

# COMPREHENSIVE ANALYSIS OF MENOPAUSE-RELATED LEGISLATION IN THE UNITED STATES

## **Policy Research**

Covering Federal and State Legislation Across All 50 States

**Prepared for:** Menopause Education Center

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## Executive Summary

As of August 21, 2025, menopause legislation has emerged as a significant policy movement across 20 states and at the federal level. Rhode Island leads as the first state mandating workplace accommodations for menopause, while six states have active legislation advancing, and five enacted comprehensive laws in 2024-2025. Bipartisan support spans insurance coverage expansion, workplace protections, provider education, and awareness campaigns, creating momentum for nationwide expansion in 2025-2026.

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## Research Methodology

This analysis represents a comprehensive verification of menopause legislation across all 50 states, completed over two weeks using official legislative databases and bill text. Full methodology details are available in Appendix A.

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## States with Menopause Workplace Protection Laws

Rhode Island stands alone as the only state to explicitly mandate workplace accommodations for menopause, setting a precedent that other states are expected to follow.

### 1. Rhode Island

- **Legislation (S 0361)** amended the state's Fair Employment Practices Act to include menopause and related conditions (e.g., vasomotor symptoms like hot flashes) as conditions requiring reasonable workplace accommodations. This makes Rhode Island the first state to mandate such protections explicitly.
  - Introduced: February 21, 2025
  - Effective: June 24, 2025
  - Sponsored by Senator Lori Urso.
  - Contact Information:
    - Email: [sen-urso@rilegislature.gov](mailto:sen-urso@rilegislature.gov)
    - Phone: (401) 276-5567
    - Address: 82 Smith Street, Providence, RI 02903
  - <https://webserver.rilegislature.gov/BillText/BillText25/SenateText25/S0361.pdf>
  - [https://rilegislature.gov/pressrelease/\\_layouts/15/ril.pressrelease.inputform/DisplayForm.aspx?List=c8baae31-3c10-431c-8dcd-9dbbe21ce3e9&ID=375783#:~:text=STATE%20HOUSE%20E2%80%94%20Rhode%20Island%20has.law%20by%20Governor%20Dan%20McKee.](https://rilegislature.gov/pressrelease/_layouts/15/ril.pressrelease.inputform/DisplayForm.aspx?List=c8baae31-3c10-431c-8dcd-9dbbe21ce3e9&ID=375783#:~:text=STATE%20HOUSE%20E2%80%94%20Rhode%20Island%20has.law%20by%20Governor%20Dan%20McKee.)

## States with Active Menopause-Related Legislation

Five states successfully enacted menopause-related legislation in 2024-2025, primarily expanding insurance coverage and establishing public awareness programs.

### 1. Louisiana

- **HB 392 (Act 784)** expands insurance coverage for menopause and perimenopause, eliminates prior authorization for hormone replacement therapy, and requires Medicaid to cover eligible women, reducing administrative barriers to care.
  - Effective: August 1, 2024
  - Sponsored by Representative Aimee Adatto Freeman.
  - Contact Information:
    - Email: [hse098@legis.la.gov](mailto:hse098@legis.la.gov)
    - Phone: (504) 861-1614
    - Address: 200 Broadway Street, Suite 212, New Orleans, LA 70118
  - <https://legis.la.gov/legis/BillInfo.aspx?i=246077#:~:text=2024%20Regular%20Session.Authors>

### 2. Illinois

- **HB 5295** expands insurance coverage for all medically necessary menopause treatments in Illinois, including hormonal and non-hormonal therapies in various FDA-approved forms (oral, transdermal, topical, and vaginal rings). The bill removes the prior restriction limiting coverage to hormone therapy after hysterectomy, ensuring broader, equitable access to care for women experiencing menopause symptoms.
  - Enacted: July 19, 2024
  - Effective: January 1, 2026
  - Sponsored by Senator Linda Holmes
  - Contact Information:
    - Message: <https://www.senatorholmes.com/contact-us>
    - District Phone: (630) 820-8650
    - District Office: 4255 Westbrook Dr., Suite 216, Aurora, IL 60504
    - Springfield Phone: (217) 782-0422
    - Springfield Office: 309-I Capitol Building, Springfield, IL 62706
  - <https://www.senatorholmes.com/news/18-new-releases/394-holmes-secures-equitable-insurance-coverage-for-menopause-relief-treatment-2#:~:text=SPRINGFIELD%20E2%80%93%20State%20Senator%20Linda%20Holmes,1%2C%202026.>

- **SJR0025** designates October 12–18, 2025, as Menopause Awareness Week in Illinois. The resolution raises public awareness of menopause and perimenopause health impacts, highlights the importance of equitable healthcare access, and encourages better training for medical professionals in menopause care.
  - Enacted and effective: May 30, 2025
  - Sponsored by Senator Kimberly Lightford.
  - Contact Information:
    - Message: <https://www.senatorlightford.com/contact-us>
    - District Phone: (708) 632-4500
    - District Office: High Point Plaza, 4415 W. Harrison St., Suite 550, Hillside, IL 60162
    - Springfield Phone: (217) 782-8505
    - Springfield Office: 309-H Capitol Building, Springfield, IL 62706
  - <https://www.ilga.gov/Legislation/BillStatus?DocNum=25&GAID=18&DocTypeID=SJR&SessionID=114&GA=104#:~:text=SJR0025%20%2D%20104th%20General%20Assembly,Bill%20Status>

### 3. Maine

- **LD 1079** directs Maine DHHS to create educational materials on perimenopause and menopause in collaboration with healthcare providers. These resources, available online and in print, aim to improve public understanding, support early symptom detection, guide treatment decisions, and address gaps in provider training, with advocacy from Halle Berry helping drive attention to the bill.
  - Enacted: July 1, 2025
  - Effective: September 24, 2025
  - Sponsored by Representative Kristen Cloutier.
  - Contact Information:
    - Email: [Kristen.Cloutier@legislature.maine.gov](mailto:Kristen.Cloutier@legislature.maine.gov)
    - Phone: (207) 807-1637
    - Address: House Majority Office. Room 333, State House, 2 State House Station, Augusta, Maine 04333-0002
  - <https://legislature.maine.gov/legis/bills/getPDF.asp?paper=HP0701&item=3&snum=132#:~:text=Perimenopause%20and%20menopause%20education%20materials,individuals%20regarding%20perimenopause%20and%20menopause>

#### 4. Oregon

- **HB 3064** requires all Oregon health benefit plans, including those under OEBB and PEBB, to cover comprehensive treatments for perimenopause, menopause, and postmenopause. Covered options include FDA-approved hormone therapies, SSRIs/SNRIs, vaginal estrogen, osteoporosis prevention drugs, neurokinin B antagonists, topical hormones, and bioidentical hormones. While it increases costs for OEBB and PEBB, HB 3064 marks a major step in improving access to menopause care statewide.
  - Enacted: July 17, 2025
  - Effective: January 1, 2026
  - Sponsored by Representative Shelly Boshart Davis and Senator Janeen Sollman.
  - Contact Information for Representative Shelly Boshart Davis:
    - Email: [Rep.ShellyBoshartDavis@oregonlegislature.gov](mailto:Rep.ShellyBoshartDavis@oregonlegislature.gov)
    - Phone: (503) 986-1415
    - Address: 900 Court St. NE, H-389, Salem, Oregon 97301
  - Contact Information for Senator Janeen Sollman
    - Email: [Sen.JaneenSollman@oregonlegislature.gov](mailto:Sen.JaneenSollman@oregonlegislature.gov)
    - Phone: (503) 986-1715
    - Address: 900 Court St. NE, H-389, Salem, Oregon 97301
  - <https://olis.oregonlegislature.gov/liz/2025R1/Measures/Overview/HB3064#:~:text=Requires%20certain%20health%20insurers%2C%20the,for%20perimenopause%2C%20menopause%20and%20postmenopause.>

#### 5. Washington

- **HB 1971** requires health plans to provide 12-month refills of prescription hormone therapy (which begins for health plans issued or renewed on or after January 1, 2026) and extends testosterone refills from 3 to 6 months. The law ensures more consistent access to hormone therapy for transgender individuals, those experiencing menopause, and others requiring long-term treatment.
  - Enacted: April 25, 2025
  - Effective: July 27, 2025
  - Sponsored by Representative Nicole Macri.
  - Contact Information:
    - Message: <https://app.leg.wa.gov/pbc/memberEmail/43/1>
    - Phone: (360) 786-7826
    - Address: JLOB 336, PO Box 40600, Olympia, WA, 98504-0600
  - <https://housedemocrats.wa.gov/macri/2025/04/27/governor-signs-12-month-supply-of-hormone-therapy/>
  - <https://wa-law.org/bill/2025-26/hb/1971/S.E#:~:text=Section%201%20%C2%B6,dispensed%20during%20the%20plan%20year.>

- **SR 8657** is a resolution calling for greater support and resources for people experiencing menopause in Washington. While not legally binding, it highlights legislative intent to improve awareness, reduce gaps in care, and strengthen support for individuals navigating this life stage.
  - Adopted: April 23, 2025
  - Sponsored by Senator Annette Cleveland.
  - Contact Information:
    - Email: [annette.cleveland@leg.wa.gov](mailto:annette.cleveland@leg.wa.gov)
    - Phone: (360) 786-7696
    - Address: 223 Cherberg Building, PO Box 40449, Olympia, WA 98504-0449
  - [https://app.leg.wa.gov/billsummary?BillNumber=8657&Year=2025&Initiative=false#:~:text=2025%2D2026,\(Not%20Available\)](https://app.leg.wa.gov/billsummary?BillNumber=8657&Year=2025&Initiative=false#:~:text=2025%2D2026,(Not%20Available))

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## Active Federal Menopause-Related Legislation

Two bipartisan federal bills are advancing through Congress, both targeting improved menopause care for veterans and military servicewomen.

### 1. **HR 219 (Improving Menopause Care for Veterans Act of 2025)**

- Details: Requires GAO study of VA menopause services and the VA strategic plan to improve veterans' menopause care.
- Introduced: January 7, 2025
- Status: Active - Referred to House Veterans' Affairs Subcommittee on Health (February 11, 2025). If the Subcommittee advances it, then Full House Veterans' Affairs Committee votes. If the full committee advances it, the House floor votes. If the House passes, then the Senate committee assignment. Senate committee reviews and votes. If it passes, the Senate floor votes. If the Senate passes, it goes to the President's desk to sign or veto.
  - The 119th Congress runs through January 2027, so plenty of time to go through the legislative process.
- Sponsored by Representative Julia Brownley (D-CA).
- Contact Information:
  - Message: <https://juliabrownley.house.gov/contact/email-me/>
    - There is a zip authentication, type 93030-6233.
  - Oxnard, CA Office Phone: (805) 379-1779
  - Oxnard, CA Address: 201 East Fourth Street, Suite 209B, Oxnard, CA 93030
  - Thousand Oaks, CA Office Phone: (805) 379-1779
  - Thousand Oaks, CA Address: 223 E. Thousand Oaks Blvd., Suite 220, Thousand Oaks, CA 91360
  - Washington D.C. Office Phone: (202) 225-5811
  - Washington D.C. Office Address: 2262 Rayburn HOB, Washington, DC 20515
- <https://www.congress.gov/bill/119th-congress/house-bill/219>

## 2. S1320 (Servicewomen and Veterans Menopause Research Act)

- Details: Directs Secretaries of Defense and Veterans Affairs to research menopause and perimenopause effects on servicewomen and veterans, focusing on military service impact, combat roles, toxic exposure, and mental health implications.
- Introduced: April 8, 2025
- Status: Ordered to be reported favorably with amendments by the Senate Veterans' Affairs Committee (July 30, 2025); awaiting Senate floor consideration. If it passes the Senate floor, then it goes to the House for a House committee assignment. If the committee approves, then it goes to the House floor. If the House passes, then reconciliation, both chambers must pass an identical version. If it passes, it goes to the President's desk to sign or veto.
  - The 119th Congress runs through January 2027, so plenty of time to go through the legislative process.
- Sponsored by Senator Patty Murray (D-WA) and Senator Joni Ernst (R-IA).
  - Contact Information for Senator Patty Murray (D-WA):
    - Message: <https://www.murray.senate.gov/write-to-patty/#>
    - Office Locations with Phone Numbers (8):  
<https://www.murray.senate.gov/office-locations/>
  - Contact Information for Senator Joni Ernst (R-IA):
    - Message: <https://www.ernst.senate.gov/contact/email-joni>
    - Office Locations with Phone Numbers (6): <https://www.ernst.senate.gov/contact>
- <https://www.congress.gov/bill/119th-congress/senate-bill/1320/text>

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## Active States Menopause-Related Legislation

Six states currently have active menopause-related legislation advancing through their legislatures, representing some of the most comprehensive policy approaches to addressing menopause care gaps. These bills focus on insurance coverage expansion, workplace protections, healthcare provider education, and public awareness campaigns, with several positioned to become law in 2025-2026.

### 1. California

- **AB 432 (Menopause Care Equity Act)** requires health insurance plans to provide full coverage for perimenopause and menopause treatments without utilization management restrictions, effective January 2026. The bill incentivizes physician education by offering double continuing medical education (CME) credit for menopause-related training (capped at 8 hours total) and mandates that health plans annually distribute menopause clinical care guidelines to their contracted primary care providers. Having passed the Assembly with overwhelming bipartisan support (70-1) and cleared two Senate committees unanimously, AB 432 represents one of the most comprehensive state-level approaches to addressing menopause care gaps through both insurance reform and provider education requirements.
  - Introduced: February 5, 2025
  - Last Amended: July 17, 2025
  - Status: Active - Pending in the Senate Appropriations Committee.
    - Bill needs to move through the Senate Appropriations Committee, the Senate floor, and the Assembly by September 12 or 13, 2025, when the legislative sessions end.
    - The Governor has 30 days to act on bills passed at the end of the session.
    - Final deadline October 12, 2025, for the Governor's signature or veto.
  - Introduced by Assemblymember Rebecca Bauer-Kahan.
  - Contact Information:
    - Message: <https://a16.asmdc.org/contact>
    - District Phone: (925) 244-1600
    - District Office: 12677 Alcosta Boulevard, Suite 395, San Ramon, CA 94583
    - Capitol Phone: (916) 319-2016
    - Capitol Office: State Capitol, Sacramento, CA 95814
  - [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202520260AB432](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202520260AB432)

## 2. Massachusetts

- **H 2499 (Menopause Awareness Bill)** directs the Department of Public Health to launch a statewide awareness campaign, requires an evaluation of continuing medical education on midlife women's health, and mandates a study on menopause in the workplace to guide best practices and policies.
  - Introduced: February 27, 2025
  - Status: Active - Pending in the Joint Committee on Public Health.
    - Bill needs to move through the Joint Committee, House floor, and Senate by November 19, 2025, the end of the first annual formal session. If not completed by November 19, 2025, the bill can continue in 2026, with formal sessions ending July 31, 2026.
    - The Governor has 10 days (excluding Sundays) to act on bills. If the Governor does not act within that timeframe and the Legislature is in session, the bill becomes law without the Governor's signature. If the Legislature is not in session (after final adjournment) and the Governor does not sign within 10 days, it is considered a pocket veto.
    - Final Deadline: July 31, 2026
  - Sponsored by Representative Joan Meschino & Representative Patrick Joseph Kearney.
  - Contact Information for Representative Joan Meschino:
    - Email: [Joan.Meschino@mahouse.gov](mailto:Joan.Meschino@mahouse.gov)
    - Phone Number: (617) 722-2092
    - Address: State House, Room 162, Boston, MA 02133
  - <https://malegislature.gov/Bills/194/H2499>
  - <https://malegislature.gov/Download/DownloadDocument/23998/H2499%20-%20Bill%20Summary.pdf>

### 3. New Jersey

- **AB 5278 (New Jersey Menopause Coverage Act)** mandates comprehensive insurance coverage for perimenopause and menopause care and treatment.
  - Introduced: February 10, 2025
  - Status: Active – Passed the Assembly Financial Institutions and Insurance Committee (June 19, 2025) and Assembly floor (79-0, June 30, 2025); currently awaiting Senate committee assignment. The Legislature is in recess until November 5, 2025.
    - Bill needs to move through Senate committee assignment, Senate committee vote, Senate floor, and Assembly concurrence (if amended) by January 13, 2026, the end of the 2024–2025 biennial session.
    - The Governor has 45 days to act on bills passed during the session. A pocket veto applies to bills presented in the final days of the two-year legislative session.
    - Final deadline: January 13, 2026
  - Sponsored by Assemblywoman Heather Simmons.
  - Contact Information:
    - Message: <https://nj-03-district.web.fireside21.app/forms/writeyourrep/>
    - Phone Number: (856) 226-3530
    - Address: 199 East Broadway, Suite G, First Floor, Salem, New Jersey 08079
  - [https://www.njleg.state.nj.us/bill-search/2024/A5278/bill-text?f=A5500&n=5278\\_S2](https://www.njleg.state.nj.us/bill-search/2024/A5278/bill-text?f=A5500&n=5278_S2)
  - [https://pub.njleg.gov/Bills/2024/A5500/527A52788\\_11.HTM#:~:text=C.%20%20\(-.pendin~g%20before%20the%20Legislature%20as%20this%20bill\)%2C%20shall%20provide%20benefits.4\)%20pelvic%20floor%20physical%20therapy;](https://pub.njleg.gov/Bills/2024/A5500/527A52788_11.HTM#:~:text=C.%20%20(-.pendin~g%20before%20the%20Legislature%20as%20this%20bill)%2C%20shall%20provide%20benefits.4)%20pelvic%20floor%20physical%20therapy;)

- **AB 5309 / S4147 (CME Credits for Menopause)** allows physicians and advanced practice nurses in New Jersey to apply up to three mandatory continuing medical education (CME) credits toward menopause-related training, covering physiological and psychological aspects, treatment options, health risks, and patient communication, for their license renewals. The Department of Health will work with medical schools and professional organizations to offer this CME in multiple formats (online courses, webinars, workshops, and in-person sessions), with financial assistance and recognition incentives available to encourage participation.
  - Introduced: February 25, 2025
  - Status: Active - Assembly Bill 5309 (AB 5309) is the active bill. While both AB 5309 and Senate Bill 4147 (S4147) passed their respective chambers, S4147 was substituted by AB 5309 on June 30, 2025. The Assembly approved AB 5309 on March 20, 2025, and the Senate adopted it as the final version on June 30, 2025. The bill now awaits the Governor's action.
    - The Governor has 45 days to sign, veto, or allow AB 5309 to become law without a signature. If no action is taken, the bill automatically becomes law. However, the recess exception applies: because A5309 originated in the Assembly (the "House of origin") and the Legislature went into recess on July 1, 2025, the Governor's 45-day clock is effectively paused. The deadline shifts to the next time the Assembly reconvenes for a quorum, which is November 5, 2025.
    - Final deadline: November 5, 2025
  - AB 5309 is sponsored by Assemblywoman Heather Simmons.
    - Contact Information:
      - Message: <https://nj-03-district.web.fireside21.app/forms/writeyourrep/>
      - Phone Number: (856) 226-3530
      - Address: 199 East Broadway, Suite G, First Floor, Salem, New Jersey 08079
  - S4147 is sponsored by Senator John J. Burzichelli and Senator Angela V. McKnight.
    - Contact Information for Senator John J. Burzichelli:
      - Message: <https://nj-03-district.web.fireside21.app/forms/writeyourrep/>
      - Phone Number: (856) 279-2920
      - Address: 199 East Broadway, Suite G, First Floor, Salem, New Jersey 08079
    - Contact Information for Senator Angela V. McKnight
      - Message: <https://nj-31-senate.web.fireside21.app/forms/writeyourrep/>
      - Phone Number: (201) 360-2502
      - Address: 2324 John F. Kennedy Blvd., Jersey City, NJ 07304
- <https://www.njleg.state.nj.us/bill-search/2024/A5309>
- <https://www.njleg.state.nj.us/bill-search/2024/S4147>
- [https://pub.njleg.gov/Bills/2024/S4500/4147\\_R1.HTM#:~:text=Permits%20up%20to%20three%20credits.set%20forth%20in%20subsection%20b.](https://pub.njleg.gov/Bills/2024/S4500/4147_R1.HTM#:~:text=Permits%20up%20to%20three%20credits.set%20forth%20in%20subsection%20b.)
- [https://pub.njleg.state.nj.us/Bills/2024/A5500/5309\\_S1.HTM](https://pub.njleg.state.nj.us/Bills/2024/A5500/5309_S1.HTM)
- [https://pub.njleg.gov/Bills/2024/S4500/4147\\_S1.PDF](https://pub.njleg.gov/Bills/2024/S4500/4147_S1.PDF)

- **SB 4197 (Menstrual Disorders Remote Work Accommodation)** requires employers in New Jersey to provide remote work accommodations for employees with qualifying menstrual disorders, unless doing so creates an undue burden. Employers may request medical documentation, cannot penalize employees for requesting accommodations, and face fines for violations (\$1,000–\$10,000). The bill does not explicitly mention perimenopause, but its broad definition of menstrual disorders could cover some perimenopause-related symptoms if there is a medical note.
  - Introduced: March 3, 2025
  - Status: Active - Pending in the Senate Labor Committee; has not yet advanced beyond initial referral. The Legislature is in recess until November 5, 2025.
    - Bill needs to move through the Senate Labor Committee, Senate floor, Assembly committee(s), and Assembly floor by January 13, 2026, the end of the 2024–2025 biennial session. The bill may also be amended during this process, which would require concurrence by both chambers before final passage.
    - The Governor has 45 days to act on bills passed during the session. A pocket veto applies to bills presented in the final days of the two-year legislative session.
    - Final deadline: January 13, 2026
  - Sponsored by Senator Benjie E. Wimberly and Senator Angela V. McKnight.
    - Contact Information for Senator Benjie E. Wimberly:
      - Message: <https://nj-35-senate-wimberly.web.fireside21.app/forms/writeyourrep/>
      - Phone Number: (973) 925-7061
      - Address: 301 Main Street, Suite 360, Paterson, NJ 07505
    - Contact Information for Senator Angela V. McKnight:
      - Message: <https://nj-31-senate.web.fireside21.app/forms/writeyourrep/>
      - Phone Number: (201) 360-2502
      - Address: 2324 John F. Kennedy Boulevard, Jersey City, NJ 07304
  - <https://www.njleg.state.nj.us/bill-search/2024/S4197>

#### 4. New York

- **AB 5444 (Menopause Insurance Coverage)** provides hospital, surgical, and medical insurance coverage for perimenopausal and menopausal care and treatment.
  - Introduced: February 14, 2025
  - Status: Active - Pending in the Assembly Insurance Committee; has not yet advanced beyond initial referral. The Legislature is in recess until January 2026.
    - The bill needs to move through the Assembly Insurance Committee, the Assembly floor, the Senate committee, and the Senate floor before reaching the Governor. The bill may also be amended during this process, which would require concurrence by both chambers before final passage.
    - The Governor has 10 days (excluding Sundays) to act if the Legislature is in session and will become law if no action, or 30 days if out of session (otherwise pocket veto). Two-thirds majority required to override a veto.
    - Final deadline: Subject to the end of the 2025–2026 legislative session, which is in June 2026; may require reintroduction if not passed.
    - Package: Part of the 3-bill NY menopause package (A5444, A5436, A01940/SB3908).
  - Sponsored by Assemblywoman Linda B. Rosenthal.
  - Contact Information:
    - Message: <https://nyassembly.gov/mem/Linda-B-Rosenthal/contact/>
    - District Phone: (212) 873-6368
    - District Office: 230 West 72nd Street, Suite 2F, New York, NY 10023
    - Albany Phone: (518) 455-5802
    - Albany Office: LOB 943, Albany, NY 12248
  - <https://www.nysenate.gov/legislation/bills/2025/A5444>
  - [https://nyassembly.gov/leg/?default\\_fld=&leg\\_video=&bn=AB5444&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y](https://nyassembly.gov/leg/?default_fld=&leg_video=&bn=AB5444&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y)

- **AB 5436A (Menopause Workplace Anti-Discrimination)** prohibits discrimination against employees experiencing menopause or perimenopause and requires workplace awareness measures, including providing an informational pamphlet on employees' rights related to menstrual and menopausal conditions in New York.
  - Introduced: February 14, 2025
  - Last Amended: July 30, 2025
  - Status: Active - Pending in the Assembly Governmental Operations Committee following amendment. The Legislature is in recess until January 2026.
    - The bill needs to move through the Assembly Insurance Committee, the Assembly floor, the Senate committee, and the Senate floor before reaching the Governor. The bill may also be amended during this process, which would require concurrence by both chambers before final passage.
    - The Governor has 10 days (excluding Sundays) to act if the Legislature is in session and will become law if no action, or 30 days if out of session (otherwise pocket veto). Two-thirds majority required to override a veto.
    - Final deadline: Subject to the end of the 2025–2026 legislative session, which is in June 2026; may require reintroduction if not passed.
    - Package: Part of the 3-bill NY menopause package (A5444, A5436, A01940/SB3908).
  - Sponsored by Assemblywoman Linda B. Rosenthal.
  - Contact Information:
    - Message: <https://nyassembly.gov/mem/Linda-B-Rosenthal/contact/>
    - District Phone: (212) 873-6368
    - District Office: 230 West 72nd Street, Suite 2F, New York, NY 10023
    - Albany Phone: (518) 455-5802
    - Albany Office: LOB 943, Albany, NY 12248
  - <https://www.nysenate.gov/legislation/bills/2025/A5436/amendment/A>
  - [https://nyassembly.gov/leg/?default\\_fld=&leg\\_video=&bn=AB5436A&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y](https://nyassembly.gov/leg/?default_fld=&leg_video=&bn=AB5436A&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y)

- **A01940 / SB3908 (Paid Leave for Menstrual Complications)** are companion bills amending the workers' compensation law to provide four days of paid leave in New York for menstrual complications and menopause.
  - Introduced:
    - A01940 (Assembly): January 14, 2025, and S3908 (Senate): January 30, 2025
  - Status: Active
    - Assembly Track (A01940): Assembly Labor Committee → Assembly floor → Governor (pending Senate passage of S3908).
    - Senate Track (S3908): Senate Labor Committee → Senate floor → Governor (pending Assembly passage of A01940).
    - The Legislature is in recess until January 2026.
    - The Governor has 10 days (excluding Sundays) to act if the Legislature is in session and will become law if no action is taken, or 30 days if out of session (otherwise pocket veto). Two-thirds majority required to override a veto.
    - Final deadline: Subject to the end of the 2025–2026 legislative session, which is in June 2026; may require reintroduction if not passed.
    - Package: Part of the 3-bill NY menopause package (A5444, A5436, A01940/SB3908).
  - A01940 sponsored by Assemblywoman Jenifer Rajkumar.
    - Contact Information:
      - Email: [rajkumarj@nyassembly.gov](mailto:rajkumarj@nyassembly.gov)
      - District Phone: (718) 805-0950
      - District Address: 83-91 Woodhaven Boulevard, Woodhaven, NY 11421
      - Albany Phone: (518) 455-4621
      - Albany Address: LOB 637, Albany, NY 12248
  - SB3908 sponsored by Senator Kevin Parker.
    - Contact Information:
      - Email: [parker@nysenate.gov](mailto:parker@nysenate.gov)
      - District Phone: (718) 629-6401
      - District Address: 3021 Tilden Ave., 1st floor & Basement, Brooklyn, NY 11226-5107
      - Albany Phone: (518) 455-2580
      - Albany Address: 172 State Street, Room 504, Capitol Building, Room 504C, Albany, NY 12247
  - <https://www.nysenate.gov/legislation/bills/2025/A1940>
  - <https://www.nysenate.gov/legislation/bills/2025/S3908>
  - [https://nyassembly.gov/leg/?default\\_fld=&leg\\_video=&bn=A01940&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y](https://nyassembly.gov/leg/?default_fld=&leg_video=&bn=A01940&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y)
  - [https://nyassembly.gov/leg/?default\\_fld=&leg\\_video=&bn=S03908&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y](https://nyassembly.gov/leg/?default_fld=&leg_video=&bn=S03908&term=2025&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y)

- **A2698 / S1720 (Menopause Hormone Treatment Awareness Campaign)** adds hormone replacement therapy awareness to the state's public health education campaigns, covering perimenopause/menopause information, symptoms, health risks, treatment benefits/risks, and current recommendations.
  - Introduced:
    - A2698 (Assembly): January 13, 2025, and S1720 (Senate): January 13, 2025
  - Status:
    - S1720 substituted A2698 on June 4, 2025, after passing the Senate (January 21, 2025, 59-0) and Assembly (June 4, 2025; vote count not specified). Following Assembly passage, the bill was returned to the Senate for final procedural steps or enrollment.
    - The bill has passed both chambers but has not yet been delivered to the Governor. Enrollment must be completed before delivery, and the Governor's 30-day clock (if Legislature is out of session) or 10-day clock (if in session) only begins once the bill is formally delivered.
    - Since the Legislature went into recess after returning the bill to the Senate, the Governor's action timeline has not started. The bill will be delivered to the Governor after the Legislature reconvenes in January 2026, at which point they will have the statutory timeframe to sign, veto, or allow the bill to become law automatically.
    - Final Deadline: Delivery and Governor action will occur after the Legislature reconvenes in January 2026.
  - A2698 sponsored by Assembly Member Phara Souffrant Forrest.
    - Contact Information:
      - Email: [souffrantforrestp@nyassembly.gov](mailto:souffrantforrestp@nyassembly.gov)
      - District Phone: (718) 596-0100
      - District Address: 55 Hanson Place, Brooklyn, NY 11217
      - Albany Phone: (518) 455-5325
      - Albany Address: LOB 731, Albany, NY 12248
  - S1720 sponsored by Senator Roxanne J. Persaud.
    - Contact Information:
      - Email: [Persaud@nysenate.gov](mailto:Persaud@nysenate.gov)
      - District Phone: (718) 649-7653
      - District Office: 1222 East 96th Street, Brooklyn, NY 11236
      - Albany Phone: (518) 455-2788
      - Albany Address: 409 Legislative Office Building, Albany, NY 12247
  - <https://www.nysenate.gov/legislation/bills/2025/A2698>
  - <https://www.nysenate.gov/legislation/bills/2025/S1720>
  - [https://nyassembly.gov/leg/?default\\_fld=%0D%0A&leg\\_video=&bn=S1720&term=&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y](https://nyassembly.gov/leg/?default_fld=%0D%0A&leg_video=&bn=S1720&term=&Summary=Y&Actions=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y&Memo=Y&Text=Y&LFIN=Y&Chamber%26nbspVideo%2FTranscript=Y)
  - <https://nyassembly.gov/leg/?term=2025&bn=A02698>

## 5. Pennsylvania

- **HB 1411(Menopause Education):** amends the Administrative Code of 1929 to provide for perimenopause and menopause education through the Department of Health.
  - Introduced: May 5, 2025
  - Status: Active - Pending in the House Health Committee; has not yet advanced beyond initial referral. The Legislature is in recess until September 22, 2025.
    - Bill needs to move through the House Health Committee, House floor, Senate committee, and Senate floor by the end of the 2025-2026 legislative session (estimated Nov/Dec 2026). The bill may also be amended during this process, which would require concurrence by both chambers before final passage.
    - The Governor has 10 days to act on bills passed during the session (automatic enactment if no action), or 30 days if the Legislature has adjourned (pocket veto if no action).
    - Final deadline: End of 2025-2026 session (November/December 2026)
  - Sponsored by Representative Liz Hanbidge.
    - Contact Information:
      - Message: <https://www.pahouse.com/Hanbidge/Contact>
      - Blue Bell Office Phone: (610) 277-3230
      - Blue Bell Office Address: 1098 W. Skippack Pike, Blue Bell, PA 19422-1537
      - Harrisburg Office Phone: (717) 783-4102
      - Harrisburg Office Address: 121 Irvis Office Building, P.O. Box 202061, Harrisburg, PA 17120-2061
    - <https://www.palegis.us/legislation/bills/2025/hb1411>
    - <https://www.palegis.us/legislation/bills/text/PDF/2025/0/HB1411/PN1612>
- **HR 287 (Workplace Study)** is a resolution that directs the Joint State Government Commission to study workplace policies for perimenopause/menopause in Pennsylvania.
  - Introduced: July 18, 2025
  - Status: Active - Active - Pending in the House Health Committee; referred July 21, 2025. The Pennsylvania House is in recess until September 22, 2025.
    - Resolution must pass the House Health Committee and the House floor; as a House resolution, it requires no Senate or gubernatorial approval.
    - Study deadline: The Joint State Government Commission must report findings and recommendations to the House no later than 18 months following adoption of the resolution.
  - Sponsored by Representative Melissa Shusterman.
    - Contact Information:
      - Message: <https://www.pahouse.com/Shusterman/Contact>
      - Paoli Office Phone: (484) 200-8260
      - Paoli Office Address: 1536 E. Lancaster Ave, Suite 200, Paoli, PA 19301-1504
      - Harrisburg Office Phone: (717) 787-7254
      - Harrisburg Office Address: 114 Irvis Office Building, PO Box 202157, Harrisburg, PA 17120-2157
    - <https://www.palegis.us/legislation/bills/2025/hr0287>
    - <https://www.palegis.us/legislation/bills/text/PDF/2025/0/HR0287/PN2156>

- **HR 292 (CME Study)** aims to direct the Joint State Government Commission to conduct a study on menopause continuing medical education (CME) requirements for medical professionals in Pennsylvania.
  - Introduced: August 5, 2025
  - Status: Pending in the House Professional Licensure Committee; referred August 10, 2025. The Pennsylvania House is in recess until September 22, 2025.
    - Resolution must pass the House Health Committee and the House floor; as a House resolution, it requires no Senate or gubernatorial approval.
    - Study deadline: The Joint State Government Commission must report findings and recommendations to the House no later than 18 months following adoption of the resolution.
  - Sponsored by Representative Melissa Shusterman.
    - Contact Information:
      - Message: <https://www.pahouse.com/Shusterman/Contact>
      - Paoli Office Phone: (484) 200-8260
      - Paoli Office Address: 1536 E. Lancaster Ave, Suite 200, Paoli, PA 19301-1504
      - Harrisburg Office Phone: (717) 787-7254
      - Harrisburg Office Address: 114 Irvis Office Building, PO Box 202157, Harrisburg, PA 17120-2157
  - <https://www.palegis.us/legislation/bills/2025/hr0292>
  - <https://www.palegis.us/legislation/bills/text/PDF/2025/0/HR0292/PN2204>

## 6. Wisconsin

- **AB 381 (Perimenopause and Menopause Education)** requires the Wisconsin Department of Health Services to collaborate with healthcare providers to create menopause education materials.
  - Introduced: July 31, 2025
  - Status: Status: Active - Pending in the Assembly Committee on Health, Aging and Long-Term Care; referred July 31, 2025. The Legislature is currently in session.
    - Bill needs to move through the Assembly Committee on Health, Aging and Long-Term Care, the Assembly floor, the Senate committee(s), and the Senate floor before reaching the Governor. The bill may also be amended during this process, which would require concurrence by both chambers before final passage.
    - The Governor has standard time to act on bills passed during the session.
    - Final deadline: March 19, 2026 (last general-business floor period); bills must reach the Governor by May 27, 2026, before the 2025-2026 session ends January 4, 2027.
  - Sponsored by Representative Karen DeSanto, Representative Robyn Vining, and Representative Jodi Emerson.
    - Contact Information for Representative Karen DeSanto:
      - Message: <https://legis.wisconsin.gov/assembly/40/desanto/contact/>
      - Phone Number: (608) 237-9140
      - Address: Room 7 West, State Capitol, PO Box 8952, Madison, WI 53708
    - Contact Information for Representative Robyn Vining:
      - Message: <https://legis.wisconsin.gov/assembly/13/vining/contact/>
      - Phone Number: (608) 237-9113
      - Address: State Capitol, 2 E Main St., Madison, WI 53702
    - Contact Information for Representative Jodi Emerson:
      - Message: [Rep.Emerson@legis.wisconsin.gov](mailto:Rep.Emerson@legis.wisconsin.gov)
      - Phone number: (608) 237-9191
      - Address: Room 322 West, State Capitol, PO Box 8952, Madison, WI 53708
- <https://docs.legis.wisconsin.gov/2025/proposals/ab381>
- <https://docs.legis.wisconsin.gov/2025/related/proposals/ab381.pdf>

## Federal Menopause-Related Legislation Hasn't Advanced

Two comprehensive federal menopause bills from the 118th Congress stalled in committee, establishing frameworks for future legislative efforts.

### 1. HR 6749 (Menopause Research and Equity Act of 2023)

- Details: Requires the NIH Director to assess current menopause research, identify knowledge gaps, and develop a strategic plan to address research priorities.
- Introduced: December 13, 2023
- Status: Did not advance beyond the House Subcommittee on Health on December 15, 2023, before the 118th Congress ended (January 2025).
- Sponsored by Representative Yvette Clarke (D-NY)
- Contact Information:
  - Message: <https://clarke.house.gov/contact/email/>
    - There is a zip authentication, type 11215-4304.
  - Brooklyn Office Phone: (718) 287-1142
  - Brooklyn Office Address: 222 Lenox Road, Suites 1&2, Brooklyn, NY 11226
  - Washington D.C. Office Phone: (202) 225-6231
  - Washington D.C. Office Address: 2058 Rayburn House Office Building, Washington, DC 20515
- <https://www.congress.gov/bill/118th-congress/house-bill/6749?q=%7B%22search%22%3A%22hr+6749%22%7D&s=1&r=9>

### 2. S4246 (Advancing Menopause Care and Mid-Life Women's Health Act)

- Details: Focuses on strengthening federal research, workforce training, and awareness regarding menopause and mid-life women's health.
- Introduced: May 2, 2024
- Status: Did not advance beyond the Committee on Health, Education, Labor, and Pensions on May 2, 2024, before the 118th Congress ended (January 3, 2025).
- Sponsored by Senator Patty Murray (D-WA).
- Contact Information:
  - Message: <https://www.murray.senate.gov/write-to-patty/>
  - Office Locations and Phone Numbers (8):  
<https://www.murray.senate.gov/office-locations/>
- <https://www.congress.gov/bill/118th-congress/senate-bill/4246?q=%7B%22search%22%3A%22S4246%22%7D&s=1&r=4>

## States Where Menopause-Related Legislation Hasn't Advanced

Multiple states introduced menopause legislation in 2024-2025 that ultimately stalled, were vetoed, or failed to advance. These unsuccessful efforts demonstrate growing nationwide policy interest and often serve as blueprints for future attempts.

### 1. Arizona

- **HB 2734:** Aims to provide healthcare providers with tools to educate women on perimenopause and menopause symptoms and create informational materials.
  - Introduced: February 10, 2025
  - Status: Did not advance beyond the HHS committee before the legislative session ended on June 27, 2025.
  - Sponsored by Representative Nancy Gutierrez.
  - Contact Information:
    - Message: [NGutierrez@azleg.gov](mailto:NGutierrez@azleg.gov)
    - Phone Number: (602) 926-4134
    - Address: 1700 West Washington Street, Phoenix, AZ 85007-2890
  - <https://www.azleg.gov/legtext/57leg/1r/bills/hb2734p.htm#:~:text=An%20Act.process%20behind%20perimenopause%20and%20menopause>.
  - <https://apps.azleg.gov/BillStatus/BillOverview/83029>

### 2. California

- **AB 360:** Requires the state Medical Board to develop and administer menopause training surveys for license renewals. The bill underwent significant amendments during the process, with the final version shifting from requiring Medical Board surveys to requiring the Department of Health Care Access and Information to assess menopause training gaps and report to the Legislature.
  - Introduced: January 30, 2025
  - Status: Held under submission in the Assembly Appropriations Committee on May 23, 2025.
  - Sponsored by Assemblymember Diane Papan.
  - Contact Information for Assemblymember Diane Papan
    - Message: <https://a21.asmdc.org/contact-frame>
    - District Phone: (650) 349-2200
    - District Address: 1528 South El Camino Real, Suite 302, San Mateo, CA 94402
    - Capitol Phone: (916) 319-2021
    - Capitol Address: 1021 O Street, Suite 4220, P.O. Box 942849, Sacramento, CA 94249-0021
  - [https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill\\_id=202520260AB360](https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill_id=202520260AB360)

### 3. Connecticut

- **HB 6593:** Aims to raise awareness and educate healthcare providers and the public about menopause. The bill would have required the Department of Public Health to develop provider guidelines, mandated healthcare providers to complete at least one CME module on menopause care, and established a public awareness campaign.
  - Introduced: January 2025
  - Status: Referred to the Joint Committee on Public Health on January 24, 2025; no further action recorded.
  - Sponsored by Representative Kai J. Belton.
  - Contact Information:
    - Email: [Kai.Belton@cga.ct.gov](mailto:Kai.Belton@cga.ct.gov)
    - Phone Number: (860) 240-8585
    - Address: Legislative Office Building, Room 3001, Hartford, CT 06016-1591
  - [https://www.cga.ct.gov/asp/CGABillStatus/cgabillstatus.asp?selBillType=Bill&bill\\_num=HB6593](https://www.cga.ct.gov/asp/CGABillStatus/cgabillstatus.asp?selBillType=Bill&bill_num=HB6593)
  - <https://www.cga.ct.gov/2025/TOB/H/PDF/2025HB-06593-R00-HB.PDF>

### 4. Nevada

- **SB 297:** Proposed designating September as Perimenopause Awareness Month and October as Menopause Awareness Month.
  - Introduced: March 6, 2025
  - Status: Vetoed by Governor Joe Lombardo on June 2, 2025.
    - In his veto message, "Currently, there is no need to codify additional months into law." He suggested that the bill sponsor request a proclamation from his office before October. Currently no news that Senator Rochelle has requested.
  - Sponsored by Senator Rochelle Nguyen.
  - Contact Information:
    - Email: [rochelle.nguyen@sen.state.nv.us](mailto:rochelle.nguyen@sen.state.nv.us)
    - Phone Number: (775) 684-1422
    - Address: P.O. Box 26025, Las Vegas, NV 89126-0025
  - <https://www.leg.state.nv.us/App/NELIS/REL/83rd2025/Bill/12509/Overview>
  - <https://gov.nv.gov/uploadedFiles/gov2022nvgov/content/Newsroom/vetos/SB297.pdf>

## 5. New Jersey

- **AB 3334 (Menstrual Disorder Remote Work Accommodation)** requires employers to allow employees with menstrual disorders to work remotely under certain circumstances. The bill does not explicitly mention perimenopause, but its broad definition of menstrual disorders could cover some perimenopause-related symptoms if supported by a medical note.
  - Introduced: January 9, 2024
  - Status: Stalled in the Assembly Labor Committee with no action since referral. The companion bill, SB 4197, is the active vehicle after the Assembly version stalled.
  - Sponsored by Assemblywoman Verlina Reynolds-Jackson.
  - Contact Information:
    - Message: <https://nj-15-assembly-reynoldsja.web.fireside21.app/forms/writeyourrep/>
    - Phone Number: (609) 571-9638
    - Address: 150 West State Street, Suite 100A, Trenton, New Jersey 08608
  - [https://pub.njleg.gov/bills/2024/A3500/3334\\_I1.HTM#:~:text=The%20bill%20permits%20an%20employer,Development%20in%20a%20summary%20proceeding.](https://pub.njleg.gov/bills/2024/A3500/3334_I1.HTM#:~:text=The%20bill%20permits%20an%20employer,Development%20in%20a%20summary%20proceeding.)

## 6. Texas

- **HB 3961 (Menopause Education Program)** requires the Department of State Health Services to establish a comprehensive perimenopause and menopause educational program, including symptoms, treatments, and informational materials.
  - Introduced: March 6, 2025
  - Status: Did not advance beyond the House Public Health Committee before the 89th Regular Session ended June 2, 2025; not eligible for consideration in special sessions.
  - Sponsored by Representative Christina Morales.
  - Contact Information:
    - Message: <https://house.texas.gov/members/3910/email>
    - District Phone: (713) 718-5915
    - District Address: 6960 Rustic Street, Suite 107, Parking Garage, Bldg. C, Houston, Texas 77087
    - Capitol Phone: (512) 463-0732
    - Capitol Address: Room GN.10, P.O. Box 12910, Austin, Texas 78711-2910
  - <https://capitol.texas.gov/tlodocs/89R/billtext/html/HB03961I.htm>
  - <https://capitol.texas.gov/BillLookup/History.aspx?LegSess=89R&Bill=HB3961>

- **HB 3814 (Menopause Insurance Coverage)** requires health benefit plans to provide coverage for perimenopause and menopause medications in Texas.
  - Introduced: March 5, 2025
  - Status: Did not advance beyond the House Insurance Committee before the 89th Regular Session ended June 2, 2025; not eligible for consideration in special sessions.
  - Sponsored by Representative Katrina Pierson, Representative Donna Howard, and Representative Ann Johnson.
    - Contact Information for Representative Katrina Pierson:
      - Message: <https://house.texas.gov/members/4715/email>
      - District Address: 101 East Rusk Street, Suite 201, Rockwall, TX 75087
      - Capitol Phone: (512) 463-0484
      - Capitol Address: Room E2.714, P.O. Box 12910, Austin, Texas 78711-2910
    - Contact Information for Representative Donna Howard:
      - Message: <https://house.texas.gov/members/3310/email>
      - District Phone: (512) 463-0631
      - District Address: P.O. Box 2910, Austin, TX 78768
      - Capitol Phone: (512) 463-0631
      - Capitol Address: Room GW.11, P.O. Box 12910, Austin, Texas 78711-2910
    - Contact Information for Representative Ann Johnson:
      - Message: <https://house.texas.gov/members/3985/email>
      - District Phone: (713) 592-0006
      - District Address: 5601 West Loop S, Suite C218, Houston, Texas 77081
      - Capitol Phone: (512) 463-0389
      - Capitol Address: Room E2.718, P.O. Box 12910, Austin, Texas 78711-2910
  - <https://capitol.texas.gov/tlodocs/89R/billtext/pdf/HB03814I.pdf#navpanes=0>
  - <https://capitol.texas.gov/BillLookup/History.aspx?LegSess=89R&Bill=HB3814>

## States to Watch: Menopause Policy in Discussion

Four states show early menopause policy development through executive initiatives and stakeholder engagement, signaling potential future legislation.

### 1. Michigan

- Gov. Gretchen Whitmer hosted a menopause roundtable with Halle Berry (March 14, 2025).
  - <https://www.youtube.com/watch?v=zrksROIF5lw>
- Michigan Women's Commission launched "Menopause: It's a Movement!" statewide listening sessions and legislative groundwork being laid with stakeholder engagement (April 21, 2025).
  - <https://www.michigan.gov/leo/news/2025/04/21/statewide-menopause-events-highlight-increased-need-for-womens-midlife-care-impact-on-workforce>
- Official proclamation for Women's Health Week focusing on reproductive health (May 12, 2025).
  - <https://www.michigan.gov/whitmer/news/press-releases/2025/05/12/whitmer-proclaims-week-of-may-11-17-as-womens-health-week>

### 2. Virginia

- The Menopause Advocacy Working Group includes JoAnn Pinkerton, a Professor of OB/GYN and Director of Midlife Health at the University of Virginia.
  - <https://swhr.org/team/joann-v-pinkerton-md/>
- UVA Health and the University of Virginia School of Medicine have conducted research shedding light on perimenopause and the need for greater awareness and treatment access.
  - <https://news.virginia.edu/content/uva-study-reveals-women-suffer-menopause-symptoms-decades-early#:~:text=More%20than%20half%20of,Understanding%20Perimenopause>
- The Menopause Out Loud initiative is a key project of the Institute for the Advancement of Women's Health (IAWH) in Northern Virginia, aimed at improving the health and well-being of women during menopause through community-based participatory research
  - <https://www.iawh.org/menopause-out-loud#:~:text=Menopause%20Out%20Loud%20is%20a,enhance%20women's%20health%20during%20menopause.>
- The University of Virginia is hosting a 5-week program to help individuals embrace their menopause journey, September 23-October 28, 2025.
  - <https://hr.virginia.edu/news/menopause-2025#:~:text=Embrace%20Your%20Menopause%20Journey.%20A,5%20weeks%20at%20your%20convenience.>

### 3. Ohio

- The Ohio State University Wexner Medical Center operates specialized menopause clinics.
  - <https://wexnermedical.osu.edu/departments/innovations/obgyn/menopausal-women-care>
- An Ohio employer, Phillips Edison, implemented menopause workplace accommodations.
  - <https://www.healthiestemployers.com/winner/2024-healthiest-employers-of-ohio>

### 4. West Virginia

- Menopause Roundtable with Senator Capito (R-WV) and Actress Halle Berry (August 14, 2024).
  - <https://dhhr.wv.gov/News/2024/Pages/DH,-DoHS-Cabinet-Secretaries-Join-Senator-Capito-and-Actress-Halle-Berry-for-Menopause-Roundtable.aspx#:~:text=During%20the%20event%2C%20Secretary%20Young,regardless%20of%20where%20they%20live.>

## Existing Menopause Policy Resources

Several advocacy organizations have pioneered important work in tracking menopause-related legislation, creating valuable foundational resources for policy monitoring. This section reviews existing menopause policy tracking efforts to acknowledge current work in the field and contextualize how this research builds upon and expands these initial efforts with additional detail and verification.

### 1. Source: A Citizen's Guide to Menopause Advocacy

- **Author:** Jennifer Weiss-Wolf, Dr. Mary Claire Haver
- **Website:** <https://thepauselife.com/pages/menopause-advocacy>
- **Link:**  
[https://cdn.shopify.com/s/files/1/0251/2325/8458/files/MenopausePolicy\\_April2025\\_v3\\_25\\_078.pdf?v=1744397127](https://cdn.shopify.com/s/files/1/0251/2325/8458/files/MenopausePolicy_April2025_v3_25_078.pdf?v=1744397127)
- **Details:**
  - Menopause legislation data as of March 31, 2025.
  - Jennifer Weiss-Wolf is the executive director of Ms. partnerships and strategy. A lawyer, fierce advocate and frequent writer on issues of gender, feminism and politics in America, Weiss-Wolf has been dubbed the “architect of the U.S. campaign to squash the tampon tax” by Newsweek. She is the author of Periods Gone Public: Taking a Stand for Menstrual Equity, which was lauded by Gloria Steinem as “the beginning of liberation for us all,” and is a contributor to Period: Twelve Voices Tell the Bloody Truth. She is the author of the forthcoming book Generation Menopause: A User’s Manual and Citizen’s Guide (Hachette US-Sheldon Press, 2026). She is also the executive director of the Birnbaum Women’s Leadership Center at NYU Law.
  - Dr. Mary Claire Haver, MD, FACOG, MSCP, is a board-certified OB/GYN, Menopause Society Certified Practitioner, Certified Culinary Medicine Specialist, entrepreneur, and bestselling author. She trained at Louisiana State University Medical Center and completed her OB/GYN residency at the University of Texas Medical Branch. Seeing patients struggle with menopause inspired her to create The Galveston Diet program and her 2023 bestseller. In 2021, she launched The Mary Claire Wellness Clinic, a practice focused on menopausal care using her “Menopause Toolkit”—a mix of medical history, symptoms, nutrition, exercise, supplements, and hormone therapy. With over 3 million social media followers, Dr. Haver shares advice and learns from her community. She also founded The Pause Life, promoting lifestyle-focused menopause education, and authored the #1 New York Times bestseller, The New Menopause.

**2. Source: "Menopause Advocacy Map"**

- **Author/Organization:** Let's Talk Menopause
- **Website:** <https://www.letstalkmenopause.org/>
- **Link:** <https://www.letstalkmenopause.org/advocacy-map>
- **Details:**
  - The site does not include an 'as of' date for its menopause legislation data, and the information appears to be outdated.
  - Let's Talk Menopause is a national nonprofit founded in 2020–2021 to improve education, awareness, and healthcare access for the 75 million U.S. women in perimenopause, menopause, or post-menopause. Co-founders Donna Klassen, LCSW, a clinical social worker whose own surgical menopause journey inspired her advocacy, and Samara Daly, a government relations expert motivated by her challenging perimenopause experience, lead the organization's programs. They run virtual events, maintain a provider directory, track legislation, and advocate for policy change, combining personal experience and professional expertise to fill gaps in menopause information and care, including public awareness campaigns like NYC subway ads.

**3. Source: "SWHR Legislative Tracker"**

- **Author/Organization:** Society for Women's Health Research
- **Website:** <https://swhr.org/>
- **Link:** <https://swhr.org/policy/legislative-tracker/>
- **Details:**
  - It's for all women's health-related federal legislation, and doesn't include states. You can search "menopause" for menopause specific federal legislation.
  - A national thought leader dedicated to advancing women's health and promoting research on sex differences to optimize women's health, the Society for Women's Health Research (SWHR) plays a critical role in identifying clinical and research gaps; raising awareness of diseases, conditions, and life stages that differently, disproportionately, or exclusively affect women; and promoting policies that could positively shape health outcomes for women. Over its more than 30-year history, SWHR has been advancing women's health through its core functions of science, policy, and education.

## Appendix A

### Research Methodology

This analysis represents the most comprehensive verification of menopause-related legislation available, utilizing official state legislative databases, confirmed bill text, and direct verification with legislative offices to ensure accuracy.

#### Data Collection Process

**Primary Sources:** All legislative information was verified against official state legislature websites, including bill text, committee assignments, voting records, and current status. Federal legislation was confirmed through Congress.gov and official House and Senate records.

**Verification Standards:** Each bill's introduction date, sponsor information, committee referrals, and current status were cross-referenced with at least two official sources. Conflicting information was resolved through direct consultation of the original bill text and legislative calendars.

**Currency:** Legislative data is current as of August 21, 2025, with ongoing verification of rapidly changing bill statuses. Session calendars and deadlines were confirmed through official legislative calendars and clerk offices.

#### Accuracy Framework

**Bill Text Analysis:** Key provisions and requirements were extracted directly from official bill text rather than relying on third-party summaries. Amendment language was verified against enrolled bill versions where applicable.

**Contact Information:** Legislator contact details were verified through official legislative directories and office websites to ensure accuracy for advocacy purposes.

**Session Timeline Verification:** Legislative deadlines, recess periods, and session end dates were confirmed through official legislative calendars, with particular attention to Wisconsin's 2025-2026 session timeline corrections.



## Scope and Limitations

**Geographic Coverage:** Analysis includes all 50 states plus federal legislation, though it focuses primarily on states with active or recently enacted menopause-related bills. "States to Watch" represents preliminary policy development based on public executive initiatives.

**Bill Selection Criteria:** Included legislation that directly addresses menopause/perimenopause through workplace protections, insurance coverage, healthcare provider requirements, or public awareness initiatives. Tangentially related bills (general women's health without menopause specificity) were excluded.

**Information Currency:** Legislative status changes rapidly; users should verify current bill status before taking action. This document provides the most accurate snapshot available as of the publication date, but it cannot account for daily legislative developments.