

[Second Reprint]

ASSEMBLY, No. 2115

STATE OF NEW JERSEY
221st LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2024 SESSION

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SYNOPSIS

Requires public transportation employees and certain motorbus operators to complete training course on handling and responding to suspected human trafficking; requires inclusion of certain content in certain courses.

CURRENT VERSION OF TEXT

As amended by the General Assembly on December 19, 2024.

(Sponsorship Updated As Of: 3/24/2025)

1 AN ACT concerning certain training ²**[and certain employees]**
2 regarding human trafficking² and amending P.L.2013, c.51.

3
4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6
7 1. Section 19 of P.L.2013, c.51 (C.2C:13-12) is amended to read
8 as follows:

9 19. a. The Police Training Commission, in consultation with the
10 Attorney General and the Director of the Division of Criminal Justice
11 in the Department of Law and Public Safety, shall develop and
12 approve, as part of the police training courses required pursuant to
13 P.L.1961, c.56 (C.52:17B-66 et seq.), courses of study on the handling,
14 response procedures, investigation, and prosecution of human
15 trafficking cases. The courses shall include, at a minimum, a
16 demonstration of and information regarding known signs and signals
17 that may be used or communicated by victims of human trafficking
18 seeking assistance or may be observed by individuals in public spaces.
19 These courses shall be reviewed at least ¹once¹ every two years and
20 modified from time to time as need may require.

21 b. (1) The Department of Community Affairs, in consultation
22 with the Commission on Human Trafficking established by section 1
23 of P.L.2013, c.51 (C.52:17B-237), shall develop, approve, and provide
24 for a one-time training course on the handling and response procedures
25 of suspected human trafficking activities for owners, operators, and
26 staff of hotels and motels as defined in the "Hotel and Multiple
27 Dwelling Law," P.L.1967, c.76 (C.55:13A-1 et seq.); or alternatively,
28 the department, in consultation with the commission, shall approve a
29 substantially similar one-time training course for use by hotels and
30 motels in providing training to owners, operators, and staff. The
31 department, in consultation with the commission, shall define by
32 regulation which staff positions are required, as a condition of
33 employment, to attend the one-time training course. Verifiable
34 completion of the training course by required staff shall be a condition
35 of issuance, maintenance, or renewal of any license, permit, certificate,
36 or approval required, permitted to be granted, or issued to owners or
37 operators under the provisions of the "Hotel and Multiple Dwelling
38 Law," P.L.1967, c.76 (C.55:13A-1 et seq.). The training course shall
39 include, at a minimum, a demonstration of and information regarding
40 known signs and signals that may be used or communicated by victims
41 of human trafficking seeking assistance or may be observed by
42 individuals in public spaces. The training course shall be reviewed at
43 least ¹once¹ every two years and modified by the department, in

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly ATR committee amendments adopted October 21, 2024.

²Assembly floor amendments adopted December 19, 2024.

1 consultation with the commission, from time to time as need may
2 require.

3 (2) The Department of Community Affairs, through its oversight
4 and enforcement authority provided under the "Hotel and Multiple
5 Dwelling Law," P.L.1967, c.76 (C.55:13A-1 et seq.), shall be
6 responsible for ensuring that all hotel and motel owners, operators, and
7 required staff attend the one-time training course within one year of
8 the enactment of this section in the case of all current owners,
9 operators, and required staff engaging in their respective profession on
10 the effective date of this section, and within six months of the first day
11 of ownership, operation, or employment for all new owners, operators,
12 and required staff who initially engage in their respective profession
13 on a date that follows the effective date.

14 (3) The Department of Community Affairs shall make available
15 the training materials for the one-time training course to hotel and
16 motel owners, operators, and required staff in order for the owners,
17 operators, and required staff to fulfill the one-time training
18 requirement set forth in this subsection.

19 c. (1) The Department of Health, in consultation with the
20 Commission on Human Trafficking established by section 1 of
21 P.L.2013, c.51 (C.52:17B-237), shall develop, approve, and provide
22 for a one-time training course on the handling and response procedures
23 of suspected human trafficking activities for employees of every
24 licensed health care facility as defined in section 2 of P.L.1971, c.136
25 (C.26:2H-2), including those professionals whose professional practice
26 is regulated pursuant to Title 45 of the Revised Statutes; or
27 alternatively, the department, in consultation with the commission,
28 shall approve for use a substantially similar one-time training course
29 provided by a recognized Statewide nonprofit healthcare trade
30 association with demonstrated experience in providing course
31 offerings to health care facility employees on similar workplace
32 matters. The department, in consultation with the commission and the
33 approved nonprofit course provider, if any, shall define by regulation
34 which employees are required, as a condition of their employment, to
35 attend the one-time training course. Verifiable completion of the
36 training course by required employees shall be a condition of issuance,
37 maintenance, or renewal of any license, permit, certificate, or approval
38 required, permitted to be granted, or issued to licensed health care
39 facilities under the provisions of P.L.1971, c.136 (C.26:2H-1 et al.).
40 The training course shall include, at a minimum, a demonstration of
41 and information regarding known signs and signals that may be used
42 or communicated by victims of human trafficking seeking assistance
43 or may be observed by individuals in public spaces. The training
44 course shall be reviewed at least ¹once¹ every two years and modified
45 by the department, in consultation with the commission and the
46 approved nonprofit course provider, if any, from time to time as need
47 may require.

48 (2) The Department of Health, through its oversight and
49 enforcement authority provided under P.L.1971, c.136 (C.26:2H-1 et

1 al.), shall be responsible for ensuring that all required employees of
2 licensed health care facilities attend the one-time training course
3 within one year of the enactment of this section in the case of all
4 current employees engaging in their respective profession on the
5 effective date of this section, and within six months of the first day of
6 employment for all new employees who initially engage in their
7 respective profession on a date that follows the effective date. If an
8 approved nonprofit course provider is involved in providing the one-
9 time training course to new employees who initially engage in their
10 respective profession on a date that follows the effective date of this
11 section, then the nonprofit course provider shall provide the training
12 course at least once every six months in order for these employees to
13 meet the six-month training deadline established by this paragraph.

14 (3) The Department of Health shall make available the training
15 materials for the one-time training course to required employees, or to
16 the approved nonprofit course provider, if any, in order for the
17 required employees to fulfill the one-time training requirement set
18 forth in this subsection.

19 d. (1) The Administrative Office of the Courts shall develop and
20 approve a training course and a curriculum to raise awareness of
21 judges and judicial personnel on the seriousness of the crime of human
22 trafficking, its impact on human rights and the need to adequately
23 implement anti-trafficking laws, including not only the prosecution
24 and sentencing of defendants charged with human trafficking, but the
25 need to respect and restore rights and needs of victims of human
26 trafficking. The training course shall include, at a minimum, a
27 demonstration of and information regarding known signs and signals
28 that may be used or communicated by victims of human trafficking
29 seeking assistance or may be observed by individuals in public spaces.
30 This training course shall be reviewed at least ¹once¹ every two years
31 and modified by the Administrative Office of the Courts from time to
32 time as need may require.

33 (2) The Administrative Office of the Courts shall make the
34 training course, curriculum, and supporting materials available to
35 appropriate judges and judicial personnel who may be involved with
36 the court-related aspects of human trafficking prosecutions through
37 annual in-service judicial training programs or other means.

38 e. (1) The New Jersey Transit Corporation, in consultation with
39 the Commission on Human Trafficking established by section 1 of
40 P.L.2013, c.51 (C.52:17B-237), shall develop and provide a one-time
41 training course for public transportation employees ²and motorbus
42 operators of private entities under contract to the corporation to
43 provide motorbus regular route service² on ¹the¹ handling and
44 response procedures for suspected human trafficking activities.
45 Alternatively, the New Jersey Transit Corporation, in consultation with
46 the commission, shall approve a substantially similar one-time training
47 course provided by a recognized nonprofit association with
48 demonstrated experience in providing course offerings to public
49 transportation employees. The New Jersey Transit Corporation, in

1 consultation with the commission and the approved nonprofit course
2 provider, if any, shall establish by regulation which employees ²and
3 motorbus operators of private entities under contract to the corporation
4 to provide motorbus regular route service² are required, as a condition
5 of their employment ²or as a condition of the contract with the
6 corporation², to attend the one-time training course. ²The New Jersey
7 Transit Corporation, at the corporation's discretion, may waive the
8 training requirements of this subsection for a private entity under
9 contract to the corporation to provide motorbus regular route service if
10 the private entity requires its motorbus operators to complete an equal
11 or greater training course on the handling and response procedures for
12 suspected human trafficking activities.² The training course ² required
13 pursuant to this subsection² shall include, at a minimum, a
14 demonstration of and information regarding known signs and signals
15 that may be used or communicated by victims of human trafficking
16 seeking assistance or may be observed by individuals in public spaces.
17 The training course shall be reviewed at least ¹once¹ every two years
18 and modified as needed by the New Jersey Transit Corporation, in
19 consultation with the commission and the approved nonprofit course
20 provider, as appropriate.

21 (2) The New Jersey Transit Corporation shall be responsible for
22 ensuring that all ²its² required employees attend the one-time training
23 course within two years of the enactment of P.L. , c. (C.)
24 (pending before the Legislature as this bill) in the case of all current
25 employees engaging in their respective profession on the effective date
26 of P.L. , c. (C.) (pending before the Legislature as this bill),
27 and within six months of the first day of employment for all new
28 employees who initially engage in their respective profession after the
29 effective date of P.L. , c. (C.) (pending before the Legislature
30 as this bill). If an approved nonprofit course provider is involved in
31 providing the one-time training course to new employees who initially
32 engage in their respective profession after the effective date of
33 P.L. , c. (C.) (pending before the Legislature as this bill), then
34 the nonprofit course provider shall provide the training course at least
35 once every six months in order for these employees to meet the six-
36 month training deadline.

37 ²Each contract entered into after the effective date of
38 P.L. , c. (C.) (pending before the Legislature as this bill)
39 between the corporation and a private entity to provide motorbus
40 regular route service shall include a requirement that motorbus
41 operators of the private entity that provides motorbus regular route
42 service under such contract shall attend the one-time training course,
43 unless such requirement is waived pursuant to the provisions of this
44 subsection.²

45 (3) The New Jersey Transit Corporation shall make available to
46 public transportation employees ²and private entities under contract to
47 the corporation to provide motorbus regular route service² the training
48 materials for the one-time training course.

1 f. Pursuant to section 2 of P.L.2013, c.51 (C.52:17B-238), the
2 Attorney General, in consultation with the Commission on Human
3 Trafficking established by section 1 of P.L.2013, c.51 (C.52:17B-237),
4 may provide for the expenditures of monies from the "Human
5 Trafficking Survivor's Assistance Fund" to assist with the
6 development, maintenance, revision, and distribution of training
7 course materials for the courses developed in accordance with this
8 section, and the operation of these training courses.
9 (cf: P.L.2013, c.51, s.19)

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11 2. This act shall take effect on the 90th day following enactment
12 ²and shall not affect any current contracts between the corporation and
13 a private entity to provide motorbus regular route service that were
14 entered into prior to the effective date of this act².