



## MARYLAND STATE & D.C. AFL-CIO

*Affiliated with the National AFL-CIO*

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### **HB 242 - Unemployment Insurance - Confidentiality of Information**

#### **House Economic Matters Committee**

**February 4, 2026**

**SUPPORT**

**Donna S. Edwards**

**President**

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in support of HB 242. On behalf of our 700 affiliated unions, I offer the following comments.

When workers lose their jobs, they face uncertainty and must learn to navigate new hardships. The last thing they want to worry about is their personal information, such as details about their earnings, work history, or circumstances surrounding their departure, to be exposed, misused, or shared without their consent.

HB 242 ensures worker privacy by updating Maryland's unemployment confidentiality laws to align with federal requirements. It clarifies who can access UI records, sets narrow expectations for when information may be shared, and imposes penalties on anyone who improperly discloses a worker's data.

HB 242 is ultimately about fairness. It ensures Maryland's unemployment insurance program protects workers in moments of hardship instead of exposing them to additional risks.

For these reasons, we urge a favorable vote on HB 242.



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