



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

CE

Joint Favorable C/R

GL