

BILL: AB 1595

AUTHOR: ASSEMBLYMEMBER NORA CAMPOS
(D-SAN JOSE)

SUBJECT: EMPLOYMENT: HUMAN TRAFFICKING TRAINING – MASS TRANSIT
EMPLOYERS

STATUS: ASSEMBLY LABOR AND EMPLOYMENT COMMITTEE
HEARING SCHEDULED: APRIL 6, 2016

ACTION: SUPPORT

RECOMMENDATION

Staff recommends that the Board adopt a SUPPORT position on AB 1595 (Campos).

ISSUE

Assemblymember Nora Campos has introduced AB 1595, a bill that would establish a mandatory human trafficking awareness training program requirement for public and private mass transportation employers.

AB 1595 would require employers that provide mass transportation services to:

- Provide human trafficking awareness training for employees to recognize the signs of human trafficking and report incidents to the appropriate law enforcement agency.

The bill would also require that the Department of Justice:

- Develop guidelines for the training, including, but not limited to guidance on how to report human trafficking.

DISCUSSION

Human trafficking is an issue that seriously impacts the state of California, with the highest number of cases reported in the state as compared to other states across the nation. Assemblymember Campos has introduced this bill with the goal of providing specialized training that can have an immediate impact on transportation service providers and their employees by increasing the awareness and timely reporting of human trafficking.

In 2015, Metro took a proactive approach and created a training program for all employees and has partnered with the LA Sherriff's Department to deploy a specialized response team in cases of human trafficking. Metro has also designed and deployed a targeted advertising campaign to educate patrons on recognizing the signs of human trafficking through advertising space on buses and trains and by providing informational resources.

Metro's Talent Development department began Human Trafficking training for all Metro employees in July 2015. The training is mandatory for all Metro employees and is delivered via

an online learning module. The online training requires employees to take a quiz and achieve a passing score to receive completion status. Employees have the ability to access the training module for refresher learning at any time after completion.

According to Talent Development, as of March 30, 2016, Metro as an agency has a 74.08% success rate out of an employee population of 10,213. Outreach efforts continue to increase employee participation and increase awareness of human trafficking on the system. The agency believes it is important for each employee to be able to recognize the signs of human trafficking and work closely with the LA Sherriff's Department (LASD) to combat human trafficking.

The LASD Transit Policing Division Deputy Sherriff's are trained to identify the signs of human trafficking. If an individual is a victim of human trafficking, deputies will detain the individual and contact a specialized response team to provide assistance in each case.

Should this measure pass, staff will work with the Department of Justice to ensure that the training program that is being developed is aligned with Metro's current efforts with respect to outreach, training and response.

Staff is recommending that the Board of Directors adopt a SUPPORT position on the measure AB 1595 (Campos).

DETERMINATION OF SAFETY IMPACT

Staff has determined that there is no direct impact to safety as a result of this proposal.

FINANCIAL IMPACT

Staff has determined that there is not an immediate fiscal impact to the agency as the result of the provisions outlined in this bill.

ALTERNATIVES CONSIDERED

The Board of Directors could consider adopting an OPPOSE position on this legislation; however, this would be inconsistent with our agency's current efforts in combatting human trafficking on Metro's system.

NEXT STEPS

Should the Board decide to adopt a SUPPORT position on AB 1595, staff will communicate the Board's position to the author and work to ensure the successful passage of the measure. Staff will continue to keep the Board informed as this issue is addressed throughout the legislative session.