



**TESTIMONY FOR HB1476**  
**Labor and Employment**  
**Disclosure of Employee's Immigration Status - Prohibition**

**Bill Sponsor:** Delegate Woorman

**Committee:** Economic Matters

**Organization Submitting:** Maryland Legislative Coalition

**Person Submitting:** Aileen Alex, co-chair

**Position:** FAVORABLE

I am submitting this testimony in favor of HB1476 on behalf of the Maryland Legislative Coalition. The Maryland Legislative Coalition is an association of activists - individuals and grassroots groups in every district in the state. We are unpaid citizen lobbyists, and our Coalition supports well over 30,000 members.

Our members are appalled by the exploitation of employees' immigration status by employers who are attempting to conceal their own illegal activities such as violations of labor, benefit, or tax laws. This bill seeks to protect employees from retaliation and ensure that employers cannot use immigration status as a tool to evade accountability for their unlawful practices.

HB1476 authorizes the Commissioner of Labor and Industry to investigate violations of this Act on their own initiative or upon receiving a written complaint. Violations can lead to fines of up to \$10,000. This comprehensive approach aims to safeguard employees' rights and promote fair labor practices.

By prohibiting employers from using immigration status as a means of retaliation, the bill ensures that all workers are protected from exploitation and can report violations without fear. This promotes a fair and just workplace environment, encouraging compliance with labor laws and enhancing overall worker safety and well-being. Additionally, the bill empowers the Commissioner of Labor and Industry to take proactive measures in investigating and addressing violations, leading to more effective enforcement of labor standards and a more equitable labor market in Maryland.

HB1476 provides our immigrant community with an additional layer of protection and promotes trust in state and local agencies. It also provides an additional layer of accountability of our employers when illegal acts are reported.

The Maryland Legislative Coalition wholeheartedly supports this bill and recommends a FAVORABLE report in committee.