

2016 Regular Session

HOUSE BILL NO. 1001

BY REPRESENTATIVES JEFFERSON AND COX

LABOR: Provides with respect to limitations in apprenticeship law

1 AN ACT

2 To amend and reenact R.S. 23:391, relative to apprenticeship agreements; to provide for  
3 limitations regarding language included in apprenticeship agreements; to prohibit  
4 any apprenticeship law from invalidating any special provision in an apprenticeship  
5 agreement, apprenticeship program standards, apprentice qualifications, or the  
6 program operation procedure relative to veterans, minorities, or women; to provide  
7 for an effective date; and to provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 23:391 is hereby amended and reenacted to read as follows:

10 §391. Limitation

11 Nothing in this Chapter or in any apprenticeship agreement approved ~~under~~  
12 pursuant to the provisions of this Chapter shall operate to invalidate any of the  
13 following:

14 (1) An apprenticeship provision in any collective bargaining agreement  
15 between employers and employees establishing higher apprenticeship standards.

16 (2) Any ~~provisions of prohibited~~ prohibition of employment discrimination  
17 ~~in employment which are~~ contained in any ~~other~~ Chapter of this Title, in any other  
18 Title of the Louisiana Revised Statutes of 1950, in federal law, or in any local  
19 ordinance.

1           (3) Any special provision affecting veterans, minorities, or women which is  
2           not otherwise prohibited by law, executive order, or authorized regulation, contained  
3           in the apprenticeship program standards, apprentice qualifications, the operation  
4           procedure for the program, or the apprenticeship agreement.

5           Section 2. This Act shall become effective upon signature by the governor or, if not  
6 signed by the governor, upon expiration of the time for bills to become law without signature  
7 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If  
8 vetoed by the governor and subsequently approved by the legislature, this Act shall become  
9 effective on the day following such approval.

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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)]

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HB 1001 Engrossed

2016 Regular Session

Jefferson

**Abstract:** Provides that nothing in apprenticeship law or an apprenticeship agreement can invalidate any special provision regarding veterans, minorities, or women.

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 present law and adds a third limitation that prohibits any apprenticeship law or agreement from invalidating any special provision that affects veterans, minorities, or women contained in the apprenticeship program standards, qualifications, agreement, or program operating procedures.

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

(Amends R.S. 23:391)