



# Maryland Senior Citizens Action Network

## MSCAN

*AARP Maryland*

*Baltimore Jewish Council*

*Catholic Charities of Baltimore*

*Central Maryland Ecumenical Council*

*Church of the Brethren*

*Episcopal Diocese of Maryland*

*Housing Opportunities Commission of Montgomery County*

*Lutheran Office on Public Policy in Maryland*

*Maryland Association of Area Agencies on Aging*

*Maryland Catholic Conference*

*Mental Health Association of Maryland*

*Mid-Atlantic LifeSpan*

*National Association of Social Workers, Maryland Chapter*

*Presbytery of Baltimore*

*The Coordinating Center*

*MSCAN Co-Chairs:  
Carol Lienhard  
Megan Peters  
410-921-9005*

The Maryland Senior Citizens Action Network (MSCAN) is a statewide coalition of advocacy groups, service providers, faith-based and mission-driven organizations that support policies that meet the housing, health, and quality of care needs of Maryland's low and moderate-income seniors.

**MSCAN supports HB 724.** As Maryland's population ages, and caregiving responsibilities expand, this legislation will provide workplace protections to ensure caregivers can remain employed without penalty.

Data shows that Maryland is home to 1.16 million family caregivers, or one in four adults statewide, with the average caregiver age being 46 years old, and the average care recipient age being 67 years old.<sup>1</sup> These caregivers provide essential emotional, physical, and medical support - an estimated at \$7 billion in unpaid labor. Nearly two-thirds of caregivers are in the workforce, meaning they are balancing jobs while also performing caregiving tasks that often rival the demands of a second full-time job.

Unfortunately, caregivers face workplace discrimination, reduced hours, lost promotions, or hostile work environments. According to state-specific data, 38% of family caregivers have experienced significant financial hardship due to caregiving, including depleting savings, falling behind on bills, or taking on new debt. These financial pressures threaten stability and long-term retirement security.

HB 724 directly addresses this vulnerability by adding "caregiver status" as a protected class under Maryland's employment discrimination laws. This protection ensures that workers cannot be fired, demoted, or denied opportunities because of their caregiving status. By providing these protections, Maryland will support caregivers' ability to stay employed while caring for their loved ones.

For these reasons, MSCAN urges a favorable report for HB 724.

<sup>1</sup> AARP, Caregiving in the US 2025: Maryland.

<https://www.aarp.org/content/dam/aarp/ppi/topics/lts/family-caregiving/cgus-2025-caring-across-states/caregiving-in-the-us-2025-maryland.doi.10.26419-2fppi.00383.015.pdf>