

Committee on Public Health
Bill Summary

Bill No.	H2499
Title:	<i>An Act pertaining to women's health at midlife and public, medical and workplace awareness of the transitional stage of menopause and related chronic conditions</i>
Sponsor:	Representative Joan Meschino
Committee:	Public Health
Hearing Date:	July 10, 2025
Similar Matters:	None
Prior History:	New File
Reporting Deadline:	September 8, 2025
Current Law:	None

Summary:

This bill requires DPH to establish and implement a program to improve awareness of menopause for both patients and clinicians, including the development of educational materials and an assessment of current training for healthcare providers. Additionally, the Executive Office of Labor and Workforce Development (EOLWD), in consultation with DPH, must conduct a study to evaluate the impact of menopause on the workforce and develop best workplace practices focusing on peri- and postmenopausal employees.

SECTION 1 recognizes and declares the following:

- There will be 1.2 billion people experiencing menopausal and postmenopausal symptoms by 2030.
- Many women in the U.S. transition into menopause without adequate clinical guidance on what to expect.
- The U.S. Department of Health and Human Services reports that at least 75% of women experience hot flashes and other common menopause symptoms. Symptoms can be severe and affect daily activities and also last for many years, with hot flashes averaging 7 to 9 years.
- Black and Hispanic women may experience menopause earlier and have more intense symptoms and for a longer period of time.
- 40% of menopausal women report that their symptoms interfered with their work performance or productivity weekly.
- Many women are unaware of workplace accommodations for menopause and are uncertain about workplace culture regarding the issue.

- Menopause symptoms result in an estimated \$1.8 billion in lost productivity for women in the U.S. annually.
- There are treatments available for managing symptoms during menopause and perimenopause, including hormone therapy and non-hormonal options.
- Menopause may increase the risks of osteoporosis, heart disease, and stroke.
- Additional research and treatment options are needed for managing menopause symptoms.
- Many physicians often have limited time and training to address menopause during patient visits, with only about 30% of residency programs including menopause training in their curriculum.

SECTION 2 provides definitions for “board,” “CME,” “department,” and “executive office.”

SECTION 3 requires the Department of Public Health (DPH), in consultation with providers and nonprofit organizations that support women's health during menopause, to develop and implement a program aimed at improving patient and clinician awareness of the menopause transition. The program will develop, publish, and share educational materials for patients and clinicians about:

- Symptoms and changes during menopause and postmenopause;
- Related chronic conditions; and
- Treatment options and available screening tools.

The menopause education program may utilize various media, including social media, television, online platforms, public service announcements, and interactive communications. Within 18 months following the passage of this act, DPH must submit an assessment of the program and activities conducted to the General Court.

SECTION 4

- (a) Within 270 days of this act's passage, the board will evaluate whether the current CME programs for physicians in the commonwealth adequately train them on women's midlife health. If the board determines that such programs are insufficient in doing so, it will take necessary actions to ensure the adequacy of programs available to physicians on these subjects.
- (b) The board may award grants to accredited CME providers for the following purposes:
 - Training physicians, including residents and fellows, to improve their communication and preparedness in managing menopausal symptoms and related conditions;
 - Establishing or improving academic programs to improve the training and clinical experience of faculty and students in recognizing and treating menopause symptoms; and
 - Developing evidence-based guidelines for educational programs on menopause and related conditions.

SECTION 5

- (a) Within 270 days of this act's passage, the Executive Office of Labor and Workforce Development (EOLWD), in consultation with DPH, must conduct a study to evaluate the impact of menopause on the workforce and the availability of menopause-related workplace policies among employers in the commonwealth. This includes assessing health insurance coverage for menopause treatments, access to healthcare professionals, awareness initiatives, spending accounts for menopause services, and cooling rooms.
- (b) EOLWD must publish the study results on its website within 60 days of the study's conclusion.
- (c) Based on the study findings, EOLWD must develop and publish best workplace practices within 60 days of the publication date. These practices will focus on:
 - Employee benefits for peri- and postmenopausal employees;
 - Appropriate company culture for peri- and post- menopausal employees; and
 - Programs that increase awareness in the workplace of the menopause transition and related symptoms and chronic conditions.