

Submitter: Rachel Freed

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure, Appointment or Topic: SB1119

I am writing to express my opposition to SB 1119, which seeks to prohibit employers from engaging in unfair immigration-related practices. While I understand the intent behind this legislation is to protect workers' rights, I believe it could lead to unintended consequences that may harm both employers and employees.

Firstly, the language of the bill is vague and could lead to confusion regarding what constitutes "unfair immigration-related practices." This ambiguity may expose employers to increased legal risks and liabilities, potentially resulting in costly litigation. Small and medium-sized businesses, in particular, may find it challenging to navigate these complexities, jeopardizing their ability to operate effectively and sustain their workforce.

Secondly, the bill may inadvertently discourage employers from hiring individuals who are legally authorized to work. Fearing potential penalties, employers might become hesitant to engage in necessary employment verification processes, which could lead to a less secure job market for all workers. This could ultimately undermine the very protections SB 1119 aims to provide, as employers may opt for a more cautious approach that limits hiring opportunities.

Moreover, existing laws and regulations already provide a framework for addressing immigration-related practices in the workplace. Strengthening enforcement of these existing laws may be a more effective approach rather than introducing new legislation that could complicate compliance and create unnecessary barriers for employers and employees alike.

Additionally, rather than prohibiting practices, we should focus on promoting education and awareness about immigration rights and responsibilities. Providing resources and training for both employers and employees could lead to a more informed workforce and a more equitable work environment without the potential drawbacks of heavy-handed regulations.

In conclusion, while the goal of protecting workers from unfair immigration-related practices is important, I believe that SB 1119 is not the appropriate solution. I urge you to reconsider this legislation and explore alternatives that focus on education, clarity, and the enforcement of existing laws to create a fair and just workplace for all.