



February 17, 2026

**House Government, Labor, and Elections Committee**  
Maryland General Assembly  
Annapolis, MD

Re: HB 0724 - Employment Discrimination - Caregiver Status

Dear House Government, Labor, and Elections Committee Members,

I have been a parent since October 5, 2003. Just 2 months after my eighteenth birthday. For the first ten years after graduating high school I never made more than \$35k/year and was a mother of two young children. After a divorce at the ripe old age of 24, I thought that if I went back to school, then I could maybe make enough money to support my kids on my own. I would never be worried about being trapped in a bad relationship again, if I could just make enough money to support them, even if no one was contributing. I would never have to withstand the dirty looks at the grocery store checkout again or sit and be taught about proper nutrition for a couple of food checks. Maybe I would never have to argue with Medicaid again for desperately needed medical care or be turned away at my children's doctor's office (again) for not having money for a copay. One could hope.

Last year, not including borrowing from family and a one-time grant for bar study, I only made a little over \$30k at my regular clerking job. Less than before I had any degrees at all. Now I have 3. I'm 40 years old. I'm disabled. The "opportunity" to earn money when the kids got older is supposedly here, but I have an 11-year-old. My current salary is \$48k and I can't make rent. At times when I tried to ask for more from my employer I was met with that they think I deserve to be on public benefits, another time, that they don't have any money. One time when I was only making \$45k, they decided to give me the extra \$3k. I've been here over three years, looking for a better paying job and not finding one. When I told my manager I was tired at work the semester before my last semester of law school, she cut my hours.

I started interviewing for attorney jobs right after graduation, and many are far away or have a terrible commute. Many are looking for young, fresh-faced graduates who don't have a lot of experience built up. Trainable, smart, new lawyers who will pull all-nighters and sweat over every pleading. Those are well-paid jobs.

Most of law school I worked full-time during the day and went to school at night. It was a lot of evenings and weekends studying and writing papers. Night classes 4-nights a week for many years. After graduating, I landed an interview for a job that was a lot of nights and weekends but paid \$175k/year. When I didn't object to the hours requirement, the recruitment company who was screening me asked me, "do you



have any kids?!” as if I would never see them again if I took this job. Which was fully remote, by the way. She didn’t send my resume forward to the employer, or if she did, she didn’t give it an effort.

Without a caveat for caregiver status, women like me have to argue that when they are discriminated against due to family status, like being divorced or being a caregiver, that it is somehow related to their sex/gender. Statistically, it is a real phenomenon. However, our generation has produced a lot of single fathers as well, and many families who share their domestic burdens. Assuming that because someone has children or other caregiver responsibilities that they won’t be able to do a job assumes a lot about their family arrangements and abilities. Please pass HB 0724 and assure that caregivers, no matter their gender, have a fair chance in the job market and can’t be discriminated against based on stereotypes about their abilities and family arrangements.

Sincerely,

A handwritten signature in black ink that reads 'E. L. Reid'.

E. L. Reid, Esq.

309 Lord Byron Ln, Apt 204

Cockeysville, MD 21030