

Updating the Registered Apprenticeship Equal Employment Opportunity Regulations

Who?

The Office of Apprenticeship (OA) is part of the U.S. Department of Labor's (DOL) Employment and Training Administration Office. The OA is **responsible for registered apprenticeship programs, setting labor standards and promoting equal opportunity.** The OA is working to **update and modernize their equal employment opportunity regulations, Title 29 CFR Part 30,** to ensure that women and minorities have equal access and opportunities within registered apprenticeship programs. http://www.dol.gov/dol/allcfr/title_29/Part_30/toc.htm.

Why?

The Congressional Black Caucus has been urging the Obama administration to improve job opportunities for women and minorities. The OA held Town Hall meetings in March 2010 and is currently working on the regulations. These regulations will be proposed for comment in January 2011. **You can help ensure that the new regulations support women's long-term inclusion in the trades** by working with other tradeswomen in your organization, company, local, union, or in your apprenticeship school to make sure that **TRADESWOMEN'S VOICES ARE HEARD.** Because group letters will have more of an impact during this part of the process, we suggest that you combine efforts rather than send individual letters at this time.

What?

As of June 2009 women were still only 3% of all newly registered apprentices in construction occupations. This can be changed. Around the country, some apprenticeship programs have achieved numbers that have ranged from 10% to 27% women. **The recommendations you make are based on your lived experience and would greatly aid in the recruitment and retention of tradeswomen and in increasing their numbers overall.**

Take Action!

Please send *collective letters only* by September 2010, containing your combined comments and suggestions and send a copy to Legal Momentum. Legal Momentum would like to receive copies of your letters so that we can share them with **other organizations, policy makers and the tradeswomen's community to ensure that your voices are heard and shared.** If you have any comments or questions please contact Hannah Creedon in Legal Momentum: hcreedon@legalmomentum.org or call 212-925-6635.

Please address your group letters to:

**Mr. John V. Ladd
Employment and Training Administration,
Office of Apprenticeship,
200 Constitution Avenue NW.,
Room N5311,
Washington, DC 20210**

SAMPLE LETTER

Employment and Training Administration,
Office of Apprenticeship,
200 Constitution Avenue NW,
Room N5311,
Washington, DC 20210
Attn: Mr. John V Ladd
Date:

Re: Updating of Equal Opportunity Apprenticeship Regulations-Title 29 CFR Part 30

Dear Mr. Ladd,

We, the undersigned, have been, or are **(enter trade here)** apprentices/journeywomen with **(enter local, union, organization or company name)** for the past **(2-25 years)**. We would like to take this opportunity to share with you our experiences as apprentices in order to help ensure that more women can enjoy the benefits of working in our industry. We hope that our input will help make the apprenticeship programs that have managed to include 10 %-27% women, the norm, rather than the exception.

Our group of **(number of women)** from **(local, union, organization or company name)** have collectively worked in this industry for **(number of years)**. Together we have identified the **(#)** most important items the equal opportunity regulations should address.

Your comments can cover any aspects of your training, both positive and negative, on topics such as:

- (i) Practices in recruiting and retaining women for registered apprenticeship programs*
- (ii) Practices such as mentoring and support groups*
- (iii) Classroom and on the job training practices including training on all aspects of your trade, and working on a wide variety of worksites*
- (iv) If you ran into any discrimination on the job, what was your experience in the reviewing and processing of complaints?*
- (v) Once graduated, did you feel you had the skills you needed to compete at journey level wages?*

Thank you for the opportunity to be a part of the Department of Labor's vision of Good Jobs for Everyone. Please do not hesitate to contact us with any questions you may have.

Sincerely,

You can also submit your comments on-line at www.regulations.gov. Use the Docket Identification Number **ETA-2010-0001** and follow the instructions for submitting comments. Please be advised that the DOL will make the comments it receives available to the public without making any change to the comments. Please safeguard any personal information such as SSN, personal addresses, telephone numbers, and e-mail addresses etc.

For more information please email Hannah Creedon, hcreedon@legalmomentum.org or Françoise Jacobsohn, fjacobsohn@legalmomentum.org in Legal Momentum or call 212 925 6635.

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