

<b>F R O M</b>	Name & Title	<b>Quinton Herbert, Director and Chief Human Capital Officer</b>
	Agency Name & Address	<b>Department of Human Resources 7 East Redwood St., Baltimore, MD 21202</b>
	Subject	CITY COUNCIL BILL #20-0543

CITY OF  
BALTIMORE  
**MEMO**



TO: The Honorable Bernard C. “Jack” Young and  
Members of the Baltimore City Council  
City Hall, 100 N. Holliday Street, Room 409

DATE: July 13, 2020

### Summary of the Bill

Council Bill 20-0543, the *COVID-19 Employee Retention*, proposes that in the event of a change in ownership, the successor business employer retain qualifying employees. The bill would apply to employers in the industries of: (1) Commercial property; (2) events; and (3) hospitality, including restaurants within hotels. Under the law, the incumbent business employer will provide the successor business with a list of certain employees, a preferential hiring list that must be used for at least the first six months of new business operations. Further, the bill requires public notice when certain businesses undergo a change in control; prohibits retaliation against employees for seeking assistance from, or cooperating with, the Wage Commission; and empowers the Wage Commission to issue subpoenas and administer oaths. The ordinance will take effect on the date it is enacted.

### DHR’s Recommendation

The Department of Human Resources (DHR) reviewed the above captioned Bill. For the reasons stated below, DHR takes **no position** on this legislation.

### Comments and Analysis

DHR recognizes the importance of assisting City residents and employees in achieving economic stability. If this bill moves forward, we are committed to working with the relevant agencies to keep workers connected to their jobs during the COVID-19 pandemic. We defer to the Legal Department and the Wage Commission on issues of implementation, enforcement, regulations, and reporting.