

**CITY OF BALTIMORE**  
**ORDINANCE \_\_\_\_\_**  
**Council Bill 21-0095**

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

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Committee Report: Favorable, with amendments  
Council action: Adopted  
Read second time: November 15, 2021

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**AN ORDINANCE CONCERNING**

**Labor Trafficking – Notice Requirements**

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

BY adding  
Article 5 - Finance, Property, and Procurement  
Sections 26A-1 through ~~26A-5~~ 26A-4, to be under the new subtitle,  
“Labor Trafficking Notice Requirements”  
Baltimore City Code  
(Edition 2000)

BY repealing and re-ordaining, with amendments,  
Article 1 - Mayor, City Council, and Municipal Agencies  
Section 40-14(e)(.5a)  
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 5. Finance, Property, and Procurement**

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

**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.

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**§ 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](http://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,

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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.

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1           (2) *AUTHORIZATION TO ISSUE.*

2                   IN ADDITION TO ANY OTHER CIVIL OR CRIMINAL REMEDY OR ENFORCEMENT  
3                   PROCEDURE, THIS SUBTITLE MAY BE ENFORCED BY ISSUANCE OF AN ENVIRONMENTAL  
4                   CITATION UNDER CITY CODE ARTICLE 1, SUBTITLE 40.

5           (B) *PROCESS NOT EXCLUSIVE.*

6                   THE ISSUANCE OF A CITATION TO ENFORCE THIS SUBTITLE DOES NOT PRECLUDE PURSUING  
7                   ANY OTHER CIVIL OR CRIMINAL REMEDY OR ENFORCEMENT ACTION AUTHORIZED BY LAW.

8           (C) *EACH DAY A SEPARATE OFFENSE.*

9                   EACH DAY A VIOLATION CONTINUES IS A SEPARATE OFFENSE.

10    ~~§ 26A-5. ADDITIONAL PENALTIES.~~

11                   ~~A PRIME CONTRACTOR WHO FAILS TO COMPLY WITH ANY PROVISION OF THIS SUBTITLE IS~~  
12                   ~~SUBJECT TO WITHHOLDING OF FUNDS UNDER THE CONTRACT UNTIL THE PRIME CONTRACTOR~~  
13                   ~~COMPLIES WITH THE REQUIREMENTS OF THIS SUBTITLE.~~

14                                   **Article 1. Mayor, City Council, and Municipal Agencies**

15   **Subtitle 40. Environmental Control Board**

16    **§ 40-14. Violations to which subtitle applies.**

17           (e) *Provisions and penalties enumerated.*

18                   (.5a) *Article 5. Finance, Property, and Procurement*

19                   Subtitle 11. Fair Election Fund   \$500

20                   SUBTITLE 26A. LABOR TRAFFICKING NOTICE REQUIREMENTS   \$50

21    **SECTION 2. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the 30<sup>th</sup> day  
22    after the date it is enacted.

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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