



Wes Moore | Governor

Aruna Miller | Lt. Governor

Carmel Roques | Secretary

Date: February 17, 2026

Bill Number: **HB804**

Bill Title: Employment Discrimination - Caregiver Status

Committee: House Government, Labor, and Elections Committee

MDOA Position: INFORMATION

The Department of Aging (MDOA) thanks the Chair and Committee members for the opportunity to submit this informational testimony for House Bill (HB) 724 - Employment Discrimination - Caregiver Status.

The Maryland Department of Aging (MDOA) serves as Maryland's State Unit on Aging, administering federal and state funding for core programs, overseeing the Area Agency on Aging (AAA) network at the local level that provides supportive services to older adults, and planning for Maryland's growing older adult population and their caregivers.

HB 724 would prohibit employment discrimination on the basis of a person's status as a caregiver. This legislation recognizes that caregiving occurs across the lifespan and would cover parents caring for children who are minors as well as people caring for live-in family members with disabilities that rely on them to meet the needs of daily life. MDOA recently released a 10-year Longevity-Ready Maryland Plan¹, which will provide the roadmap for MDOA to work in partnership with the General Assembly over the next 10+ years to make Maryland more prepared for our increasingly longer lives. Increasing support for family caregivers and allowing people to work more years with more flexibility are important priorities.

MDOA defers to the operational and fiscal impacts of the Maryland Commission on Civil Rights projects it would experience connected to this legislation. In light of current projected

¹ MD Department of Aging website, "Longevity Ready Maryland," *available at*: <https://lrm.maryland.gov/>



Wes Moore | Governor

Aruna Miller | Lt. Governor

Carmel Roques | Secretary

general fund deficits in fiscal 2027 and beyond, MDOA urges caution in passing legislation that significantly increases expenditures without commensurate decreases in other areas. MDOA is supportive of the critical work that MCCR does, particularly around age discrimination against older adults. MDOA would be supportive of any possible amendments MCCR and the sponsor may discuss that would mitigate the operational impact of this legislation.

Thank you for the opportunity to share this information with respect to HB 724. If you have any questions, please contact Andrea Nunez, Legislative Director, at andrea.nunez@maryland.gov or (443) 414-8183.