



THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

HB0086: State and Local Employees - Cancer Screening - Paid Leave
Government, Labor, and Elections Committee
1/27/2026 – 2:00 p.m.

Chair Wells, Vice Chair Kerr, Members of the Government, Labor, and Elections Committee,

Early detection of cancer or precancerous development is life-saving. Interventions in early stages can slow or prevent cancer from advancing even before symptoms begin with less invasive treatment. Routine screenings are vital in catching cancer in its early stages. However, routine screenings often require physicians visits during the workday meaning many workers delay or forgo them. HB0086 directly addresses this barrier by providing dedicated paid leave for cancer screenings.

HB0086 provides dedicated paid leave for cancer screenings to all state, county, and municipal employees. This allows public sector workers to check on their health without depleting their paid sick leave or losing income. For a 12-month period, each employee is entitled to four hours of dedicated Cancer Screening Leave. Like other forms of paid leave, prior approval is required to ensure appropriate use.

Providing dedicated paid time off for cancer screenings increases access to crucial preventive health care and incentivizes workers to get routinely screened. The relatively small cost of dedicated leave helps curb health-related expenditures by catching cancers early when treatment is less costly and less invasive. Early detection allows for a quicker return to daily life, but too many Marylanders are unable or less willing to utilize lifesaving services for fear of lost income, lack of accrued time off, or difficulties scheduling an appointment.

This policy has shown promise in similar initiatives across Baltimore City, Virginia, and Delaware. HB0086 sets a powerful precedent, showing all Marylanders the importance of cancer screening by having state employers lead the way. We are taking a key step towards improving public health outcomes while demonstrating a strong commitment to the health and well-being of our workforce.

I urge the Committee to give a favorable report on HB XXX.