

**ASSEMBLY BILL**

**No. 1942**

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**Introduced by Assembly Member Cristina Garcia**

February 12, 2016

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An act to add Section 2810.7 to the Labor Code, relating to employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 1942, as introduced, Cristina Garcia. Employment: human trafficking training: hotels and motels.

Existing law establishes the Division of Labor Standards Enforcement in the Department of Industrial Relations for the enforcement of labor laws, and establishes certain obligations on an employer, including requiring an employer to post specified wage and hour information in a location where it can be viewed by employees. Under existing law, any person who deprives or violates the personal liberty of another with the intent to obtain forced labor or services is guilty of the crime of human trafficking.

This bill would require a hotel or motel that provides lodging services in the state to train its employees, who are likely to interact or come into contact with victims of human trafficking, in recognizing the signs of human trafficking and how to report those signs to the appropriate law enforcement agency, as specified. The bill would require that, by January 1, 2018, the training be incorporated into the initial training process for all new employees and that all existing employees receive the training.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
State-mandated local program: no.

*The people of the State of California do enact as follows:*

- 1 SECTION 1. Section 2810.7 is added to the Labor Code, to  
2 read:
- 3 2810.7. (a) A hotel or motel that provides lodging services in  
4 the state shall train its employees, who are likely to interact or  
5 come into contact with victims of human trafficking, in recognizing  
6 the signs of human trafficking and how to report those signs to the  
7 appropriate law enforcement agency.
- 8 (b) The training shall include, but not be limited to, all of the  
9 following:
- 10 (1) An overview of human trafficking, including the experience  
11 of its victims, how and why it takes place in the hospitality  
12 industry, and how it is defined under state and federal law.
- 13 (2) How to identify signs of human trafficking.
- 14 (3) How to report signs and incidences of human trafficking.
- 15 (4) The risks human trafficking can pose to the hotel or motel.
- 16 (c) By January 1, 2018, the training required by this section  
17 shall be incorporated into the initial training process for all new  
18 employees who are likely to interact or come into contact with  
19 victims of human trafficking.
- 20 (d) By January 1, 2018, the training required by this section  
21 shall be given to all existing employees who are likely to interact  
22 or come into contact with victims of human trafficking.