

# The 12 days of California Labor & Employment Series – Day 8 “Human Trafficking Notice Requirements Expanded”

1 min read

Dec 19, 2017

By: Mellissa A. Schafer

It's the end of the year and while everyone is busy, employers in California should be aware of new laws and regulations that go into effect on January 1, 2018. In the spirit of the season, we are using the next “12 days of the holidays” to blog about one California law a day and that law's impact on California employers. On the eighth day of Christmas, my Labor and Employment attorney gave to me – eight maids a milking and AB 260.

Prior to AB 260, establishments such as emergency rooms, urgent care centers, alcohol retailers, primary airports, passenger rail stations, bus stations, truck stops, farm labor contractors, roadside rest areas, adult or sexually oriented businesses, businesses offering massage or bodywork services and job recruitment centers were required to post a notice regarding human trafficking. AB 260 expands those notice requirements to include hotels, motels and bed and breakfasts, excluding personal residences. As of January 1, 2018, these hotels, motels, and bed and breakfasts will be required to post a notice with information related to slavery and human trafficking. The notice must be placed in a conspicuous place near the public entrance of the establishment or in another location in clear view of the public and employees where similar notices are posted.

The notice must contain information related to specified nonprofit organizations that provide services in support of the elimination of slavery and human trafficking. In conjunction with AB 260, AB 225 requires a specific phone number to be included in the notice that a person can text or call for services and support. Employers are able to download a notice from the California Attorney General's website. It must be printed in English, Spanish and in one other language that is most widely spoken in the county where the business is located.

---

*Hinshaw & Culbertson LLP is a U.S.-based law firm with offices nationwide. The firm's national reputation spans the insurance industry, the financial services sector, professional services, and other highly regulated industries. Hinshaw provides holistic legal solutions—from litigation and dispute resolution,*

*and business advisory and transactional services, to regulatory compliance—for clients of all sizes. Visit [www.hinshawlaw.com](http://www.hinshawlaw.com) for more information and follow @Hinshaw on LinkedIn and X.*

## **Topics**

California, Workplace Policies