

**AMENDMENTS TO COUNCIL BILL 25-0116
(1st Reader Copy)**

By: Councilmember Jones
{To be offered to the Labor and Workforce Committee}

Amendment No. 1

On page 1, in line 2, strike “**Officers**” and substitute “**Guards**”; and, on that same page, in line 6, strike “officers.” and substitute “guards.”; and, on that same page, in line 18, strike “**WORKERS.**” and substitute “**GUARDS.**”; and, on page 2, in line 5, strike “**OFFICER,**” and substitute “**GUARD,**; and, on that same page, in line 25, strike “**OFFICERS**” and substitute “**GUARDS**; and, on page 3, in line 3, strike “**OFFICER**” and substitute “**GUARD**; and, on that same page, in line 9, strike “**OFFICER.**” and substitute “**GUARD.**; and, on that same page, in line 21, strike “**OFFICER”**” and substitute “**GUARD”**; and, on page 4, in line 3, strike “**OFFICER**” and substitute “**GUARD**; and, on page 5, in line 5, strike “**WORKERS.**” and substitute “**GUARDS.**; and, on that same page, in line 13, strike “**OFFICER,**” and substitute “**GUARD,**; and, on page 6, in line 5, strike “**OFFICERS**” and substitute “**GUARDS**; and, on that same page, in line 11, strike “**OFFICER**” and substitute “**GUARD**; and, on that same page, in line 17, strike “**OFFICER.”**” and substitute “**GUARD.**; and, on that same page, in line 29, strike “**OFFICER””** and substitute “**GUARD””**; and, on page 7, in lines 7 and 31, in each instance, strike “**OFFICER**” and substitute “**GUARD**; and, on page 8, in line 3, strike “**OFFICER**” and substitute “**GUARD**.

Amendment No. 2

On page 2, in lines 25 and 26, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.;” and, on that same page, strike in their entireties lines 27 and 28; and, on page 3, in line 3, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.;” and, on that same page, strike in their entireties lines 4 and 5; and, on page 6, in lines 5 and 6, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.;” and, on that same page, strike in their entireties lines 7 and 8; and, on that same page, in line 11, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.;” and, on that same page, strike in their entireties lines 12 and 13.

Amendment No. 3

On page 3, strike in their entireties lines 11 through 19 and substitute:

““COVERED SECURITY GUARD” MEANS ANY INDIVIDUAL EMPLOYED IN BALTIMORE CITY BY A COVERED SECURITY EMPLOYER WHO PRINCIPALLY PERFORMS 1 OR MORE OF THE FOLLOWING FUNCTIONS:

- (A) PROTECTS INDIVIDUALS OR PROPERTY FROM HARM, THEFT, OR OTHER UNLAWFUL ACTIVITY;
- (B) DETERS, OBSERVES, DETECTS, OR REPORTS INCIDENTS IN ORDER TO PREVENT ANY UNLAWFUL OR UNAUTHORIZED ACTIVITY, INCLUDING UNLAWFUL OR UNAUTHORIZED INTRUSION OR ENTRY, LARCENY, VANDALISM, ABUSE, ARSON, OR TRESPASS ON PROPERTY; AND
- (C) RESPONDS TO A TRIGGERED SECURITY SYSTEM ALARM IN ORDER TO PREVENT OR DETECT UNAUTHORIZED INTRUSION, ROBBERY, BURGLARY, THEFT, PILFERAGE, AND OTHER LOSSES OR TO MAINTAIN SECURITY OF A PROTECTED PREMISES.”;

and, on that same page, strike in their entireties lines 26 and 27 and substitute:

““COVERED SECURITY EMPLOYER” MEANS ANY PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY OR DEPARTMENT OF SUCH FIRM, LIMITED LIABILITY COMPANY, CORPORATION, OR PUBLIC ENTITY EMPLOYING 2 OR MORE COVERED SECURITY GUARDS OR INDIVIDUALS BEING SELF-EMPLOYED AS A SECURITY GUARD ON EITHER A PROPRIETARY BASIS FOR ITS OWN USE OR ON A CONTRACTUAL BASIS FOR USE BY ANOTHER PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY THEREOF WITHIN THE CITY.”; and

on page 6, strike in their entireties lines 19 through 27 and substitute:

““COVERED SECURITY GUARD” MEANS ANY INDIVIDUAL EMPLOYED IN BALTIMORE CITY BY A COVERED SECURITY EMPLOYER WHO PRINCIPALLY PERFORMS 1 OR MORE OF THE FOLLOWING FUNCTIONS:

- (A) PROTECTS INDIVIDUALS OR PROPERTY FROM HARM, THEFT, OR OTHER UNLAWFUL ACTIVITY;

(B) DETERS, OBSERVES, DETECTS, OR REPORTS INCIDENTS IN ORDER TO PREVENT ANY UNLAWFUL OR UNAUTHORIZED ACTIVITY, INCLUDING UNLAWFUL OR UNAUTHORIZED INTRUSION OR ENTRY, LARCENY, VANDALISM, ABUSE, ARSON, OR TRESPASS ON PROPERTY; AND

(C) RESPONDS TO A TRIGGERED SECURITY SYSTEM ALARM IN ORDER TO PREVENT OR DETECT UNAUTHORIZED INTRUSION, ROBBERY, BURGLARY, THEFT, PILFERAGE, AND OTHER LOSSES OR TO MAINTAIN SECURITY OF A PROTECTED PREMISES.”;

and, on page 7, strike in their entireties lines 3 and 4 and substitute:

““COVERED SECURITY EMPLOYER” MEANS ANY PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY OR DEPARTMENT OF SUCH FIRM, LIMITED LIABILITY COMPANY, CORPORATION, OR PUBLIC ENTITY EMPLOYING 2 OR MORE COVERED SECURITY GUARDS OR INDIVIDUALS BEING SELF-EMPLOYED AS A SECURITY GUARD ON EITHER A PROPRIETARY BASIS FOR ITS OWN USE OR ON A CONTRACTUAL BASIS FOR USE BY ANOTHER PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY THEREOF WITHIN THE CITY.”.

Amendment No. 4

On page 3, after line 27, insert:

“(7) MINIMUM COMPENSATION.

(I) IN GENERAL.

“MINIMUM COMPENSATION” MEANS THE COMPENSATION AMOUNT A COVERED SECURITY EMPLOYER IS REQUIRED TO PAY TO A COVERED SECURITY GUARD PURSUANT TO THIS SECTION.

(II) EXCLUSIONS.

“MINIMUM COMPENSATION” DOES NOT INCLUDE ALL OTHERWISE LEGALLY-REQUIRED BENEFITS, WITH THE EXCEPTION OF:

(A) FEDERAL HOLIDAYS; AND

(B) THE SUPPLEMENT BENEFIT RATE REQUIRED BY § 3-1604(A)(2)(II) OF
THE STATE LABOR AND EMPLOYMENT ARTICLE.”;

and, on page 4, in line 1, strike “*COMPENSATION*” and substitute “MINIMUM COMPENSATION”; and, on that same page, in line 3, after the first instance of “THE” insert “MINIMUM”; and, on that same page, in line 17, after the second instance of “THE” insert “MINIMUM”; and, on that same page, in line 20, after “THE” insert “MINIMUM”; and, on that same page, in line 23, after the second instance of “THE” insert “MINIMUM COMPENSATION”; and, on page 7, after line 4, insert:

“(7) MINIMUM COMPENSATION.

(I) IN GENERAL.

“MINIMUM COMPENSATION” MEANS THE COMPENSATION AMOUNT A COVERED
SECURITY EMPLOYER IS REQUIRED TO PAY TO A COVERED SECURITY GUARD
PURSUANT TO THIS SECTION.

(II) EXCLUSIONS.

“MINIMUM COMPENSATION” DOES NOT INCLUDE ALL OTHERWISE
LEGALLY-REQUIRED BENEFITS, WITH THE EXCEPTION OF:

(A) FEDERAL HOLIDAYS; AND

(B) THE SUPPLEMENT BENEFIT RATE REQUIRED BY § 3-1604(A)(2)(II) OF
THE STATE LABOR AND EMPLOYMENT ARTICLE.”;

and, on that same page, in line 5, strike “*COMPENSATION*” and substitute “MINIMUM
COMPENSATION”; and, on that same page, in line 7, after the first instance of “THE” insert “MINIMUM”; and, on that same page, in line 21, after the second instance of “THE” insert “MINIMUM”; and, on that same page, in line 24, after “THE” insert “MINIMUM”; and, on that same page, in line 27, after the second instance of “THE” insert “MINIMUM COMPENSATION”; and, on that same page, in line 31, after “THE” insert “MINIMUM”; and, on page 8, in line 3, after “THE” insert “MINIMUM”; and, on that same page, in line 9, after “the” insert “minimum”.

Amendment No. 5

On page 4, strike beginning with “*THAN*” in line 4 down through and including “(I)” in line 5 and substitute “THAN;” and, on that same page, in line 12, strike “*CITY; OR*” and substitute “CITY.;” and, on that same page, strike in their entireties lines 13 through 15.

Amendment No. 6

On page 8, after line 4, insert:

“(F) EMPLOYER TO DISPLAY.

(1) IN GENERAL.

UPON THE TAKING EFFECT OF THE COMPENSATION DETERMINATION UNDER THIS SECTION, A COVERED SECURITY EMPLOYER SHALL POST A SIGN, MEASURING AT LEAST 3 BY 5 INCHES IN SIZE, THAT INCLUDES:

(I) THE REQUIRED COMPENSATION AMOUNT;

(II) A CITATION OF THE APPLICABLE SECTIONS OF CITY CODE; AND

(III) THE CONTACT INFORMATION FOR THE WAGE COMMISSION.

(2) LOCATION.

THE COVERED SECURITY EMPLOYER SHALL POST THE SIGN REQUIRED UNDER THIS SUBSECTION:

(I) IN CLEAR VIEW OF EMPLOYEES; AND

(II) WHERE SIMILAR NOTICES ARE CUSTOMARILY POSTED.

(3) OECR TO POST.

THE OFFICE OF EQUITY AND CIVIL RIGHTS SHALL COMPILE AND POST ON THE CITY’S WEBSITE A PRINTABLE VERSION OF THE SIGN REQUIRED UNDER THIS SUBSECTION.”.

Amendment No. 7

On page 4, in line 17, strike “COMMISSION” and substitute “COMMISSION, WITH THE ASSISTANCE OF THE OFFICE OF EQUITY AND CIVIL RIGHTS,”; and, on that same page, in line 23, strike “WAGE COMMISSION” and substitute “OFFICE OF EQUITY AND CIVIL RIGHTS”; and, on page 7, in line 27, strike “WAGE COMMISSION” and substitute “OFFICE OF EQUITY AND CIVIL RIGHTS”.