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Patrick Moran – President

**HB 1431 – State and Local Agencies – Enforcement of Federal Immigration Law –
Restrictions on Access to Information (Maryland Data Privacy Act)
Judiciary Committee
February 27, 2025**

Position: FAVORABLE WITH AMENDMENT

AFSCME Council 3 represents 45,000 state, county, and municipal employees across Maryland, many of whom are immigrants. Among our union's core values is to progress social justice with all we do, and to stand up for the most vulnerable around us. The Maryland Data Privacy Act takes critical steps to restore trust by ensuring that state and local agencies, as well as law enforcement entities, are prohibited from sharing personal information, facial recognition data, and access to public facilities with federal immigration authorities unless a valid warrant is presented. This important policy clarification also helps to ensure that no state or local employees have ambiguity about their job assignments or expectations when it comes to interacting with federal immigration authorities.

Under state and local personnel codes, employees are already subject to discipline, up to and including termination, when they are insubordinate or willfully violating policy. We are uneasy about setting up a parallel disciplinary provision in this bill, and don't believe it is necessary. As such, we request the following amendment:

AFSCME Amendment to HB 1431

Pg. 4: Remove (E) by Striking lines 25-27 in their entirety.

Justification: State employees already have a disciplinary procedure, including termination, in the State Personnel and Pensions (SPP) Article. We believe it strengthens the bill to not create a separate, parallel structure in this bill.

AFSCME Council 3 is proud to support HB 1431, and we urge the committee to provide a Favorable Report with this amendment. Thank you for your consideration.