

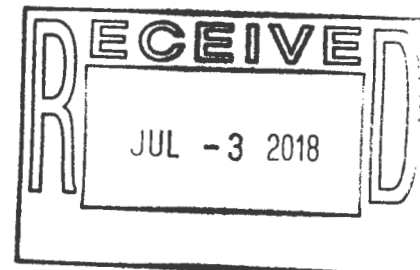
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June 26, 2018

Mr. Timothy R. Carroll  
Executive Secretary  
P.O. Box 119  
401 Middle Road  
Chilmark, MA 02535



Dear Mr. Carroll:

I am writing to ask for your help as a municipal leader in addressing labor trafficking. Labor Trafficking was designated a criminal offense as "Trafficking in Forced Services" under Massachusetts law in 2012; it is a global phenomenon, and it is happening in many of our communities.

Over the past two years, this Office has reviewed approximately ten matters involving allegations of labor trafficking. Most of them related to domestic workers, but we have recently come across examples of forced services in other industries such as commercial cleaning.

According to the National Human Trafficking Resource Center in 2017, more than 15 percent of the human trafficking cases in Massachusetts involved labor trafficking. However, the dynamics of labor trafficking make it far more difficult to identify than sex trafficking. As a result, it is vastly underreported.<sup>1</sup> Traffickers are usually able to maintain a façade of legitimacy, engage in transactions with consumers, and offer what appear to be legitimate services.

Local officials are a key to identifying labor trafficking and bringing survivors out of the shadows. There are several ways in which your municipality can become actively engaged on this issue.

**First, learn the signs of labor trafficking.** Enclosed with this letter, you will find a reference sheet that provides some of the most common signs of labor trafficking. Share this information

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<sup>1</sup> A study by the Urban Institute and Northeastern University suggests that labor trafficking is more prevalent than the data available. Banuelos, I., Breau, J., Bright, K., Dank, M., Farrell, A., Heitsmith, R., McDevitt, J., Owens, C., Pfeifer, R. (October 2014). *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*, Urban Institute. Retrieved from [www.urban.org/research/publication/understanding-organization-operation-and-victimization-process-labor-trafficking-united-states/view/full\\_report](http://www.urban.org/research/publication/understanding-organization-operation-and-victimization-process-labor-trafficking-united-states/view/full_report).

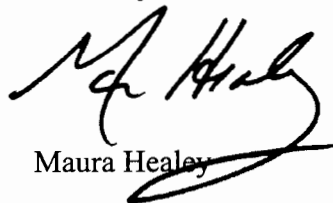
with your building and health inspectors, code enforcement officers, assessors, licensing staff, human services staff, school department personnel, police, fire, and emergency management departments—all of whom have access in varied ways to the families, businesses, and visitors in your city or town.

**Second, train members of your team about labor trafficking.** To learn more about labor trafficking and what government, businesses, and consumers can do to recognize the warning signs, reduce demand, and use their buying power to thwart human trafficking, please visit [www.mass.gov/ago/lt](http://www.mass.gov/ago/lt). We are also hosting a webinar designed to help municipal officials identify and combat labor trafficking, on July 25<sup>th</sup> from 10:30-11:30AM. To register for the training, please log onto: <https://labor-traffic-king-overview.eventbrite.com>.

**Third, ensure your vendors are not a part of a labor trafficking supply chain.** You can require your vendors to certify their compliance with all state and federal laws and regulations related to sex trafficking and forced labor. In 2016, my office made this commitment along with a zero-tolerance policy for all personnel.<sup>2</sup> I hope that you will join me in heightening awareness and combating both sex and labor trafficking.

Should you or your staff have any questions, please send an e-mail to: [labortrafficking@state.ma.us](mailto:labortrafficking@state.ma.us). We look forward to your partnership on this critical issue.

Sincerely,



Maura Healey

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<sup>2</sup> <http://www.mass.gov/ago/news-and-updates/press-releases/2016/2016-04-19-anti-human-trafficking.html>

# LEARN THE SIGNS OF LABOR TRAFFICKING

## Working Conditions



- Unpaid or paid very little
- Excessive wage deductions
- Works excessively long hours
- Not allowed breaks
- Unable to identify the employer

- High security measures (e.g. boarded up windows, barbed wire, security cameras)
- Recruited through false promises
- Inadequate protective clothing or gear
- Poor or non-existent health and safety standards
- Experiences threats or intimidation by employer

## Living Conditions



- Imposed place of accommodation
- Lives with employer
- Lives with multiple people in cramped space
- High security measures
- Poor living conditions
- Claims of "just visiting" and inability to convey where he/she is staying/address

## Lack of Control



- Not free to come and go as desired
- Not in control of his/her own money
- Not in control of his/her own identification documents
- Not allowed or able to speak for themselves (a third party may insist on being present and/or translating)
- Owes a large debt and is unable to pay it off

## Behavior



- Fearful, anxious, depressed, submissive, tense, and/or nervous/paranoid
- Inability to speak to an "outsider" alone
- Answers appear to be scripted/rehearsed
- Unable to identify what city he/she is in
- Has numerous inconsistencies in his/her story

## Physical Health



- Appears malnourished or shows extreme fatigue
- Suffers chronic health problems due to working conditions
- Shows signs of physical abuse, physical restraint, confinement, or torture
- Lacks or is denied medical care/services by employer

## Questions to Ask

- How old are you?
- Can you quit your job if you want to?
- Can you come and go as you please?
- Have you ever tried to leave and were not allowed to?
- Have you been hurt or threatened if you tried to leave?
- Has your family been threatened?
- Do you live with your employer?
- Where do you sleep and eat?
- Are you in debt to your employer?
- How did you find your job?
- Do you owe anyone money because they helped find you find your job?
- Are you in possession of your passport/ID? If not, who has it?
- Do you get paid?
- How do you get paid? How much do you get paid? How often are you paid?
- Do you need medical assistance?
- Do you feel safe?

## What to Do

**Explain first and foremost that you are concerned about the individual's well-being.**

**If you believe that someone is in immediate danger, call 911**

- Tip the National Human Trafficking Hotline:
  - Phone: **1-888-373-7888** Text: **233733**
  - Email: **help@humantraffickinghotline.org**
  - File a report at: **<https://humantraffickinghotline.org/report-trafficking>**
- Contact the MA Attorney General's Fair Labor Division:
  - File a Non-Payment of Wage Complaint at **[www.mass.gov/ago/wagetheft](http://www.mass.gov/ago/wagetheft)**
  - Call the hotline (M-F/10AM-4PM): **617-727-3465**



Office of the  
Massachusetts  
Attorney General  
Maura Healey

**These are potential signs of labor trafficking.**

**The indicators listed are not determinative nor cumulative; they are meant to inform and to raise awareness that one or several of these red flags may be present in a forced services situation.**

All information has been provided by various sources. Contact the Office of the Attorney General for more information.

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