

Introduced by: Councilmember Sneed, Henry, Bulluck, Burnett, ~~Don~~ Dorsey, Seth

Prepared by: Department of Legislative Reference

Date: January 29, 2019

Referred to: LABOR Committee

Clarke  
Middleton  
Reisinger

Also referred for recommendation and report to municipal agencies listed on reverse.

CITY COUNCIL 19-0334

A BILL ENTITLED

AN ORDINANCE concerning

**Community Relations – Redefining “Employer”**

FOR the purpose of redefining “employer” for purposes of the laws governing unlawful employment practices.

BY repealing and reordaining, with amendments  
Article 4 - Community Relations  
Section(s) 1-1(i)  
Baltimore City Code  
(Edition 2000)

*[Handwritten signatures and initials: John Bulluck, Bill Ayers, Ryan, J. L., Mark, M. J. Lake, R. L., Edward Reese, and others]*

NO. \_\_\_\_\_

**\*\*The introduction of an Ordinance or Resolution by Councilmembers at the request of any person, firm or organization is a courtesy extended by the Councilmembers and not an indication of their position.**

**Agencies**

_____	Baltimore City Public School System
_____	Baltimore Development Corporation
_____	City Solicitor
_____	Comptroller's Office
_____	Department of Audits
_____	Department of Finance
_____	Department of General Services
_____	Department of Housing and Community Development
_____	Department of Human Resources
_____	Department of Planning
_____	Other: <i>Office of Civil Rights</i>
_____	Other: _____
_____	Other: _____
_____	Department of Public Works
_____	Department of Real Estate
_____	Department of Recreation and Parks
_____	Department of Transportation
_____	Fire Department
_____	Health Department
_____	Mayor's Office of Employment Development
_____	Mayor's Office of Human Services
_____	Mayor's Office of Information Technology
_____	Office of the Mayor
_____	Police Department
_____	Other: _____
_____	Other: _____
_____	Board of Estimates
_____	Board of Ethics
_____	Board of Municipal and Zoning Appeals
_____	Comm. for Historical and Architectural Preservation
_____	Commission on Sustainability
_____	Employees' Retirement System
_____	Other: _____
_____	Other: _____
_____	Other: _____
_____	Environmental Control Board
_____	Fire & Police Employees' Retirement System
_____	Labor Commissioner
_____	Parking Authority Board
_____	Planning Commission
_____	Wage Commission
_____	Other: _____
_____	Other: _____
_____	Other: _____

**Boards and Commissions**

CITY OF BALTIMORE  
ORDINANCE 19-267  
Council Bill 19-0334

Introduced by: Councilmembers Sneed, Henry, Bullock, Burnett, Cohen, Dorsey, Scott, Clarke,  
Middleton, Reisinger

Introduced and read first time: February 4, 2019

Assigned to: Labor Committee

Committee Report: Favorable

Council action: Adopted

Read second time: June 11, 2019

AN ORDINANCE CONCERNING

Community Relations – Redefining “Employer”

FOR the purpose of redefining “employer” for purposes of the laws governing unlawful  
employment practices.

BY repealing and reordaining, with amendments

Article 4 - Community Relations

Section(s) 1-1(i)

Baltimore City Code

(Edition 2000)

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

Baltimore City Code

Article 4. Community Relations

Subtitle 1. Definitions

§ 1-1. Definitions.

(i) *Employer*.

(1) “Employer” means every person, other than fraternal and religious organizations, who  
employs [15] 1 or more persons, exclusive of parents, spouse, or children of [such]  
THAT person, during at least 15 days in the preceding 12 months.

Explanation: CAPITALS indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.  
Underlining indicates matter added to the bill by amendment.  
~~Strike-out~~ indicates matter stricken from the bill by amendment  
or deleted from existing law by amendment.

Council Bill 19-0334

1 (2) "Employer" includes any governmental unit, agency, or employer as to which the City  
2 has the power to legislate.

3 SECTION 2. AND BE IT FURTHER ORDAINED, That the catchlines contained in this Ordinance  
4 are not law and may not be considered to have been enacted as a part of this or any prior  
5 Ordinance.

6 SECTION 3. AND BE IT FURTHER ORDAINED, That this Ordinance takes effect on the 30<sup>th</sup> day  
7 after the date it is enacted.

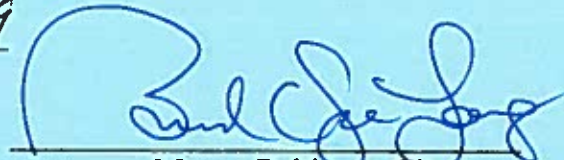
Certified as duly passed this \_\_\_\_\_ day of JUN 11 2019, 20\_\_

  
\_\_\_\_\_  
President, Baltimore City Council

Certified as duly delivered to his Honor, the Mayor,  
this \_\_\_\_\_ day of JUN 11 2019, 20\_\_

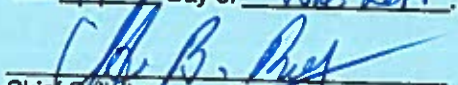
  
\_\_\_\_\_  
Chief Clerk

Approved this 17 day of June, 2019

  
\_\_\_\_\_  
Mayor, Baltimore City

Approved For Form and Legal Sufficiency

This 14<sup>th</sup> Day of June 2019

  
\_\_\_\_\_  
Chief Solicitor

# BALTIMORE CITY COUNCIL LABOR COMMITTEE VOTING RECORD

DATE: May 16, 2019

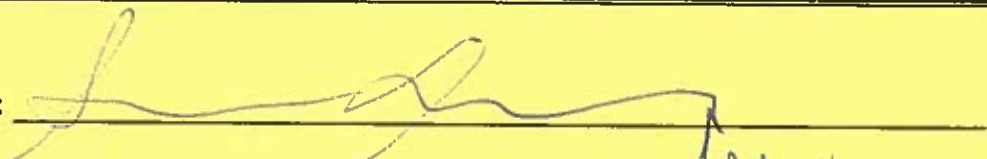
CITY COUNCIL RESOLUTION#: 19-0331

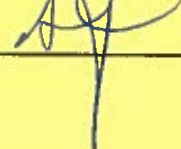
BILL TITLE: Community Relations – Redefining “Employer”

MOTION BY: Costello                      SECONDED BY: Stokes

- FAVORABLE                       FAVORABLE WITH AMENDMENTS  
 UNFAVORABLE                       WITHOUT RECOMMENDATION

NAME	YEAS	NAYS	ABSENT	ABSTAIN
Sneed, Shannon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stokes, Robert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Costello, Eric	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clarke, Mary Pat	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry, Bill	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>TOTALS</b>				

CHAIRPERSON: 

COMMITTEE STAFF: Samuel Johnson, Initials: 

CITY OF BALTIMORE

BERNARD C "JACK" YOUNG, Mayor

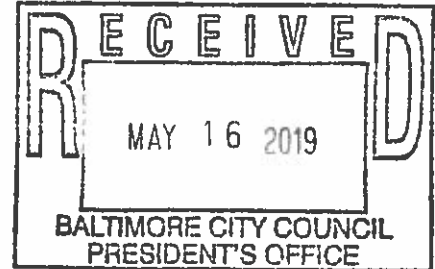


OFFICE OF CIVIL RIGHTS AND  
WAGE ENFORCEMENT  
COMMUNITY RELATIONS COMMISSION

DARNELL E. INGRAM, Director  
7 E Redwood Street, 9th Floor  
Baltimore, Maryland 21202

Comments

May 02, 2019



The Honorable President and Members  
Of the Baltimore City Council  
Attn: Jeff Amoros  
Room 409, City Hall, 100 N. Holliday Street  
Baltimore, Maryland 21202

Re: City Council Bill 19-0334, Community Relations – “Redefining Employer”

Dear President and City Council Members:

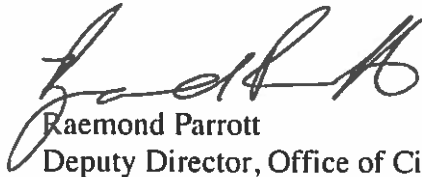
Art. 4, § 1-1(i)(1) of the Baltimore City Code defines an "employer" as "every person, other than fraternal and religious organizations, who employs 15 or more persons, exclusive of parents, spouse, or children of such persons during at least 15 days in the preceding 12 full months." Employer is defined for the purpose of establishing jurisdiction in which a charge of employment discrimination can be filed and investigated by the Baltimore Community Relations Commission. This means that any business operating in Baltimore City that has less than 15 employees can openly and actively discriminate in its hiring, discipline, termination, and sexual harassment practices without being subject to any discipline. Employees of these companies have no recourse, as the Maryland Commission on Civil Rights and the Equal Employment Opportunity Commission both have a 15-person threshold to establish jurisdiction.

In light of the 15-person threshold at the state and federal level, local jurisdictions have amended their laws to afford protection to employees who work for companies with less than 15 people. However, Baltimore City has not taken such corrective action. This 15-person threshold, in effect, perpetuates employment discrimination and sexual harassment in Baltimore City, given that it is significantly higher than the thresholds required in surrounding jurisdictions. Baltimore County, Prince George's County, and Montgomery County require a threshold of one, whereas Howard County requires a threshold of five employees. As of January 01, 2018, Baltimore City had 7,708 companies with less than 15 employees, and there are 30,604 employees working at these companies. How many of these 30,604 employees are currently being subjected to discrimination due to their sexual orientation, age, religion, or the color of their skin?

How many of these 30,604 are being subjected to sexual harassment and are forced to suffer in silence like the brave women who have come forth as part of the national #MeToo movement? Between FY 2015 – FY 2018, the Baltimore Community Relations Commission has had to dismiss approximately 150 complaints due to a lack of jurisdiction, because the Respondent had less than the required 15 employees. The majority of these complaints contained allegations of race discrimination and sexual harassment, some of which were egregious. By amending this law, the Baltimore City Council will help the Community Relations Commission achieve its mission of eradicating discrimination in Baltimore City, as well as improving the economy and workforce, as discrimination has negative consequences on retention, productivity and employee morale.

A memo, from 1979, written by former Community Relations Commission Director John B. Ferron (1973-1996), stressed the importance of imploring the Baltimore City Council to amend Article 4 to make this change. The memo highlighted the potential opposition from the small business community and emphasized that high unemployment would continue to plague the Black community if discrimination based on race was permitted for employers with less than 15 people, as those employers made up the bulk of the workforce. The City Council was unwilling to make the necessary change then, but the Community Relations Commission hopes that the Council is willing to make this change four decades later.


Regards,



Raemond Parrott  
Deputy Director, Office of Civil Rights

cc: Darnell E. Ingram, Director  
cc: Andrea Davis, City Solicitor

*DLA G Budget Director, for:*

<b>FROM</b>	NAME & TITLE	Henry Raymond, Director of Finance	CITY of BALTIMORE  <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Department of Finance Room 454, City Hall (410) 396-4940		
	SUBJECT	City Council Bill #19-0334 Community Relations Redefining Employer		

**TO**

DATE:

The Honorable President and  
Members of the City Council  
Room 400, City Hall

March 8, 2019

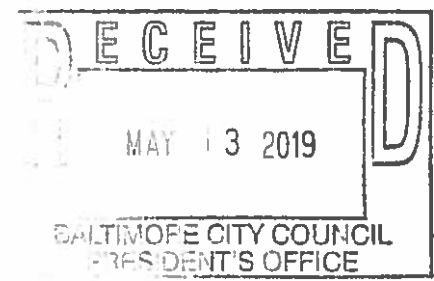
City Council Bill 19-0334 proposes redefining "employer" for the purpose of the laws governing unlawful employment practices. The Bill changes the definition to include all persons who employ one or more individuals, from 15 individuals, for a period of at least 15 days during the preceding 12 months.

The Department of Finance does not anticipate that this legislation will have a fiscal impact.

Finance supports this legislation.

cc: Jeffrey Amoros

*Handwritten mark*





CITY OF BALTIMORE

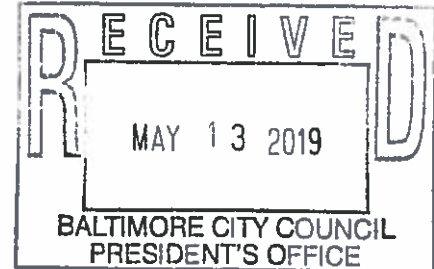
BERNARD C. "JACK" YOUNG  
Mayor



DEPARTMENT OF LAW  
ANDRE M. DAVIS, CITY SOLICITOR  
100 N. HOLLIDAY STREET  
SUITE 101, CITY HALL  
BALTIMORE, MD 21202

May 13, 2019

The Honorable President and Members  
of the Baltimore City Council  
Attn: Executive Secretary  
Room 409, City Hall  
100 N. Holliday Street  
Baltimore, Maryland 21202



Re: City Council Bill 19-0334 – Community Relations

Dear President and City Council Members:

The Law Department has reviewed City Council Bill 19-0334 for form and legal sufficiency. Article 4 of the City Code – Community Relations – currently defines “employer” to mean, with certain exceptions, every person employing at least 15 persons. This bill would amend the law to redefine the term to mean the employment of one or more persons.

The City’s current definition of “employer” comports with both Maryland State and federal anti-discrimination laws. *See* MD STATE GOV, § 20-601(d)(defining the term to mean at least 15 employees); Title VII of the Civil Rights Act of 1964 (15 or more employees); the American with Disabilities Act (15 employees); and the Age Discrimination in Employment Act (20 employees). Nonetheless, the anti-discrimination laws of certain States as well as those of certain Maryland counties have defined the term to include fewer than 15 employees. Alaska, for example, defines “employer” to include as few as two employees. Montgomery County, Maryland, in its local law on Human Rights and Civil Liberties, defines the term to include a single employee. *See* Montgomery County Code, Chapter 27, § 27-6.

The Community Relations Article in the City Code (Article 4) exists pursuant to the City’s police power. *See* City Charter, Art II, §§ 27 and 47. The definition of “employer” in Article 4, as well as the reach and effect of the entire ordinance, is within the discretion of the Mayor and City Council to determine. The Law Department therefore sees no legal impediment to the passage of this bill.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Victor K. Tervalo".  
Victor K. Tervalo

A large, stylized handwritten mark, possibly the letter "F", written in black ink.

cc: Andre M. Davis, City Solicitor  
Jeffrey Amoros, Mayor's Legislative Liaison  
Elena DiPietro, Chief Solicitor, General Counsel Division  
Hilary Ruley, Chief Solicitor  
Ashlea Brown, Assistant Solicitor

# City of Baltimore

City Council  
City Hall, Room 408  
100 North Holliday Street  
Baltimore, Maryland  
21202

## Meeting Minutes - Final

### Labor Committee

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Thursday, May 16, 2019

1:00 PM

Du Burns Council Chamber, 4th floor, City Hall

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19-0334

#### **CALL TO ORDER**

#### **INTRODUCTIONS**

#### **ATTENDANCE**

- Present** 4 - Member Shannon Sneed, Member Robert Stokes Sr., Member Eric T. Costello, and Member Bill Henry
- Excused** 1 - Member Mary Pat Clarke

#### **ITEMS SCHEDULED FOR PUBLIC HEARING**

19-0334

##### **Community Relations - Redefining "Employer"**

For the purpose of redefining "employer" for purposes of the laws governing unlawful employment practices.

**Sponsors:** Shannon Sneed, Bill Henry, John T. Bullock, Kristerfer Burnett, Zeke Cohen, Ryan Dorsey, Brandon M. Scott, Mary Pat Clarke, Sharon Green Middleton, Edward Reisinger

A motion was made by Member Costello, seconded by Member Stokes, Sr., that this bill 19-0331 be Recommended Favorably. The motion carried by the following vote:

**Yes:** 4 - Member Sneed, Member Stokes Sr., Member Costello, and Member Henry

#### **ADJOURNMENT**



LARRY E. GREENE, Director  
415 City Hall, 100 N. Holliday Street  
Baltimore, Maryland 21202  
410-396-7215 / Fax: 410-545-7596  
email: larry.greene@baltimorecity.gov

**HEARING NOTES**

**Bill: 19-0334**

**Community Relations – Redefining “Employer”**

**Committee:** Labor

**Chaired By:** Councilmember Shannon Sneed

**Hearing Date:** May 16, 2019

**Time (Beginning):** 1:05 p.m.

**Time (Ending):** 1:10 p.m.

**Location:** Clarence “Du” Burns Chambers

**Total Attendance:** Approximately 5 – 10 people

**Committee Members in Attendance:**

- Shannon Sneed
- Robert Stokes
- Eric Costello
- Bill Henry

Bill Synopsis in the file? .....	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> N/A
Attendance sheet in the file? .....	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> N/A
Agency reports read? .....	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> N/A
Hearing televised or audio-digitally recorded? .....	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> N/A
Certification of advertising/posting notices in the file? .....	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> N/A
Evidence of notification to property owners? .....	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> N/A
Final vote taken at this hearing? .....	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> N/A
Motioned by: .....	Councilmember Costello		
Seconded by: .....	Councilmember Stokes		
Final Vote: .....	Favorable		

**Major Speakers**

*(This is not an attendance record.)*

- Hilary Ruley, Law Department
- Pedro Aponte, Department of Finance
- Raemond Parrot, Office of Civil Rights

**Major Issues Discussed**

1. Councilwoman Sneed read the bill into the record and introduced committee members.
2. Hilary Ruley – Read agency report into the record.
3. Pedro Aponte – Read agency report into the record.
4. Raemond Parrot – Read agency report into the record.
5. There was no public comments.
6. Approximately 5 – 10 people were in attendance.
7. This hearing was adjourned, the final bill will be presented at the June 11, 2019 City Council meeting.

**Further Study**

Was further study requested?

Yes  No

If yes, describe. N/A

**Committee Vote:**

S. Sneed: ..... Yea  
 R. Stokes: ..... Yea  
 E. Costello: ..... Yea  
 B. Henry: ..... Yea  
 M. Clarke: ..... Absent

Samuel Johnson , Committee Staff  
(410) 396-1091

Date: May 16, 2019

cc: Bill File  
OCS Chrono File



**BALTIMORE CITY COUNCIL  
LABOR  
COMMITTEE**

**Mission Statement**

*On behalf of the Citizens of Baltimore City, the mission of the Labor Committee is to examine Labor Management Issues in the Public and Private Sectors to ensure that working people of Baltimore have a safe and hospitable environment and equitable pay.*

**The Honorable Shannon Sneed  
Chairwoman**

**PUBLIC HEARING**

**Thursday, May 16, 2019  
1:00 PM**

**CLARENCE "DU" BURNS COUNCIL CHAMBERS**

**Bill 19-0334  
Community Relations – Redefining “Employer”**

## CITY COUNCIL COMMITTEES

### BUDGET AND APPROPRIATIONS

Eric Costello – Chair  
Leon Pinkett – Vice Chair  
Bill Henry  
Sharon Green Middleton  
Brandon M. Scott  
Isaac "Yitzy" Schleifer  
Shannon Sneed  
*Staff: Marguerite Currin*

### EDUCATION AND YOUTH

Zeke Cohen – Chair  
Mary Pat Clarke – Vice Chair  
John Bullock  
Kristerfer Burnett  
Ryan Dorsey  
*Staff: Matthew Peters*

### EXECUTIVE APPOINTMENTS

Robert Stokes – Chair  
Kristerfer Burnett – Vice Chair  
Mary Pat Clarke  
Zeke Cohen  
Isaac "Yitzy" Schleifer  
*Staff: Marguerite Currin*

### HOUSING AND URBAN AFFAIRS

John Bullock – Chair  
Isaac "Yitzy" Schleifer – Vice Chair  
Kristerfer Burnett  
Bill Henry  
Shannon Sneed  
Zeke Cohen  
Ryan Dorsey  
*Staff: Richard Krummerich*

### JUDICIARY AND LEGISLATIVE INVESTIGATIONS

Eric Costello – Chair  
Mary Pat Clarke – Vice Chair  
John Bullock  
Leon Pinkett  
Edward Reisinger  
Brandon Scott  
Robert Stokes  
*Staff: Matthew Peters*

### LABOR

Shannon Sneed – Chair  
Robert Stokes – Vice Chair  
Eric Costello  
Bill Henry  
Mary Pat Clarke  
*Staff: Samuel Johnson*

### LAND USE AND TRANSPORTATION

Edward Reisinger – Chair  
Sharon Green Middleton – Vice Chair  
Mary Pat Clarke  
Eric Costello  
Ryan Dorsey  
Leon Pinkett  
Robert Stokes  
*Staff: Jennifer Coates*

### PUBLIC SAFETY

Brandon Scott – Chair  
Ryan Dorsey – Vice Chair  
Kristerfer Burnett  
Shannon Sneed  
Zeke Cohen  
Leon Pinkett  
Isaac "Yitzy" Schleifer  
*Staff: Richard Krummerich*

### TAXATION, FINANCE AND ECONOMIC DEVELOPMENT

Sharon Green Middleton – Chair  
Leon Pinkett – Vice Chair  
Eric Costello  
Edward Reisinger  
Robert Stokes  
*Staff: Samuel Johnson*  
*- Larry Greene (pension only)*



**BILL SYNOPSIS**

**Committee: Labor**

**Bill 18-0334**

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**Community Relations – Redefining “Employer”**

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**Sponsor:** Councilmember Sneed \*

**Introduced:** August 6, 2018

**Purpose:**

For the purpose of redefining "employer" for purposes of the laws governing unlawful employment practices.

**Effective:** On the 30<sup>th</sup> day after the date of enactment.

**Hearing Date/Time/Location:** May 16, 2019 / 1:00 p.m. / Clarence "Du" Burns Chamber

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**Agency Reports**

Department of Finance	
Office of Civil Rights and Wage Enforcement	
Department of Law	

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## Analysis

### Current Law:

Repealing and reordaining, with amendments  
Article 4 – Community Relations  
Section 1 – 1 (i)  
Baltimore City Code  
(Edition 2000)

### Background

In Article 4 – Community Relations Subtitle 1 of the Baltimore City Code, “employer” is defined for the purpose of establishing jurisdiction in which a charge of employment discrimination can be filed and investigated by the Baltimore City Community Relations Commission. Under the current law, a business with less than 15 employees can discriminate in its hiring, discipline, termination, and sexual harassment practices without being subject to enforcement or penalties. Under these standards aggrieved employees have no means of recourse which just leaves them subjected to the actions of these employers.

If enacted, Bill 18-0334 would redefine the meaning of “employer” in the Baltimore City Code to reduce the threshold to 1 or more persons that are employed by a business and organization, this will expand the jurisdiction of the Baltimore City Community Relations Commission in being able to pursue more cases of unjust employment practices. Information received from the Maryland Department of Labor, Licensing & Regulation, as of January 1, 2018 there were 7,708 employers in Baltimore City that employ 14 or fewer people, this accounts for approximately 30,604 employees who work with no protection against abusive and discriminatory practices.

Now, while at the state and federal level their jurisdiction remains at the 15-person threshold, local jurisdictions have the authority to amend their laws to ensure the protection of employees who work at these smaller businesses. In each of the neighboring jurisdictions (Baltimore County, Prince George’s County and Montgomery County) their legislators have amended their County Codes to require a threshold on one employee. In Howard County, they require a threshold of five employees.

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### Additional Information

**Fiscal Note:** Not Available

**Information Source(s):** Agency Reports, Montgomery County Code Chapter 27-6 Definitions, Baltimore County Code of Ordinances Article 29-2-201 Human Relations Definitions, Prince George’s County Code of Ordinances Section 2-186 Definitions, Howard County Code of Ordinances Section 12.208 Unlawful Employment Practices

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Analysis by: Samuel Johnson, Jr.  
Analysis Date: May 14, 2019

Direct Inquiries to: (410) 396-1091

**CITY OF BALTIMORE  
COUNCIL BILL 19-0334  
(First Reader)**

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Introduced by: Councilmembers Sneed, Henry, Bullock, Burnett, Cohen, Dorsey, Scott, Clarke,  
Middleton, Reisinger

Introduced and read first time: February 4, 2019

Assigned to: Labor Committee

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REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Office of Civil Rights, Department of  
Finance

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A BILL ENTITLED

1 AN ORDINANCE concerning

2 **Community Relations – Redefining “Employer”**

3 FOR the purpose of redefining “employer” for purposes of the laws governing unlawful  
4 employment practices.

5 BY repealing and reordaining, with amendments

6 Article 4 - Community Relations

7 Section(s) 1-1(i)

8 Baltimore City Code

9 (Edition 2000)

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

12 **Baltimore City Code**

13 **Article 4. Community Relations**

14 **Subtitle 1. Definitions**

15 **§ 1-1. Definitions.**

16 (i) *Employer*.

17 (1) “Employer” means every person, other than fraternal and religious organizations, who  
18 employs [15] 1 or more persons, exclusive of parents, spouse, or children of [such]  
19 THAT person, during at least 15 days in the preceding 12 months.

20 (2) “Employer” includes any governmental unit, agency, or employer as to which the City  
21 has the power to legislate.

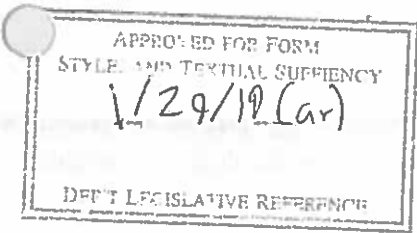
EXPLANATION: CAPITALS indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.

**Council Bill 19-0334**

1           **SECTION 2. AND BE IT FURTHER ORDAINED,** That the catchlines contained in this Ordinance  
2 are not law and may not be considered to have been enacted as a part of this or any prior  
3 Ordinance.

4           **SECTION 3. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the 30<sup>th</sup> day  
5 after the date it is enacted.

**INTRODUCTORY\***  
**CITY OF BALTIMORE**  
**COUNCIL BILL \_\_\_\_\_**



Introduced by: Councilmember Sneed

A BILL ENTITLED

AN ORDINANCE concerning

**Community Relations – Redefining “Employer”**

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**Baltimore City Code**

**Article 4. Community Relations**

**Subtitle 1. Definitions**

**§ 1-1. Definitions.**

(i) *Employer.*

- (1) “Employer” means every person, other than fraternal and religious organizations, who employs [15] 1 or more persons, exclusive of parents, spouse, or children of [such] THAT person, during at least 15 days in the preceding 12 months.
- (2) “Employer” includes any governmental unit, agency, or employer as to which the City has the power to legislate.

**SECTION 2. AND BE IT FURTHER ORDAINED,** That the catchlines contained in this Ordinance are not law and may not be considered to have been enacted as a part of this or any prior Ordinance.

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

\* WARNING: THIS IS AN UNOFFICIAL, INTRODUCTORY COPY OF THE BILL.  
THE OFFICIAL COPY CONSIDERED BY THE CITY COUNCIL IS THE FIRST READER COPY.

**SECTION 3. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the 30<sup>th</sup> day after the date it is enacted.

**ACTION BY THE CITY COUNCIL**

FEB 04 2019

FIRST READING (INTRODUCTION)

20

PUBLIC HEARING HELD ON

20

May 16 19

COMMITTEE REPORT AS OF

20

May 16 19

FAVORABLE  FAVORABLE UNFAVORABLE FAVORABLE AS AMENDED WITHOUT RECOMMENDATION

Chair



COMMITTEE MEMBERS:

COMMITTEE MEMBERS:

SECOND READING: The Council's action being favorable (unfavorable), this City Council bill was (was not) ordered printed for Third Reading on:

JUN 11 2019

Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING

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Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING (ENROLLED)

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Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING (RE-ENROLLED)

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WITHDRAWAL

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There being no objections to the request for withdrawal, it was so ordered that this City Council Ordinance be withdrawn from the files of the City Council.

President

Chief Clerk