

HB1476_RichardKaplowitz_FAV
02/27/2025
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Frederick, MD 21703

TESTIMONY ON HB#1476 – FAVORABLE

Labor and Employment - Disclosure of Employee's Immigration Status – Prohibition

TO: Chair Wilson, Vice Chair Crosby and members of the Economic Matters Committee

FROM: Richard Keith Kaplowitz

My name is Richard K. Kaplowitz. I am a resident of District 3, Frederick County. I am submitting this testimony in support of HB#1476, Labor and Employment - Disclosure of Employee's Immigration Status – Prohibition

Despite the crackdown on immigration by the current Federal administration there are specific guidelines on reporting immigration status listed by the United States Citizenship and Immigration Services.¹

Employers must treat you in a non-discriminatory way, including when recruiting, hiring, firing, and verifying your identity and authorization to work using Form I-9, Employment Eligibility Verification or E-Verify.

- Retaliate against you. For example, employers cannot fire you, decrease your pay, or otherwise try to punish you for:
 - Complaining about discrimination or otherwise asserting your or another's rights.
 - Participating in an investigation or lawsuit on behalf of an alleged victim.

The law firm of Morgan Lewis has, in February, 2025, provided an article about *ICE Enforcement Actions: Understanding Employers' Rights and Obligations*.²

Recognizing the current political and social climate on immigration issues this bill offers important protections for the immigrant community by prohibiting an employer from disclosing or threatening to disclose an employee's immigration status to a public body for the purpose of concealing an employer's violation of certain labor, benefit, or tax laws. It will create this protection by authorizing the Commissioner of Labor and Industry to investigate a violation of the Act on the Commissioner's own initiative or on receipt of a written complaint; and authorizing an alleged violator to request an administrative hearing.

I respectfully urge this committee to return a favorable report on HB#1476.

¹ <https://www.uscis.gov/i-9-central/employee-rights-and-resources/employee-rights>

² <https://www.morganlewis.com/pubs/2025/02/ice-enforcement-actions-understanding-employers-rights-and-obligations>