

**CITY OF BALTIMORE**  
**ORDINANCE** \_\_\_\_\_  
**Council Bill 19-0334**

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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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Committee Report: Favorable

Council action: Adopted

Read second time: June 11, 2019

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**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.

<p><b>Explanation:</b> CAPITALS indicate matter added to existing law. [Brackets] indicate matter deleted from existing law. <u>Underlining</u> indicates matter added to the bill by amendment. <del>Strike out</del> indicates matter stricken from the bill by amendment or deleted from existing law by amendment.</p>
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(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.

**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.

Certified as duly passed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

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

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

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

Approved this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

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