

RESOLUTION NO. 15 - 3

**RESOLUTION AMENDING WORCESTER COUNTY GOVERNMENT
PERSONNEL RULES AND REGULATIONS -
PREGNANCY ACCOMMODATIONS AND LEAVE**

WHEREAS, Section 4-301 of the County Government Article of the Code of Public Local Laws of Worcester County, Maryland authorizes the County Commissioners to adopt, by Resolution, a personnel system; and

WHEREAS, the County Commissioners comprehensively revised and adopted the current Worcester County Personnel Rules and Regulations on October 2, 2007 and have periodically amended such rules and regulations by subsequent resolution thereafter; and

WHEREAS, the County Commissioners have determined it necessary and advisable to amend the personnel rules and regulations to add provisions for pregnancy accommodations and leave as required by Section 20-609 of the State Government Article of the Annotated Code of Maryland, as from time to time amended;

NOW, THEREFORE, BE IT RESOLVED by the County Commissioners of Worcester County, Maryland that a new Section 6.16 is hereby added to Section 6 (Leaves of Absence and Time Off) of the Worcester County Personnel Rules and Regulations to read as follows:

6.16 PREGNANCY ACCOMMODATIONS AND LEAVE

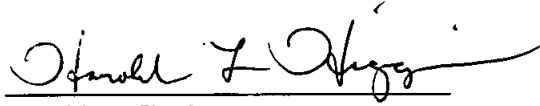
- A. County employees who experience temporary disability caused or contributed to by pregnancy or childbirth may request a reasonable accommodation. Upon request, the County shall explore with the employee all possible means of providing the reasonable accommodation, including: changing the employee's job duties; changing the employee's work hours; relocating the employee's work area; providing mechanical or electrical aids; transferring the employee to a less strenuous or less hazardous position; or providing leave.
- B. Prior to considering a request for a reasonable accommodation, the employee shall provide a written certification from his or her health care provider concerning the medical advisability of a reasonable accommodation which shall include: the date the reasonable accommodation became medically advisable; the probable duration of the reasonable accommodation; and an explanatory statement as to the medical advisability of the reasonable accommodation.

AND, BE IT FURTHER RESOLVED that this Resolution shall take effect upon its passage.

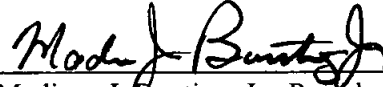
PASSED AND ADOPTED this 17th day of March, 2015.

ATTEST:

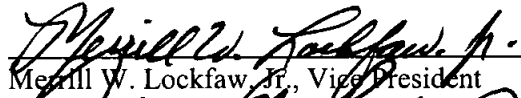
WORCESTER COUNTY COMMISSIONERS



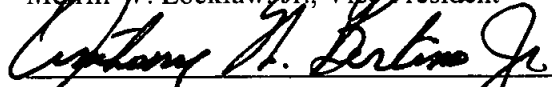
Harold L. Higgins
Chief Administrative Officer



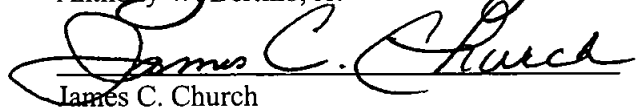
Madison J. Bunting, Jr., President



Merrill W. Lockfaw, Jr., Vice President



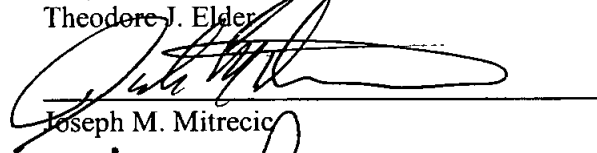
Anthony W. Bertino, Jr.



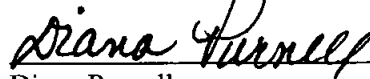
James C. Church



Theodore J. Elder



Joseph M. Mitrecic



Diana Purnell