

## HOUSE SUMMARY OF SENATE AMENDMENTS

**HB 1001**

**2016 Regular Session**

**Jefferson**

LABOR: Provides with respect to limitations in apprenticeship law

### Synopsis of Senate Amendments

1. Changes proposed law, the third limitation on what can be included in any provision in the apprenticeship standards, qualifications, agreement, or program operating procedures from any provision that invalidates any special provision affecting veterans, minorities, or women to any provision that invalidates any special provision affecting any group protected from employment discrimination in certain instances by present law, including veterans' leave for medical appointments, discrimination because of race, color, religion, sex, or national origin, disability, age, pregnancy, childbirth, sickle cell trait, or a genetic condition.

### Digest of Bill as Finally Passed by Senate

Present law provides that the following information must be included in each apprenticeship agreement:

- (1) The names and signatures of the contracting parties.
- (2) The date of birth of the apprentice and his social security number if he chooses to disclose it.
- (3) Contact information of the program sponsor and the registration agency.
- (4) A statement of the occupation in which the apprentice will be trained, the date the training will begin, and the duration of the apprenticeship.
- (5) A statement which includes the number of hours the apprentice will spend on the job or the skill-set he will attain, as well as the number of hours he will spend in technical instruction.
- (6) A statement setting forth the schedule of work processes and the goal the apprentice will attain in the occupation, as well as the amount of time he will spend doing so.
- (7) A statement indicating whether or not the instruction will be compensated and, if applicable, of a scale of wages that will be paid.
- (8) A statement indicating the terms and conditions of a probationary period.
- (9) Any additional terms required or approved by the director that are consistent with present law.

Proposed law retains present law.

Present law specifies that nothing in any apprenticeship law or an apprenticeship agreement can invalidate any of the following:

- (1) An apprenticeship provision in an collective bargaining agreement that establishes higher standards than set forth in present law.
- (2) Any provision that is contrary to anti-discrimination protections in present law.

Proposed law retains and expounds upon present law (R.S. 23:391) by specifying that present law, the Louisiana Employment Discrimination Law, is included in the list of limitations that prohibit any apprenticeship law or agreement from invalidating any provision that affects any group protected from employment discrimination in present law, the Louisiana Employment Discrimination Law, including veterans' leave for medical appointments, discrimination because of race, color, religion, sex, or national origin, disability, age, pregnancy, childbirth, sickle cell trait, or a genetic condition.

Effective upon signature of governor or lapse of time for gubernatorial action.

(Amends R.S. 23:391)