



General Assembly

February Session, 2016

Raised Bill No. 215

LCO No. 1656



Referred to Committee on PROGRAM REVIEW AND INVESTIGATIONS

Introduced by:
(PRI)

AN ACT CONCERNING APPRENTICESHIP EXPANSION BASED ON A PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE STUDY.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-22m of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2016*):

3 (a) When used in sections 31-22m to 31-22q, inclusive, [and] section
4 31-22u [, "apprentice"] and sections 5 and 6 of this act:

5 (1) "Apprentice" means a person employed under a written
6 agreement to work at and learn a specific trade; ["apprentice
7 agreement"]

8 (2) "Apprentice agreement" means a written agreement entered into
9 by an apprentice, or on his behalf by his parent or guardian, with an
10 employer, or with an association of employers and an organization of
11 employees acting as a joint apprenticeship committee; [, which
12 agreement]

13 (3) "Apprenticeship" means an arrangement that (A) is formalized
14 by an apprentice agreement; (B) provides for [not less than two
15 thousand hours of] work experience in approved trade training;
16 [consistent with recognized requirements established by industry or
17 joint labor-industry practice and] (C) provides for the number of hours
18 of related and supplemental instructions prescribed by the Connecticut
19 State Apprenticeship Council; [or which agreement meets
20 requirements of the federal government for on-the-job training
21 schedules which are] and (D) is essential, in the opinion of the Labor
22 Commissioner, for the development of manpower in Connecticut
23 industries; ["council"]

24 (4) "Approved trade training" means a period of not less than two
25 thousand hours of work experience in a particular trade that is
26 consistent with recognized requirements established by the Labor
27 Department; and

28 (5) "Council" means the Connecticut State Apprenticeship Council.

29 Sec. 2. Section 31-22o of the general statutes is repealed and the
30 following is substituted in lieu thereof (*Effective October 1, 2016*):

31 The council may adopt recommendations for minimum standards
32 of apprenticeship and for related and supplementary instruction,
33 encourage registration and approval of apprentice agreements, [and
34 training programs,] and issue certificates of completion upon the
35 verification by employers or joint apprenticeship committees of the
36 satisfactory completion of the term of apprenticeship. The council shall
37 formulate policies for the effective administration of sections 31-22m to
38 31-22q, inclusive, as amended by this act, and 31-22u. Such policies by
39 the council shall not invalidate any apprenticeship provision in any
40 collective bargaining agreement between employers and employees.
41 All apprentice programs adopted and registered with the council
42 under said sections shall be on a voluntary basis and shall be installed
43 for the purpose of developing skilled workers for the service trades

44 and industries of Connecticut.

45 Sec. 3. Section 31-22p of the general statutes is repealed and the
46 following is substituted in lieu thereof (*Effective October 1, 2016*):

47 The Labor Commissioner, with the advice and guidance of the
48 council, shall formulate [work training] approved trade training
49 standards which will ensure necessary safeguards for the welfare of
50 apprentices and a full craft experience in any skill, in order to provide
51 equal opportunities to all, without regard to their race, color, religion,
52 sex, gender identity or expression, age or national origin, and to
53 provide training, employment and upgrading opportunities for
54 disadvantaged workers to acquire a comprehensive skilled work
55 experience and to extend the application of such standards of skill
56 training by inclusion thereof in [apprenticeship] apprentice
57 agreements, and shall bring together representatives of management
58 and labor for the development of training programs and terms of
59 apprenticeship incidental thereto and cooperate with state and federal
60 agencies similarly interested in furtherance of training requirements in
61 keeping with established and new processes of Connecticut industries.
62 The Labor Commissioner shall publish information relating to existing
63 and proposed work standards of apprenticeship, hold area conferences
64 throughout the state for the purpose of promoting interest in skilled
65 trades training and appoint such advisory committees as may be
66 deemed necessary to evaluate the skilled manpower requirements of
67 Connecticut in order to cope with any new technological changes in
68 industry.

69 Sec. 4. Section 31-22q of the general statutes is repealed and the
70 following is substituted in lieu thereof (*Effective October 1, 2016*):

71 (a) To assist in the administration of sections 31-22m to 31-22q,
72 inclusive, as amended by this act, and 31-22u, there shall continue to
73 be maintained in the Labor Department a program of apprentice
74 training. The Labor Commissioner is authorized to appoint, in

75 accordance with the provisions of chapter 67, such personnel as may
76 be necessary for effective administration of said sections.

77 (b) Not later than January 1, 2015, and annually thereafter, the Labor
78 Department shall develop or approve an informational campaign to
79 distribute to Workforce Investment Boards, CTWorks One-Stop Career
80 Centers and similar job centers within the state. The informational
81 campaign shall include a description of the program of [apprentice
82 training] apprenticeship maintained in the department and shall
83 address common misperceptions regarding such program and the
84 various opportunities and benefits that [apprenticeship training]
85 apprenticeship may provide for unemployed individuals within the
86 state.

87 Sec. 5. (NEW) (*Effective from passage*) (a) Not later than July 1, 2017,
88 the Labor Department shall (1) offer apprenticeship in all licensed
89 occupations that meet the minimum on-the-job training and
90 coursework requirements for apprenticeships; and (2) conduct a public
91 outreach and education campaign to encourage employers in such
92 licensed occupations to sponsor apprentices.

93 (b) The Labor Department shall explore the feasibility of creating an
94 employment trainee office capable of registering trainees for
95 participation in licensed occupations that require training but do not
96 offer apprenticeship. Such office shall collaborate with the Labor
97 Department's office of apprenticeship training to provide
98 comprehensive information regarding opportunities for training,
99 including, but not limited to: (1) The process by which current and
100 prospective trainees may access information relating to such training
101 opportunities on the department's Internet web site; and (2) an
102 accurate list of each occupation that accepts trainees within the state
103 and the number of trainees participating in each occupation within the
104 previous calendar year.

105 Sec. 6. (NEW) (*Effective from passage*) (a) Not later than July 1, 2016,

106 the Labor Commissioner shall identify the ten licensed and the ten
107 unlicensed occupations that employ the most apprentices in the state.

108 (b) (1) For each occupation identified pursuant to subsection (a) of
109 this section, the Labor Commissioner shall convene a working group
110 consisting of (A) for each licensed occupation, one or more licensing
111 board members for such occupation, and (B) for each licensed and
112 unlicensed occupation, representatives from not less than six
113 employers or joint labor-management training programs in the state,
114 not less than three of which shall employ members of a labor union
115 and not less than three of which shall not employ members of a labor
116 union.

117 (2) Not later than July 1, 2017, each working group convened by the
118 Labor Commissioner pursuant to subdivision (1) of this subsection
119 shall develop approved trade training requirements that shall include
120 not less than two of the following: A time-based approach,
121 competency-based approach or hybrid approach, as described in 29
122 CFR 29.5 (b) (i) to (iii), inclusive.

123 (3) Not later than October 1, 2017, the Connecticut State
124 Apprenticeship Council shall review the approved trade training
125 requirements developed pursuant to subdivision (2) of this subsection
126 and shall provide recommendations for any modifications to the Labor
127 Commissioner.

128 (4) Not later than December 1, 2017, the commissioner shall approve
129 and implement the approved trade training requirements provided by
130 the council pursuant to subdivision (3) of this subsection. The Labor
131 Commissioner may make additional modifications to such approved
132 trade training requirements, provided such modifications are
133 necessary for implementation pursuant to this subsection.

134 (c) Not later than January 15, 2018, the Labor Commissioner and the
135 Commissioner of Consumer Protection shall review the general
136 statutes and the regulations of public agencies to determine the

137 revisions to such statutes or regulations that are necessary to offer
138 approved trade training for apprentices that are consistent with the
139 time-based approach, competency-based approach or hybrid
140 approach, as described in 29 CFR 29.5 (b) (i) to (iii), inclusive, and shall
141 submit such determinations, in accordance with section 11-4a of the
142 general statutes, to the joint standing committees of the General
143 Assembly having cognizance of matters relating to labor and consumer
144 protection.

145 (d) The Labor Commissioner and the Commissioner of Consumer
146 Protection shall adopt regulations, in accordance with the provisions of
147 chapter 54 of the general statutes, as the commissioners deem
148 necessary to implement the provisions of subsections (b) to (c), of this
149 section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2016</i>	31-22m
Sec. 2	<i>October 1, 2016</i>	31-22o
Sec. 3	<i>October 1, 2016</i>	31-22p
Sec. 4	<i>October 1, 2016</i>	31-22q
Sec. 5	<i>from passage</i>	New section
Sec. 6	<i>from passage</i>	New section

Statement of Purpose:

To expand the Labor Department's oversight of apprenticeship programs and to implement various federal models of apprenticeship in order to provide more opportunities for individuals to satisfy apprenticeship requirements, as recommended by the Program Review and Investigations Committee.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]