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February 13, 2026

The Honorable Melissa Wells
Chair, Government, Labor, and Elections Committee
145 Lowe House Office Building
142 Lowe House Office Building
Annapolis, Maryland 21401

Re: HB 724 – Employment Discrimination – Caregiver Status

Dear Madam Wells,

The Maryland Commission on Caregiving is pleased to submit this letter of support for HB 724 – Employment Discrimination – Caregiver Status. This bill prohibits employment discrimination based on an individual’s caregiver status, ensuring that employees and job applicants who provide ongoing care to family members or individuals with disabilities are protected from unfair treatment in the workplace.

Serving as the “voice of the Maryland family caregiver,” the Maryland Commission on Caregiving (“Commission”) is charged with recommending policies that positively impact family caregivers and responding to their concerns. In Maryland, family caregivers provide an estimated 710 million hours of unpaid care annually, valued at approximately \$12.5 billion in cost savings¹ to the State by deferring or avoiding more costly institutional care.

Considering this, the Commission strongly supports efforts to ensure caregivers can maintain meaningful employment without fear of discrimination, retaliation, or harassment based on their caregiving responsibilities. Caregiver discrimination can contribute to financial instability, workforce attrition, and increased stress, negatively affecting both caregivers and those who rely on their care.

The Commission works to ensure that caregivers across the lifespan are equipped with the resources needed to provide safe and compassionate care to their loved ones. HB 724 represents an important step in protecting the economic security of Maryland’s family caregivers while recognizing the essential role they play in the well-being of our communities.

Sincerely,

The Maryland Commission on Caregiving

¹ AARP Maryland, “New Data Show 24% of Adults in Maryland Provide Care, Spotlighting Urgent Need for Action to Support Family Caregivers,” October 28, 2025), <https://www.aarp.org/states/maryland/cus-md-2025/>