

Approved May 26, 1977.

CHAPTER 907

(Senate Bill 774)

AN ACT concerning

Employment - Disability Benefits  
For Pregnancy

FOR the purpose of requiring employers to treat disabilities caused or contributed to by pregnancy ~~and~~ or childbirth in the same manner as they treat other disabilities with certain limitations.

BY adding to

Article 49B - Human Relations Commission  
Section 19A  
Annotated Code of Maryland  
(1972 Replacement Volume and 1976 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That new Section 19A be and it is hereby added to Article 49B - Human Relations Commission, of the Annotated Code of Maryland (1972 Replacement Volume and 1976 Supplement) to read as follows:

Article 49B - Human Relations Commission

19A.

DISABILITIES CAUSED OR CONTRIBUTED TO BY PREGNANCY ~~AND OR~~ OR ~~CHILD BIRTH, AND RECOVERY THEREFROM,~~ ARE TEMPORARY DISABILITIES FOR ALL JOB RELATED PURPOSES, AND SHALL BE TREATED AS SUCH UNDER ANY HEALTH OR TEMPORARY DISABILITY INSURANCE OR SICK LEAVE PLAN AVAILABLE IN CONNECTION WITH EMPLOYMENT. HOWEVER, NO EMPLOYER IS REQUIRED TO PROVIDE TEMPORARY DISABILITY INSURANCE OR A SICK LEAVE PLAN FOR MORE THAN SIX WEEKS BENEFITS FOR A NORMAL CHILDBIRTH OR PREGNANCY. WRITTEN AND UNWRITTEN EMPLOYMENT POLICIES AND PRACTICES INVOLVING MATTERS SUCH AS THE COMMENCEMENT AND DURATION OF LEAVE, THE AVAILABILITY OF EXTENSIONS, THE ACCRUAL OF SENIORITY AND OTHER BENEFITS AND PRIVILEGES, REINSTATEMENT AND PAYMENT UNDER ANY HEALTH OR TEMPORARY DISABILITY INSURANCE OR SICK LEAVE PLAN, FORMAL OR INFORMAL, SHALL BE APPLIED TO DISABILITY DUE TO PREGNANCY ~~AND OR~~ OR CHILDBIRTH ON THE SAME TERMS AND CONDITIONS AS THEY ARE APPLIED TO OTHER TEMPORARY DISABILITIES SUBJECT TO THE PROVISIONS OF THIS SECTION.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act