

Home Builders & Remodelers Association of Connecticut, Inc.

Please SUPPORT SB 353, Establishing an Apprentice, Journeymen and Contractor Working Group, and Expanding the 1:1 Hiring Ratio

(Passed General Law 17 – 0; Passed Senate on Consent)

CT regulates the hiring ratio in the licensed trades as between licensed journeymen and apprentices. Current law allows a 1:1 ratio for hiring journeymen and apprentices for the first two pairs of hires, i.e., you need to hire a 2nd journeyman before hiring a 2nd apprentice. But, thereafter, the hiring ratio goes to 3:1, i.e., you need to first hire 3 more journeymen before you can hire the 3rd apprentice (i.e., have 5 journeymen to 3 apprentices, then 8 journeymen to 4 apprentices, and so on).

The hiring ratio is an arbitrary restriction on hiring workers. It does not affect the work site ratio – that is on all job sites, the journeyman to apprentice work ratio is always 1:1, meaning no apprentice can work unsupervised by a journeyman. The arbitrary hiring ratio denies opportunities to apprentices who want to work in small shop settings. It also forces small nonunion shops who obtain more work to send two journeymen to a site when their first pairs of journeymen and apprentices are engaged elsewhere. This means their costs for that extra job is higher, all because of a hiring restriction.

Some licensed trade advocates criticized our involvement in this issue because home builders and remodelers are not licensed journeyman with apprenticeship programs. That's true, but we hire the licensed trades, meaning we pay the bill. So, yes, we care about this issue very much.

SB 353 not only establishes a work group to resolve and report back on these issues but also expands the 1:1 ratio to the first three pairs of hires. Under the bill, the 3:1 hiring ratio kicks in thereafter.

- **We support doing away with the arbitrary hiring ratio altogether. This would not affect the current work site 1:1 ratio where apprentices will always be properly supervised, where it counts.**
- **Far short of full repeal of the hiring ratio, SB 353's expansion of the 1:1 hiring ratio to the 3rd pair of journeymen and apprentice hires is a good step that common sense should support.**
- **SB 353 will allow, if even only incrementally, small licensed trade shops to grow their workforce in a more reasonable, rational way.**

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HBRAC T's Vision: "Building CT's Economy, Communities & Better Lives One Home at a Time."

HBRAC T's Mission: "Using Effective Advocacy & New Knowledge to Solve our Member's Problems."