

2023 Regular Session

HOUSE BILL NO. 420

BY REPRESENTATIVE LACOMBE

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

EMPLOYMENT: Requires certain employers to designate no less than two percent of man-hours in any apprenticeable occupation to registered apprentices for certain construction projects

1 AN ACT

2 To enact R.S. 23:388.1 and R.S. 51:934, relative to apprenticeship; to provide for
3 apprenticeship agreements for certain economic development participants; to require
4 certain employers that receive economic development incentives for new
5 construction or existing construction projects to employ certain apprentices; to
6 provide for agreements; to provide for waivers; to provide for termination; and to
7 provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 23:388.1 is hereby enacted to read as follows:

10 §388.1. Apprenticeship requirements of economic development programs

11 A. Beginning August 1, 2023, in order to promote employment opportunities
12 for young people and to train a skilled workforce in this state, each employer that
13 participates in an economic development program, as defined in R.S. 51:935.1, and
14 receives fiscal benefits for the construction of a new facility or the expansion of an
15 existing facility shall designate no less than two percent of the man-hours in any
16 apprenticeable occupation to apprentices who are registered pursuant to this Chapter.

17 B. The director of apprenticeship shall approve all apprenticeship agreements
18 that are in furtherance of this Section and that meet the standards established in this
19 Chapter.

1 C.(1) If the secretary of the Louisiana Workforce Commission determines,
2 in good faith, that an insufficient number of registered apprentices is available for
3 employment with a particular economic development program participant on a
4 particular construction project, the secretary shall certify the number of registered
5 apprentices who are available and shall issue a waiver for the remaining number of
6 jobs which would otherwise be reserved for registered apprentices in order for the
7 employer to meet the two percent man-hour requirement provided for in R.S. 51:934.

8 (2) The secretary shall provide any waiver executed, pursuant to Paragraph
9 (1) of this Subsection, to the secretary of the Department of Economic Development
10 in compliance with R.S. 51:934.

11 Section 2. R.S. 51:934 is hereby enacted to read as follows:

12 §934. Registered apprenticeship program requirements

13 A. Beginning August 1, 2023, the Department of Economic Development
14 shall require each employer, as defined in R.S. 51:935.1, that participates in any
15 economic development program that receives fiscal benefits for the construction of
16 a new facility or the expansion of an existing facility to meet all of the following
17 requirements:

18 (1) Except as provided for in Subsection B of this Section, the employer
19 shall designate no less than two percent of man-hours in any apprenticeable
20 occupation to be held by registered apprentices.

21 (2) The employer shall cooperate with the director of apprenticeship and
22 meet the standards and requirements of the apprenticeship program as provided for
23 in Chapter 4 of Title 23 of the Louisiana Revised Statutes of 1950.

24 B. If there is an insufficient number of registered apprentices available for
25 employment with a particular construction project, the requirements of Paragraph (1)
26 of this Subsection are to be waived only to the extent that such insufficiency is
27 certified by the secretary of the Louisiana Workforce Commission, as provided for
28 in R.S. 23:388.1.

29 Section 3. The provisions of this Act shall terminate on December 31, 2027.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 420 Original

2023 Regular Session

LaCombe

Abstract: Provides that employers who receive economic development incentives from the state cannot designate less than two percent of the man-hours in any apprenticeable occupation to registered apprentices for new construction projects or for the expansion of existing construction projects.

Proposed law requires any employer who participates in an economic development program and receives fiscal benefits from the state for the construction of a new facility or the expansion of an existing facility to designate no less than 2% of the man-hours in any apprenticeable occupation to registered apprentices.

Proposed law requires that the director of apprenticeship also approve the apprenticeship agreement under proposed law.

Proposed law provides that if the secretary of the La. Workforce Commission (LWC) determines, in good faith, that an insufficient number of registered apprentices is available for a particular construction project, the secretary will certify the number of registered apprentices who are available and will issue a waiver for the remaining number of jobs, which would otherwise be reserved for registered apprentices in order for the employer to meet the 2% man-hour requirement provided for in proposed law.

Proposed law requires the employer to cooperate with the director of apprenticeship and meet the standards and requirements of the apprenticeship program as provided for in proposed law.

Proposed law provides that the La. Dept. of Economic Development shall require each employer, provided for in present law (R.S. 51:935.1), that participates in any economic development program that receives fiscal benefits for the construction of a new facility or the expansion of an existing facility to meet all of the following requirements:

- (1) Except as provided for in proposed law, the employer shall designate no less than two percent of man-hours in any apprenticeable occupation to be held by registered apprentices.
- (2) The employer shall cooperate with the director of the apprenticeship and meet the standards and requirements of the apprenticeship program as provided for in present law.

Proposed law provides that if there is an insufficient number of registered apprentices available for employment with a particular construction program, the requirements provided for in proposed law shall be waived only to the extent that such insufficiency is certified by the secretary of LWC.

Proposed law terminates on Dec. 31, 2027.

(Adds R.S. 23:388.1 and R.S. 51:934)