



February 27, 2025

Legislative Position: Unfavorable

House Bill 1476

Labor and Employment - Disclosure of Employee's Immigration Statue - Prohibition

House Economic Matters Committee

Dear Chairman Wilson and members of the committee:

Founded in 1969, the Howard Chamber of Commerce is dedicated to helping businesses—from sole proprietors to large international firms—grow and succeed. With the power of 700 members that encompass more than 170,000 employees, the Howard County Chamber is an effective partner with elected officials and advocates for the interests of the county's business community.

The Howard County Chamber of Commerce opposes House Bill 1476, which prohibits 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. While the intent of this bill may be to protect employees, it could create unintentional consequences for Maryland employers.

As written, this bill would open employers up to penalties for legitimate information sharing. Employers are often required to provide employee information, including immigration status, to government bodies for legitimate employment purposes, such as verifying employment eligibility or complying with tax laws. However, the vague liability created by this bill would leave employers uncertain about what information can be shared and when, creating a significant compliance burden on businesses. Furthermore, this bill would add to the already complex and onerous regulatory environment in Maryland, making it more difficult for businesses to operate.

We urge the Committee to consider the overall burden and negative impact this bill would have on Maryland employers. Rather than creating more regulations and penalties, we should be working to create a business-friendly environment that encourages job growth and economic development.

For these reasons, we urge an **unfavorable report on HB 1476**.

Sincerely,

Kristi Simon
President & CEO
Howard County Chamber of Commerce