

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: SB-1125

Title: AN ACT CONCERNING APPRENTICESHIP REPORTING DATA.

Vote Date: 3/16/2023

Vote Action: Joint Favorable Substitute

PH Date: 3/2/2023

File No.:

***Disclaimer:** The following JOINT FAVORABLE Report is prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose.*

SPONSORS OF BILL:

Labor and Public Employees Committee

REASONS FOR BILL:

This legislation establishes new requirements for sponsors of apprenticeship programs that are registered with the Department of Labor. This includes paying an annual registration fee and submitting information about their program, including completion rates, number of apprentices employed, and data pertaining to the racial and gender makeup of said apprentices. This would encourage diverse workforce development, and provide the Department of Labor with more complete data pertaining to apprenticeships.

The substitute language changes both the effective date and reporting date to July 1st, 2024. Additionally, it removes the penalty for failing to submit information, and reduces the amount of information that is required to be submitted.

RESPONSE FROM ADMINISTRATION/AGENCY:

Dante Bartolomeo, Commissioner, Connecticut Department of Labor: Requested that CTDOL be given latitude in how they gather the requested information from employers. Also requests the removal of enforcement language that would terminate a sponsor's apprenticeship program for failure to submit such information, as the termination would not only negatively affect the apprentice but also add another burden to the agency.

NATURE AND SOURCES OF SUPPORT:

Kate Farrar, State Representative, CGA: She offered testimony in support of this legislation, stating that it is essential for Connecticut to thrive and continue to develop a trained and diverse future workforce. Additionally, she cited statistics showing the benefits of apprenticeship, for the economy as well as all parties involved. Lastly, she stated that the

data collection in this proposal would create a data driven approach to the state's strategy to recruit and retain more apprentices in the trades and build a more inclusive construction trades sector.

Kimberly Glassman, Director, Foundation For Fair Contracting: They stated that this legislation is long overdue and important for workforce development and job training, particularly in the construction trade. They strongly support this legislation with the inclusion of their submitted substitute language. The substitute language they submitted includes the following: an addition on line 27 stating "In a form and manner prescribed by the Commissioner"; clarification that the information gathered is only for apprenticeship programs in the construction trade; a change of the effective date to July 1st, 2024, to give the agency additional time to get their system online; amendment of data points for redundancy's and adoption of language for gender, race and ethnicity that is statutorily conforming; and lastly removing enforcement language from line 50.

Bill Finch, Director, CLMCC: They offered comments in support of this legislation with the substitute language from the Foundation for Fair Contracting. They stated that this legislation aims to strengthen the apprenticeship programs by collecting information to improve performance, ensure apprentice progress, and effectively evaluate company success rates. Additionally, they stated that this proposal is expected to provide Connecticut with a skilled workforce and create good-paying sustainable careers while ultimately saving the state 30 million annually.

Kristen Abrahamson, Executive Vice President, Mechanical Contractors Assn CT: They offered testimony in favor of this legislation. They stated that this bill would provide transparency to the public and the Department of Labor, so that they could adequately assess the effectiveness of these programs. Additionally, they offered substitute language that they requested be incorporated into this proposal, which includes but is not limited to: removal of enforcement language, changing the effective date, amendment of data points etc.

Several Members of SMART Local Union 38: Offered testimony in support of the bill with the substitute language written by the Foundation of Fair Contracting and the Department of Labor. They believe that this legislation is long overdue and appreciate that the state is focused on workforce development and job training in high skilled industries such as construction. They also highlighted the great success of these types of programs and cited that the Building Trades and their partner contractors invest nearly \$2 billion in U.S apprenticeship and journey-level training, with 30 million invested within the state of Connecticut and operating 17 centers across the state.

These members included:

1. **Michael Colombo, President & Business Manager**
2. **Eric Hofbauer, Vice President**
3. **Eugene Barbieri, Marketing Representative**
4. **Michael Keon, Training Coordinator**
5. **John Malaspina, Business Representative**
6. **James Nester, Business Representative**
7. **Richard Pagano, Fund Administrator**
8. **Thomas Picheco, Business Representative**

Keith Brothers, Business Manager/ Secretary, LiUNA: They offered comments in support of apprenticeship programs, stating that they lead to well-paying jobs with great benefits. Additionally, they stated that the information this proposal requires employers to submit should be readily available to the public and state legislature.

Don Scoopo, Apprenticeship Coordinator, IAHFIAW local 33: They offered comments in support of this proposal. They stated that this proposal requires that sponsors report annually on certain metrics, such as how many apprentices separated from their program, how many completed the program and how many advanced within the program. Furthermore, they stated that this information should be available to the public and state legislature.

Michael Thompson, Executive Director, ASMRCC: They offered testimony in strong support of this proposal with additional proposed amendments.

Gerald Marotti, President, BAC Local 1 CT: He offered testimony in support of this legislation, with the proposed amendments expressing issues addressed by the Department of Labor.

Jay More, Union Representative, UA Local 777: They offered comments in support of this legislation, with proposed substitute language. They stated that this legislation seeks to ensure all men and women are given the same opportunity to begin and finish the apprenticeship to completion, regardless of where they are employed.

Ed Hawthorne, President, AFL-CIO: They offered support for this legislation with the substitute language proposed by the Foundation for Fair Contracting. Additionally, they stated that approved employers or sponsors should be required to pay their annual registration fee and report specific data related to their apprenticeship program including but not limited to the number of women apprentices, the number of persons of color and the number of licensed journeypersons employed.

James Denning, FST Business Manager, Ironworkers Local 15: They offered testimony in strong support of this proposal, with suggested changes. They stated that this legislation is long overdue, and that the information this proposal addresses should be publicly available. They suggested multiple changes which includes but is not limited to: removal of enforcement language, changing the effective date, amendment of data points and clarification that the information being requested is only being gathered on apprenticeship programs for construction trades.

Jim Lohr, Deputy Director, Carpenters Labor Management Program: They offered general comments in support of this legislation.

NATURE AND SOURCES OF OPPOSITION:

Tom Beaudoin, President, T&T Electrical Contractors Inc: Opposes this bill because most of this information on apprentices is already on file with the Department of Labor. Comments that it should be on the Department of Labor to collect this data when the apprentice is registered, and that it is another government burden on businesses.

Terry Berube, Treasurer & Owner, James Vallieres, Vice President, State-Wide Electric Inc: Opposes this bill because the Department of Labor already collects most of this information when registering an apprentice, and that this is a burden that could cause the termination of apprenticeship programs.

Richard Bird, President, IECNE: Opposes this bill because portions of it place a redundant burden on apprenticeship sponsors. Comments that they are satisfied with the current registration process and that adding unnecessary requirements will only hinder the success of apprenticeship programs.

Larry Vallieres, Vice President & Chairman of Government Relations, IECNE: Opposes this bill because they do not see a reason to needlessly place this redundant burden on small businesses when the Department of Labor can and already does collect this data.

David Bonadio, President, Enterprise Electrical Contractor: Opposes this bill because it will create unnecessary work for employers. Comments that Connecticut needs a more business friendly environment and this bill places us further from that goal.

Mark Clavette, President & Gary Clavette, Vice President, Electrical Systems Inc: Opposes this bill because most of this information is already on file with the Department of Labor when registering an apprentice, and it places another government mandated burden on businesses.

Christopher Fryxell, President, Associated Builders & Contractors CT: Opposes this bill because it creates a burden on business by adding a redundant requirement to the apprentice registering process. Comments that a sponsor who fails to comply with these requirements will have their apprenticeship programs terminated and this hurts the overall success of these programs throughout the state.

Jason Jacaruso, President, DEF Services Group Ltd: Opposes this bill because the Department of Labor should be collecting this data and already collects most of this information. Comments that it could cost apprentices their jobs because of a paperwork error and threatens to terminate apprenticeship programs.

Philip Nizzardo, Jr, Treasurer, N&S Electric, Inc: Opposes this bill because the Department of Labor should be collecting this data as it already has most of the information and would create another government burden on businesses.

Reported by:
Gabriel Marques, Assistant Clerk
Sebastian Musante, Assistant Clerk

Date: 3/21/23