

HOUSE BILL 1

R2
HB 148/24 – ENT

(PRE-FILED)

5lr0871
CF SB 7

By: **Delegates Ebersole, Bagnall, Boyce, Cardin, Crosby, Fair, Feldmark, Forbes, Hill, Lehman, Pasteur, Pruski, Ruth, Stein, Stewart, Terrasa, Toles, Wims, Wu, ~~and Ziegler~~ Ziegler, Allen, Behler, Foley, Healey, and R. Lewis**

Requested: September 18, 2024

Introduced and read first time: January 8, 2025

Assigned to: Environment and Transportation

Committee Report: Favorable with amendments

House action: Adopted

Read second time: February 25, 2025

CHAPTER _____

1 AN ACT concerning

2 **Department of Transportation – Human Trafficking Awareness, Training, and**
3 **Response**
4 **(See Someone, Save Someone Act)**

5 FOR the purpose of requiring the Maryland Department of Transportation to develop or
6 identify and implement a certain training program for certain transportation–sector
7 employees on the identification and reporting of suspected human trafficking
8 victims; requiring certain transportation sector employers to certify that certain
9 employees have completed the training program; requiring certain transportation
10 sector employers to establish procedures for reporting suspected human trafficking
11 to certain entities and to implement a certain human trafficking prevention policy;
12 prohibiting certain employers or employees from being held civilly or criminally
13 liable for reporting or responding to in good faith a suspected incident of human
14 trafficking; requiring the Department to require frequent public service
15 announcements with safety information for trafficking victims at certain locations;
16 and generally relating to human trafficking awareness, training, and response.

17 BY adding to
18 Article – Transportation
19 Section 2–114
20 Annotated Code of Maryland
21 (2020 Replacement Volume and 2024 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
2 That the Laws of Maryland read as follows:

3 **Article – Transportation**

4 **2-114.**

5 (A) IN THIS SECTION, “TRANSIT SERVICE” AND “TRANSIT STATION” HAVE
6 THE MEANINGS STATED IN § 7-101 OF THIS ARTICLE.

7 (B) THIS SECTION APPLIES ONLY TO:

8 (1) AN EMPLOYEE WHO IS:

9 (i) A STATE EMPLOYEE WHO WORKS AT A TRANSIT STATION,
10 AIRPORT, PORT FACILITY, OR HIGHWAY REST STOP;

11 (ii) A STATE EMPLOYEE WHO PROVIDES TRANSIT SERVICE; OR

12 (iii) EMPLOYED UNDER A CONTRACT WITH THE STATE TO
13 PROVIDE TRANSIT SERVICE; OR

14 (2) AN EMPLOYER OF AN EMPLOYEE DESCRIBED IN ITEM (1) OF THIS
15 SUBSECTION.

16 (C) (1) THE DEPARTMENT SHALL:

17 (i) IN CONSULTATION WITH STAKEHOLDERS, DEVELOP OR
18 IDENTIFY AND IMPLEMENT A TRAINING PROGRAM THAT INCLUDES A CURRICULUM
19 ON THE IDENTIFICATION AND REPORTING OF SUSPECTED HUMAN TRAFFICKING;
20 AND

21 (ii) ADMINISTER THE TRAINING PROGRAM ~~TO~~:

22 1. TO ALL EMPLOYEES AND CONTRACT EMPLOYEES OF
23 THE DEPARTMENT; AND

24 2. TO THE EXTENT FEASIBLE, DURING REGULAR
25 WORKING HOURS.

26 (2) THE TRAINING PROGRAM SHALL:

27 (i) INCLUDE A DEFINITION OF HUMAN TRAFFICKING; AND

1 (II) OFFER GUIDANCE TO EMPLOYEES AND CONTRACT
2 EMPLOYEES ON THE IDENTIFICATION OF POTENTIAL VICTIMS OF HUMAN
3 TRAFFICKING AND PROTOCOLS FOR REPORTING SUSPECTED HUMAN TRAFFICKING.

4 (D) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION,
5 ON OR BEFORE JANUARY 1, ~~2026~~ 2027, AND EACH JANUARY 1 THEREAFTER, EACH
6 EMPLOYER SHALL CERTIFY TO THE DEPARTMENT THAT ALL THE EMPLOYER'S
7 EMPLOYEES HAVE COMPLETED THE TRAINING PROGRAM.

8 (2) AN EMPLOYER SHALL ~~PROVIDE~~:

9 (I) PROVIDE A NEW EMPLOYEE WITH THE TRAINING REQUIRED
10 UNDER THIS SECTION WITHIN 90 DAYS AFTER THE DATE OF HIRE; AND

11 (II) TO THE EXTENT FEASIBLE, ADMINISTER THE TRAINING
12 PROGRAM DURING REGULAR WORKING HOURS.

13 (E) EACH EMPLOYER, IN CONSULTATION WITH THE DEPARTMENT, SHALL:

14 (1) ESTABLISH A PROCEDURE FOR EMPLOYEES AND CONTRACT
15 EMPLOYEES TO REPORT SUSPECTED INCIDENTS OF HUMAN TRAFFICKING TO THE
16 APPROPRIATE LOCAL AGENCIES, INCLUDING THE DESIGNATED REGIONAL
17 NAVIGATOR; AND

18 (2) IMPLEMENT A HUMAN TRAFFICKING PREVENTION POLICY FOR
19 EMPLOYEES AND CONTRACT EMPLOYEES BY PROVIDING INFORMATION ON HOW TO:

20 (I) RECOGNIZE POTENTIAL VICTIMS OF HUMAN TRAFFICKING;

21 (II) RESPOND TO AN INDIVIDUAL WHO MAY BE OR IS A VICTIM
22 OF HUMAN TRAFFICKING; AND

23 (III) CONNECT AN INDIVIDUAL WHO MAY BE OR IS A VICTIM OF
24 HUMAN TRAFFICKING WITH AVAILABLE RESOURCES.

25 (F) AN EMPLOYER, AN EMPLOYEE, OR A CONTRACT EMPLOYEE MAY NOT BE
26 HELD CIVILLY OR CRIMINALLY LIABLE FOR REPORTING OR RESPONDING IN GOOD
27 FAITH TO A SUSPECTED INCIDENT OF HUMAN TRAFFICKING.

28 (G) TO THE EXTENT PRACTICABLE, THE DEPARTMENT SHALL REQUIRE
29 FREQUENT PUBLIC SERVICE ANNOUNCEMENTS WITH SAFETY INFORMATION FOR
30 HUMAN TRAFFICKING VICTIMS TO BE MADE, IN BOTH ENGLISH AND SPANISH, AT
31 TRANSIT STATIONS, AIRPORTS, PORT FACILITIES, AND HIGHWAY REST STOPS.

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1 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
2 October 1, 2025.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.