

**CITY OF BALTIMORE
COUNCIL BILL 21-0095
(First Reader)**

Introduced by: Councilmembers Burnett, Cohen, Dorsey, Bullock
Introduced and read first time: June 8, 2021
Assigned to: Public Safety and Government Operations Committee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Finance, Baltimore Police Department, Mayor’s Office of Neighborhood Safety and Engagement, Health Department, Mayor’s Office of Homeless Services

A BILL ENTITLED

1 AN ORDINANCE concerning

2 **Labor Trafficking – Notice Requirements**

3 FOR the purpose of requiring certain contractors with the City of Baltimore to place a notice
4 regarding the human-trafficking prevention hotline in certain locations; providing that certain
5 contractors may obtain the required human-trafficking notices from the United States
6 Department of Homeland Security’s Blue Campaign website; providing for certain penalties;
7 and generally relating to labor trafficking notice requirements for city contractors.

8 BY adding
9 Article 5 - Finance, Property, and Procurement
10 Sections 26A-1 through 26A-5, to be under the new subtitle,
11 “Labor Trafficking Notice Requirements”
12 Baltimore City Code
13 (Edition 2000)

14 BY repealing and re-ordaining, with amendments,
15 Article 1 - Mayor, City Council, and Municipal Agencies
16 Section 40-14(e)(.5a)
17 Baltimore City Code
18 (Edition 2000)

19 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE,** That the
20 Laws of Baltimore City read as follows:

21 **Baltimore City Code**

22 **Article 5. Finance, Property, and Procurement**

23 **SUBTITLE 26A. LABOR TRAFFICKING NOTICE REQUIREMENTS**

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

Council Bill 21-0095

§ 26A-1. APPLICABILITY.

THE REQUIREMENTS OF THIS SUBTITLE APPLY TO:

(1) CONSTRUCTION CONTRACTS, INCLUDING:

(I) CONTRACTS IN EXCESS OF \$5,000 MADE BY THE BOARD OF ESTIMATES, OR ON ITS BEHALF, WITH ANY PERSON, FIRM, OR CORPORATION FOR THE CONSTRUCTION, RECONSTRUCTION, ERECTION, CONVERSION, INSTALLATION, ALTERATION, REPAIR, MAINTENANCE, RENOVATION, RAZING, DEMOLITION, MOVING, REMOVING, GRADING, PAVING, REPAVING, CURBING, FILLING, EXCAVATION, OR ANY OTHER OPERATION OR WORK TO BE DONE OR PERFORMED IN, ON, UPON, OR IN CONNECTION WITH ANY BUILDING, BRIDGE, VIADUCT, TUNNEL, TOWER, STACK, OR OTHER STRUCTURE, AIRPORT, LAND, HIGHWAY, PIER, WHARF, SEWER, DRAIN, MAIN, CONDUIT, MACHINERY, OR MECHANICAL, ELECTRICAL, OR OTHER EQUIPMENT;

(II) EACH AND EVERY PROJECT APPROVED BY THE MAYOR AND CITY COUNCIL ON OR AFTER JANUARY 1, 2021, RECEIVING FUNDS FROM TAX INCREMENT FINANCING IN EXCESS OF \$10,000,000 IN THE AGGREGATE TO THE EXTENT THOSE FUNDS ARE USED IN WHOLE OR IN PART FOR THE CONSTRUCTION, RECONSTRUCTION, ERECTION, CONVERSION, INSTALLATION, ALTERATION, REPAIR, MAINTENANCE, RENOVATION, RAZING, DEMOLITION, MOVING, REMOVING, GRADING, PAVING, REPAVING, CURBING, FILLING, EXCAVATION, OR ANY OTHER OPERATION OR WORK TO BE DONE OR PERFORMED IN, ON, UPON, OR IN CONNECTION WITH ANY BUILDING, BRIDGE, VIADUCT, TUNNEL, TOWER, STACK, OR OTHER STRUCTURE, AIRPORT, LAND, HIGHWAY, PIER, WHARF, SEWER, DRAIN, MAIN, CONDUIT, MACHINERY, OR MECHANICAL, ELECTRICAL, OR OTHER EQUIPMENT; AND

(2) SERVICE CONTRACTS, AS DEFINED IN § 26-1(E) OF THIS ARTICLE.

§ 26A-2. REQUIREMENTS.

(1) THE PRIME CONTRACTOR MUST POST A SIGN THAT STATES THE FOLLOWING:

“LABOR TRAFFICKING 101

LABOR TRAFFICKING INCLUDES RECRUITING, HARBORING, TRANSPORTING, PROVIDING, OR OBTAINING PEOPLE FOR FORCED OR COERCED LABOR.

THE COERCION COULD BE THREATS DIRECTED AT THE VICTIM OR SOMEONE ELSE. LABOR TRAFFICKING IS OFTEN LINKED WITH EXPLOITATION OF A WORKER. TO LEARN MORE, VISIT WWW.MDHUMANTRAFFICKING.ORG.

IF A WORKER...

(1) LACKS POSSESSION OF THEIR OWN IDENTIFICATION AND TRAVEL DOCUMENTS,

(2) LIVES AT THEIR PLACE OF WORK AND IN ISOLATED CONDITIONS,

Council Bill 21-0095

1 (3) EXPERIENCES VERBAL OR PHYSICAL ABUSE FROM THEIR EMPLOYER OR
2 SUPERVISOR,

3 (4) IS MADE TO WORK IN UNSAFE CONDITIONS, PREVENTED FROM TAKING
4 ADEQUATE BREAKS, OR FORCED TO MEET DAILY QUOTAS

5 ...THEY MAY BE A VICTIM OF LABOR TRAFFICKING.

6 FOR IMMEDIATE ASSISTANCE
7 CALL THE NATIONAL HUMAN TRAFFICKING HOTLINE

8 **+1 (888) 373-7888 OR TEXT “BeFREE” TO 233733”**

9 (2) THE SIGN MUST:

10 (I) BE AT LEAST 16 BY 20 INCHES IN SIZE;

11 (II) CONTAIN THE TEXT REQUIRED UNDER SUBSECTION (1) OF THIS SECTION IN ENGLISH,
12 SPANISH, AND ANY OTHER LANGUAGES REQUIRED BY THE FEDERAL VOTING RIGHTS
13 ACT FOR VOTING MATERIALS IN BALTIMORE CITY; AND

14 (III) DRAW ATTENTION TO THE PHONE AND TEXT NUMBERS OF THE NATIONAL HUMAN
15 TRAFFICKING RESOURCE CENTER HOTLINE BY SHOWING THE PHONE AND TEXT
16 NUMBERS IN BOLD TYPE.

17 (3) THE PRIME CONTRACTOR MAY MEET THE REQUIREMENTS OF THIS SECTION BY CREATING
18 THEIR OWN SIGNS USING A FONT SIZE OF NOT LESS THAN 30 POINTS FOR THE HOTLINE AND
19 TEXT NUMBERS AND A FONT SIZE OF NOT LESS THAN 12 POINTS FOR THE BODY TEXT, OR
20 USING COPIES OF THE SIGNS CREATED AND MADE AVAILABLE ONLINE BY THE UNITED
21 STATES DEPARTMENT OF HOMELAND SECURITY’S BLUE CAMPAIGN WEBSITE.

22 **§ 26A-3. SIGN LOCATION.**

23 A COPY OF THE LABOR TRAFFICKING SIGN REQUIRED BY §26A-2 {“REQUIREMENTS”} OF THIS
24 SUBTITLE SHALL BE POSTED BY THE CONTRACTOR AT THE SITE OF THE WORK IN A CLEAR AND
25 CONSPICUOUS PLACE WHERE IT CAN BE EASILY SEEN AND READ BY THE WORKERS. EXAMPLE
26 AREAS INCLUDE BREAK ROOMS, LOCKER ROOMS, CAFETERIAS, AND OTHER SIMILAR
27 LOCATIONS.

28 **§ 26A-4. PENALTIES FOR FAILURE TO POST SIGNAGE.**

29 (A) *IN GENERAL.*

30 (1) *PREREQUISITE TO ISSUANCE.*

31 A CITATION UNDER THIS SECTION MAY ONLY BE ISSUED AFTER THE ISSUANCE OF A
32 WRITTEN WARNING AND A FAILURE TO CORRECT THE VIOLATION WITHIN 30 DAYS OF
33 THE DATE OF THE WARNING.

