growths in the uterus which often appear during a female's reproductive years.

(6[3]7) **Work Schedules** mean written schedules of the required daily hours of work, within a standard work week, prescribed by an appointing authority for individual employees and/or various groups or units of employees under the appointing authority's jurisdiction.

SECTION 3. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Section 16-110 of the Prince George's County Code be and the same is hereby added:

SUBTITLE 16. PERSONNEL.

DIVISION 1. GENERAL PROVISIONS.

Sec. 16-110. Notice requirements.

(a) The Office Human Resource Management shall provide notification to County employees about flexible sick leave policies for County employees experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 16-102 of the County Code.

(b) The Office Human Resource Management shall provide notification to County employees about the ability to take longer and more frequent work breaks for County employees experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 16-102 of the County Code.

(c) The Office Human Resource Management shall provide notification to County employees about the ability to work from home more frequently for County employees experiencing reproductive health conditions such as severe menstrual or uterine fibroid-related symptoms as defined in Section 16-102 of the County Code.

(d) The Office Human Resource Management shall provide notification to County employees about 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 16-102 of the County Code.

SECTION 4. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Sections 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:

* * * * *

(I) Reproductive health conditions such as severe menstrual and uterine fibroid-related symptoms as defined in Section 16-102 of the County Code.

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

SECTION 6. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law.

Adopted this 14th day of July, 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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