



MARYLAND LEGISLATIVE LATINO CAUCUS

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TO: Delegate C.T. Wilson, Chair
Delegate Mark S. Chang, Vice Chair
Economic Matters Committee Members
FROM: Maryland Legislative Latino Caucus
DATE: February 27, 2025
RE: HB1476 – Labor and Employment – Disclosure of
Employee’s Immigration Status – Prohibition

The MLLC supports HB1476 – Labor and Employment – Disclosure of Employee’s Immigration Status – Prohibition

The MLLC is a bipartisan group of Senators and Delegates committed to supporting legislation that improves the lives of Latinos throughout our state. The MLLC is a crucial voice in the development of public policy that uplifts the Latino community and benefits the state of Maryland. Thank you for allowing us the opportunity to express our support of HB1476.

HB1476 is a priority legislation for the MLLC. It 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. A public body is considered the federal government, the State, a political subdivision of the State, an entity created by the General Assembly, or an instrumentality or unit of the federal government, the State, and political subdivision of the State. The bill also authorizes the Commissioner of Labor and Industry to investigate a violation of the act.

With a new federal administration pushing an aggressive anti-immigrant agenda, securing an individuals’ immigration status in the workplace is more important than ever. A report by the Comptroller found that immigrants make up 21% of Maryland’s workforce.¹ Protecting immigrants in the workplace is key to securing the rights of the immigrant community as well as sustaining the State economy.

Maryland has a strong tradition of enacting policies to protect immigrant families and foster trust within its communities. Further safeguarding immigrant communities through protections in the workplace helps to mitigate risks of detention and family separation, something that disproportionately impacts Latino communities.

For these reasons, the Maryland Legislative Latino Caucus respectfully requests a favorable report on HB1476.

¹ [Immigrants are powering the Maryland labor force, comptroller finds](#)