



THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

HB 914: State Employees - Cancer Screening - Paid Leave
Appropriations Committee
Tuesday, March 4th, 2025 - 1:00PM

In Maryland, we rank 23rd out of 50 states for cancer screenings and 26th out of 47 states for early diagnosis according to a report conducted by the American Lung Association. Early detection through screening can make a life-saving difference, with technological advancements and effective policies leading to a significant decrease in mortality rates.

HB 914 directly addresses this by providing dedicated paid time off to complete recommended cancer screenings, allowing State employees to focus on their health without worrying about depleting their limited paid sick leave or losing income. Specifically, it grants State employees up to four hours of dedicated Cancer Screening Leave in 12 months. The bill requires employees to obtain prior approval from their appointing authority to ensure the leave is used appropriately and for its intended purpose.

Providing dedicated paid time off for cancer screenings is vital as it eliminates barriers to accessing preventive health care, allowing State workers to attend screenings without having to choose between sacrificing their standard leave or missing out on potentially life-saving screening.

Beyond the health benefits, cancer screenings also offer significant economic advantages, with a University of Chicago analysis estimating that even with the relatively low current rates, cancer screenings conserve an impressive \$6.5 trillion to the U.S. economy. This presents an opportunity for Maryland where we can strengthen our workforce and curb health-related expenditures by catching cancers early when treatment is less costly and survival rates are higher. Unfortunately, many Marylanders are unable to utilize these lifesaving services due to a lack of available leave from work.

This policy has shown promise in similar initiatives across Baltimore City, Virginia, and Delaware. HB 914 sets a powerful precedent, showing all Marylanders the importance of cancer screening by having state employers lead the way. We are taking a key step towards improving public health outcomes while demonstrating a strong commitment to the health and well-being of our workforce.

I urge the Committee to give a favorable report on HB 914.