



BRANDON M. SCOTT
MAYOR

Office of Government Relations
88 State Circle
Annapolis, Maryland 21401

HB0724

February 19, 2026

TO: Members of the House Government, Labor, and Elections Committee
FROM: Nina Themelis, Director of Mayor's Office of Government Relations
RE: House Bill 724 – Employment Discrimination – Caregiver Status

POSITION: Favorable with Amendment

Chair Wells, Vice Chair Kerr, and Members of the Committee, please be advised that the Baltimore City Administration (BCA) **supports** HB 724 **with an amendment**.

HB 724 will prohibit employment discrimination based on an individual's caregiver status. Specifically, the bill seeks to create employment protections for individuals who are caring for (1) a minor child or (2) a person with a disability who relies on the caregiver for medical care or to meet the needs of daily life, and who is family of, or lives with, the caregiver. This bill will ensure that people balancing work and caregiving are not penalized for fulfilling their caregiving obligations. The BCA recommends a minor amendment such that the bill would include caregivers of people who rely on them for medical care or to meet the needs of daily life, *regardless of whether that person has a disability*. This will ensure the protections created by this bill will extend to people who are caregivers for their relatives who rely on them for medical care and/or to meet their daily needs, even if that person does not have a formal determination of being disabled (e.g., an older adult who receives dialysis at home multiple times each day who has not formally been determined to be disabled).

The Baltimore City Health Department's Division of Aging and Community Support operates a Family Caregivers Program for family members and others who provide unpaid care for older adults, grandchildren, and individuals with disabilities. In 2025, the Program served more than 400 people each month, providing information and assistance, caregiver training, support groups, and supplemental services. Program staff hear from participants about the challenges of balancing professional responsibilities while providing essential support to those in their care.

When employers fail to accommodate caregivers, it can lead to job loss, financial instability, and decreased access to critical care for those they support. By legally protecting caregivers from workplace discrimination, HB 724 supports caregivers' stability, ensures older adults, children, and those with disabilities continue to receive consistent care, and strengthens workforce resilience. This aligns not only with the mission of the Baltimore City Health Department, but also with the State's Longevity Ready Maryland goals of preparing communities for longer lives.

For these reasons, the BCA respectfully requests a **favorable** report on HB 724 **with the following amendment**:

Article – State Government

12 20–601.

13 (a) In this subtitle the following words have the meanings indicated.

14 **(B) “CAREGIVER STATUS” MEANS THE STATUS OF BEING AN INDIVIDUAL**
15 **WHO PROVIDES DIRECT AND ONGOING CARE FOR:**

16 **(1) A MINOR CHILD; OR**

17 **(2) AN INDIVIDUAL ~~WITH A DISABILITY~~ WHO:**

18 **(I) RELIES ON THE CAREGIVER FOR MEDICAL CARE OR TO**
19 **MEET THE NEEDS OF DAILY LIFE; AND**

20 **(II) 1. IS IN A FAMILIAL RELATIONSHIP WITH THE**
21 **CAREGIVER, INCLUDING:**