

LOCAL HIRING LAW FREQUENTLY ASKED QUESTIONS (FAQ'S)

Who determines if the new law is applicable to contracts or awards?

Each Baltimore City agency will determine the applicability of the law for all awarded contracts.

Does the new Local Hiring Law replace the Employ Baltimore Executive Order?

No, the new law, effective December 23, 2013, has different financial thresholds of 1) greater than \$300,000 for City contracts; and 2) over \$5,000,000 in assistance for City-subsidized projects. The Employ Baltimore Executive Order will still be applicable to City contracts between \$50,000 and \$300,000.

Will a bid be considered non-responsive if the bidder fails to sign and submit the Local Hiring Certification and Compliance Statement?

No, all bid documents and contracts subject to the law will include a section referencing the requirements of the law. The bidder's signature on the bid package will verify a commitment to abide by the law.

Is the vendor responsible for scheduling the required employment analysis with the Mayor's Office of Employment Development (MOED)?

No, MOED will contact the vendor upon receipt of the award notice from the City agency. The required employment analysis must occur within two weeks of the contract award date.

What if the vendor company has a collective bargaining agreement in place and they are required to hire through a local union hall?

- A: Vendors and others subject to the Law that have binding collective bargaining agreements with unions will be granted a waiver from utilizing MOED's recruitment services since they are bound by union regulations to utilize union halls. However, the vendor must still complete the employment analysis with MOED, maintain the 51% residency requirement for new hires and must submit the monthly Employment Reports as required by the Law.

What is the procedure for obtaining a waiver?

- A: A recommendation to waive or lower the requirements is based on the exceptions noted in the law and the subsequent Rules and Regulations. Waivers are not automatically approved they must be reviewed by the Local Hiring Committee for a final determination.

What if the vendor has recruitment needs for positions not related to the awarded contract

- A: MOED's Business Services division will provide recruitment services for all of the vendors' open positions, however, only the jobs related to the contract award will count towards the residency requirement.