



General Assembly

January Session, 2025

**Committee Bill No. 6786**

LCO No. 6675



Referred to Committee on COMMERCE

Introduced by:  
(CE)

***AN ACT CONCERNING THE HIRING RATIO FOR SKILLED TRADES.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1      Section 1. (NEW) (*Effective October 1, 2025*) (a) The Labor  
2      Commissioner shall adopt or amend existing regulations of Connecticut  
3      state agencies, as the case may be, to establish a process to permit a  
4      licensed contractor or business in the electrical, plumbing, heating,  
5      piping and cooling, sprinkler fitter or sheet metal work trades to hire  
6      one or more additional apprentices when such licensed contractor or  
7      business does not employ a sufficient number of licensees to satisfy the  
8      applicable hiring ratio established in the regulations adopted pursuant  
9      to section 20-332 of the general statutes. Such process shall require such  
10     licensed contractor or business to submit an application to the Labor  
11     Department, in a form and manner prescribed by the commissioner, for  
12     relief from such applicable hiring ratio, which application shall include,  
13     but need not be limited to, (1) the name of the applicant and apprentices  
14     for which hiring ratio relief is requested; (2) the applicable trade and  
15     license category; (3) the current number of journeypersons, apprentices  
16     and preapprentices employed by the applicant; and (4) any other  
17     information the commissioner, in the commissioner's discretion, deems

18 necessary for the purposes of this subsection.

19 (b) The commissioner shall approve any application submitted  
20 pursuant to subsection (a) of this section, provided the applicant  
21 satisfies the following criteria: (1) The applicant is in good standing with  
22 the Labor Department; (2) within the previous three years from the date  
23 of the application, the applicant has not been the subject of a final  
24 determination for a violation of a federal or state labor law or regulation  
25 concerning failure to pay wages to an apprentice; (3) within the previous  
26 three years from the date of the application, the applicant has not  
27 discharged, released or otherwise terminated an excessive amount of  
28 apprentices, as determined by the commissioner, prior to such  
29 apprentices satisfying the requirements to qualify for the applicable  
30 journeyman license examination; (4) within the previous three years  
31 from the date of the application, the percentage of apprentices that have  
32 (A) been employed by the applicant as apprentices for a period of not  
33 less than six years, and (B) satisfied the requirements to qualify for the  
34 applicable journeyman license examination, is not less than forty per  
35 cent; and (5) the applicant agrees to notify, in writing, in a form and  
36 manner prescribed by the commissioner, both the Labor Department  
37 and any apprentice employed by the applicant, of the total number of  
38 hours any such apprentices have worked prior to the date of such notice.

39 (c) Not later than ten business days after a licensed contractor or  
40 business submits an application to the Labor Department pursuant to  
41 subsection (a) of this section, the Labor Commissioner shall (1) complete  
42 the review of such application, (2) determine whether the applicant  
43 qualifies to receive the hiring ratio relief requested, and (3) send notice  
44 to the licensed contractor or business and the Commissioner of  
45 Consumer Protection, in a form and manner prescribed by the Labor  
46 Commissioner, disclosing the Labor Commissioner's determination. If  
47 such application is denied, the notice shall include a written explanation  
48 of the reasons for such denial.

49 (d) The hiring ratio relief provided pursuant to this section shall

50 apply (1) to the apprentices for which the applicant has requested hiring  
 51 ratio relief, and (2) for as long as such apprentices remain apprentices  
 52 for the applicant, even if the applicant after being granted such hiring  
 53 ratio relief subsequently fails to meet the criteria set forth in subsection  
 54 (b) of this section, but not for a period of more than six years.

55 (e) Not later than October 1, 2026, and annually thereafter, the Labor  
 56 Department shall submit to the joint standing committees of the General  
 57 Assembly having cognizance of matters relating to general law, higher  
 58 education and employment advancement, commerce and labor and  
 59 public employees, in accordance with the provisions of section 11-4a of  
 60 the general statutes, a report regarding the hiring ratio relief process.  
 61 Such report shall include, but need not be limited to, information on the  
 62 number of individuals served by such process and the outcomes of such  
 63 individuals.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2025	New section

**Statement of Purpose:**

To expedite and clarify the application process for apprenticeship ratio relief.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*

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