

HOUSE COMMITTEE OF REFERENCE REPORT

March 11, 2021

Chair of Committee

Date

Committee on Business Affairs & Labor.

After consideration on the merits, the Committee recommends the following:

HB21-1007 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

1 Amend printed bill, page 4, after line 6 insert:

2 "(11) QUALIFIED INTERMEDIARY" MEANS AN ENTITY THAT
3 DEMONSTRATES EXPERTISE IN CONNECTING EMPLOYERS OR
4 APPRENTICESHIP PROGRAM PARTICIPANTS TO REGISTERED APPRENTICESHIP
5 PROGRAMS OR IN CONVENING STAKEHOLDERS TO DEVELOP REGISTERED
6 APPRENTICESHIP PROGRAMS AND SERVES EMPLOYERS AND
7 APPRENTICESHIP PROGRAM PARTICIPANTS BY:

8 (a) CONNECTING EMPLOYERS TO PROGRAMS UNDER THE NATIONAL
9 APPRENTICESHIP SYSTEM;

10 (b) ASSISTING IN THE DESIGN AND IMPLEMENTATION OF
11 APPRENTICESHIP PROGRAMS, INCLUDING CURRICULUM DEVELOPMENT AND
12 DELIVERY FOR RELATED INSTRUCTION;

13 (c) SUPPORTING ENTITIES, SPONSORS, OR APPRENTICESHIP
14 PROGRAM ADMINISTRATORS IN MEETING AND REPORTING THE
15 REQUIREMENTS OF THIS ARTICLE 15.7;

16 (d) PROVIDING PROFESSIONAL DEVELOPMENT ACTIVITIES, SUCH AS
17 TRAINING TO MENTORS;

18 (e) SUPPORTING THE RECRUITMENT, RETENTION, AND
19 APPRENTICESHIP PROGRAM COMPLETION OF POTENTIAL APPRENTICESHIP
20 PROGRAM PARTICIPANTS, INCLUDING NONTRADITIONAL PARTICIPANTS AND
21 APPRENTICESHIP POPULATIONS AND INDIVIDUALS WITH BARRIERS TO
22 EMPLOYMENT;

23 (f) DEVELOPING AND PROVIDING PERSONALIZED APPRENTICESHIP

1 PROGRAM PARTICIPANT SUPPORTS, INCLUDING PARTNERING WITH
2 ORGANIZATIONS TO PROVIDE ACCESS TO OR REFERRALS FOR SUPPORTIVE
3 SERVICES AND FINANCIAL ADVISING;

4 (g) PROVIDING SERVICES, RESOURCES, AND SUPPORTS FOR THE
5 DEVELOPMENT, DELIVERY, EXPANSION, OR IMPROVEMENT OF
6 APPRENTICESHIP PROGRAMS UNDER THE NATIONAL APPRENTICESHIP
7 SYSTEM; OR

8 (h) SERVING AS AN APPRENTICESHIP PROGRAM SPONSOR."

9 Renumber succeeding subsections accordingly.

10 Page 5, after line 19 insert:

11 "(b) ACCELERATE NEW APPRENTICESHIP PROGRAM GROWTH ON A
12 GEOGRAPHICALLY DIVERSE BASIS, ESPECIALLY IN HIGH-DEMAND
13 OCCUPATIONS, WHILE ENSURING QUALITY STANDARDS;

14 (c) ENCOURAGE THE DEVELOPMENT OF AND ASSIST IN THE
15 ESTABLISHMENT OF APPRENTICESHIP PROGRAMS AND PROMOTE
16 ENROLLMENT IN APPRENTICESHIP PROGRAMS BY PROVIDING TECHNICAL
17 AND COMPLIANCE ASSISTANCE TO SPONSORS, APPRENTICES, AND
18 APPRENTICESHIP PROGRAMS AND ENSURING PROGRAM COMPLIANCE WITH
19 APPRENTICESHIP STANDARDS;".

20 Reletter succeeding paragraphs accordingly.

21 Page 5, after line 21 insert:

22 "(e) ISSUE CERTIFICATES OF REGISTRATION TO EXISTING
23 APPRENTICESHIP PROGRAMS;".

24 Reletter succeeding paragraphs accordingly.

25 Page 6, strike lines 21 through 26.

26 Reletter succeeding paragraphs accordingly.

27 Page 7, after line 11 insert:

28 "(3) THE SAA MUST FOLLOW ALL GUIDANCE DOCUMENTS ISSUED
29 BY THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF
30 APPRENTICESHIP."



- 1 Renumber succeeding subsection accordingly.
- 2 Page 7, line 20, strike "EIGHTEEN" and substitute "SIXTEEN".
- 3 Page 7, line 22, strike "TWELVE" and substitute "TEN" and after
4 "MEMBERS" add "FAMILIAR WITH APPRENTICEABLE OCCUPATIONS".
- 5 Page 7, line 24, strike "FIVE" and substitute "FOUR".
- 6 Page 7, line 25, strike "ORGANIZATION;" and substitute "ORGANIZATION,
7 ONE OF WHOM REPRESENTS AN EMPLOYER INVOLVED WITH AN
8 APPRENTICESHIP PROGRAM TARGETING POPULATIONS WITH BARRIERS TO
9 EMPLOYMENT, AND ONE OF WHOM REPRESENTS A STATEWIDE
10 ORGANIZATION OF GENERAL AND SPECIALTY COMMERCIAL CONSTRUCTION
11 CONTRACTORS THAT IS KNOWLEDGEABLE ABOUT REGISTERED
12 APPRENTICESHIP PROGRAMS;".
- 13 Page 7, line 26, strike "FIVE" and substitute "FOUR".
- 14 Page 8, line 18, strike "SIX" and substitute "FOUR".
- 15 Page 9, line 3, strike "THE CHAIR MAY BE".
- 16 Page 9, strike line 4, and substitute "A CHAIR MAY BE APPOINTED TO
17 SERVE NO MORE THAN TWO FULL TERMS."
- 18 Page 10, strike lines 23 and 24.
- 19 Page 11, line 3, strike "TWELVE" and substitute "FOURTEEN".
- 20 Page 11, line 5, strike "SIX VOTING MEMBERS" and substitute "EIGHT
21 VOTING MEMBERS WHO REPRESENT, AND ARE REGULARLY EVALUATED TO
22 ENSURE THAT THE REPRESENTATION ALIGNS WITH, HIGH-DEMAND JOBS, AS
23 STATED IN THE ANNUAL COLORADO TALENT REPORT PREPARED PURSUANT
24 TO SECTION 24-46.3-103 (3)".
- 25 Page 11, strike lines 7 through 14 and substitute:
- 26 "(A) THREE REPRESENTATIVES OF EMPLOYER ORGANIZATIONS
27 THAT ARE NOT WITHIN THE BUILDING AND CONSTRUCTION TRADES; AT
28 LEAST ONE OF WHOM REPRESENTS AN EMPLOYER INVOLVED WITH A



1 PROGRAM EXPLICITLY TARGETING POPULATIONS WITH BARRIERS TO
2 EMPLOYMENT, INCLUDING WOMEN, PEOPLE OF COLOR, EX-OFFENDERS, AND
3 PERSONS WITH DISABILITIES; ONE OF WHOM REPRESENTS YOUTH WITH
4 BARRIERS TO EMPLOYMENT; AND ONE OF WHOM REPRESENTS
5 OUT-OF-SCHOOL YOUTH;

6 (B) THREE REPRESENTATIVES FROM EMPLOYEE ORGANIZATIONS
7 THAT ARE NOT WITHIN THE BUILDING AND CONSTRUCTION TRADES;

8 (C) ONE REPRESENTATIVE FROM A QUALIFIED INTERMEDIARY; AND

9 (D) ONE MEMBER OF THE PUBLIC."

10 Page 11, line 21, strike "THREE" and substitute "FIVE".

11 Page 12, line 1, strike "THE CHAIR MAY BE".

12 Page 12, strike line 2 and substitute "A CHAIR MAY BE APPOINTED TO
13 SERVE NO MORE THAN TWO FULL TERMS."

14 Page 13, line 19, strike "TRADES" and substitute "INDUSTRIES".

15 Page 13, after line 21 insert:

16 **"18-15.7-105. Joint resolution committee of the SAC and IAC-**
17 **created - members powers - duties.** (1) THE CHAIRS OF THE SAC AND
18 THE IAC SHALL ESTABLISH AN AD HOC JOINT RESOLUTION COMMITTEE OF
19 THE SAC AND IAC, REFERRED TO IN THIS SECTION AS THE "AD HOC
20 COMMITTEE". THE AD HOC COMMITTEE CONSISTS OF TWO MEMBERS FROM
21 BOTH THE IAC AND THE SAC APPOINTED BY THE DIRECTOR. THE AD HOC
22 COMMITTEE SHALL RESOLVE CONFLICTS THAT ARISE BETWEEN THE SAC
23 AND THE IAC AND SHALL DEFINE THE JURISDICTION OF THE SAC AND THE
24 IAC.

25 (2) THE AD HOC COMMITTEE OF THE SAC AND THE IAC SHALL:

26 (a) PUBLISH A STATEMENT DEFINING THE SAC'S JURISDICTION OF
27 THE BUILDING AND CONSTRUCTION TRADES, AND UPDATE THE STATEMENT
28 PERIODICALLY AS NECESSARY AS DETERMINED BY THE AD HOC
29 COMMITTEE; AND

30 (b) RESOLVE CONFLICTS AND COMPLAINTS THAT ARISE BETWEEN
31 THE SAC AND THE IAC AS DETERMINED BY THE AD HOC COMMITTEE.

32 (3) IF THERE IS A TIE AMONG THE AD HOC COMMITTEE MEMBERS IN
33 DETERMINING A RESOLUTION TO A CONFLICT, THE DIRECTOR SHALL BREAK
34 THE TIE. A DECISION OF THE AD HOC COMMITTEE IS FINAL.

35 (4) THE SAC HAS JURISDICTION OVER APPRENTICESHIP PROGRAMS



1 FOR OCCUPATIONS IN THE BUILDING AND CONSTRUCTION TRADES. FOR
2 PURPOSES OF THIS SECTION, OCCUPATIONS ARE IN THE BUILDING AND
3 CONSTRUCTION TRADES IF EITHER:

4 (a) WORKERS IN THE OCCUPATION PERFORM CONSTRUCTION,
5 RECONSTRUCTION, RENOVATION, ALTERATION, DEMOLITION, PAINTING,
6 REPAIR, OR MAINTENANCE WORK FOR ROADS, HIGHWAYS, BUILDINGS,
7 STRUCTURES, INDUSTRIAL FACILITIES, OR IMPROVEMENTS OF ANY TYPE; OR

8 (b) APPRENTICES IN THE APPRENTICESHIP PROGRAM WILL BE
9 EMPLOYED BY LICENSED CONTRACTORS."

10 Renumber succeeding C.R.S. sections accordingly.

11 Page 13, strike lines 22 and 23.

12 Page 14, line 10, strike "8-15.7-102 (1)(k)." and substitute "8-15.7-102
13 (1)(n)."

14 Page 14, line 13, strike "8-15.7-106," and substitute "8-15.7-107,".

15 Page 16, line 16, strike "AND".

16 Page 16, line 17, after "FOR" insert "CURING NONCOMPLIANCE WITH THIS
17 ARTICLE 15.7 AND FOR".

18 Page 16, line 18, strike "PROGRAM." and substitute "PROGRAM; AND

19 (d) GRIEVANCE PROCEDURES FOR COMPLAINTS NOT UNDER THE
20 JURISDICTION OF THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY
21 COMMISSION, INCLUDING COMPLAINTS CONCERNING APPRENTICES NOT
22 MOVING THROUGH AN APPRENTICESHIP PROGRAM IN A TIMELY MANNER
23 AND INSUFFICIENT ON-THE-JOB TRAINING OR CLASSROOM TIME."

24 Page 16, after line 18 insert:

25 **"8-15.7-109. Repeal of article.** THIS ARTICLE 15.7 IS REPEALED,
26 EFFECTIVE SEPTEMBER 1, 2029. BEFORE THE REPEAL, THE FUNCTIONS OF
27 THE DIRECTOR ARE SCHEDULED FOR REVIEW IN ACCORDANCE WITH
28 SECTION 24-34-104."

29 Page 17, after line 2 insert:

30 **"SECTION 3.** In Colorado Revised Statutes, 24-34-104, **add**



1 (30)(a)(VII) as follows:

2 **24-34-104. General assembly review of regulatory agencies**
3 **and functions for repeal, continuation, or reestablishment - legislative**
4 **declaration - repeal.**

5 (30) (a) The following agencies, functions, or both, are scheduled
6 for repeal on September 1, 2029:

7 (VII) THE STATE APPRENTICESHIP AGENCY CREATED IN ARTICLE
8 15.7 OF TITLE 8."

9 Renumber succeeding sections accordingly

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