

103<sup>D</sup> CONGRESS  
1<sup>ST</sup> SESSION

# S. 650

To amend the National Apprenticeship Act to require minimum funding for certain outreach recruitment and training programs, to restore a national information collection system, to limit the authority to conduct reductions in force within the Bureau of Apprenticeship and Training of the Department of Labor, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

MARCH 24 (legislative day, MARCH 3), 1993

Mr. RIEGLE (for himself and Mr. LEVIN) introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

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## A BILL

To amend the National Apprenticeship Act to require minimum funding for certain outreach recruitment and training programs, to restore a national information collection system, to limit the authority to conduct reductions in force within the Bureau of Apprenticeship and Training of the Department of Labor, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Apprenticeship Im-  
5 provement Act of 1993”.

1 **SEC. 2. ESTABLISHMENT OF INFORMATION COLLECTION**  
2 **SYSTEM.**

3 Section 2 of the Act of August 16, 1937 (50 Stat.  
4 664; 29 U.S.C. 50), popularly known as the “National Ap-  
5 prenticeship Act”, (hereinafter in this Act referred to as  
6 the “Act”) is amended—

7 (1) by inserting “(a)” after “SEC. 2.”; and

8 (2) by adding at the end thereof the following  
9 new subsection:

10 “(b) The Secretary shall establish and maintain a na-  
11 tional information collection system for apprenticeships  
12 and apprenticeship programs.”.

13 **SEC. 3. OUTREACH PROGRAM.**

14 The Act is amended—

15 (1) by redesignating section 4 as section 5, and

16 (2) by inserting after section 3 the following  
17 new section:

18 “SEC. 4. The Secretary shall assure that from the  
19 amounts appropriated to carry out this Act in each fiscal  
20 year, not less than 1 percent of such amounts shall be  
21 available to establish outreach recruitment activities to in-  
22 crease the participation of women, minorities, handicapped  
23 individuals, displaced workers, and disadvantaged individ-  
24 uals in the apprenticeship programs authorized by this  
25 Act.”.

1 **SEC. 4. ESTABLISHMENT OF BUREAU OF APPRENTICESHIP**  
2 **AND TRAINING; APPOINTMENT OF EMPLOY-**  
3 **EES.**

4 (a) ESTABLISHMENT.—There is established in the  
5 Department of Labor, the Bureau of Apprenticeship and  
6 Training (hereinafter in this Act referred to as the “Bu-  
7 reau”) which shall carry out the policies and functions of  
8 this Act on behalf of the Secretary of Labor (hereinafter  
9 in this Act referred to as the “Secretary”). The Bureau  
10 shall be under the direction of an administrator to be  
11 known as the Administrator of the Bureau of Apprentice-  
12 ship and Training. The Administrator shall report directly  
13 to the Secretary.

14 (b) TRANSFER OF FUNCTIONS.—Functions of the  
15 Assistant Secretary for Employment and Training Admin-  
16 istration of the Department of Labor with respect to the  
17 promotion of labor standards of apprenticeship, including  
18 research, information, and publications are transferred to  
19 the Bureau. Functions related to apprenticeship, including  
20 appropriate administrative and program support services,  
21 together with personnel necessary to the administration of  
22 such functions, and unexpended balances of appropria-  
23 tions and other funds related thereto, are transferred to  
24 the Bureau.

25 (c) APPOINTMENT OF EMPLOYEES.—The Secretary  
26 is authorized to appoint such employees as may be nec-

1 essary for the administration of this Act in accordance  
2 with laws applicable to the appointment and compensation  
3 of employees and advisors of the United States.

4 **SEC. 5. INCREASE IN FORCE.**

5 (a) IN GENERAL.—The Secretary shall increase the  
6 force within the Bureau to 377 full-time employees not  
7 later than January 1, 1994.

8 (b) CONSIDERATION OF EMPLOYEES WORKING LESS  
9 THAN FULL TIME.—In the administration of subsection  
10 (a)—

11 (1) a part-time employee shall be counted as a  
12 fraction, the numerator of which is the number cor-  
13 responding to the average number of hours in such  
14 employee's regularly scheduled workweek and the de-  
15 nominator of which is 40; and

16 (2) an individual employed on a temporary or  
17 intermittent basis shall not be counted.

18 **SEC. 6. LIMITATIONS ON REDUCTION IN FORCE.**

19 (a) IN GENERAL.—A reduction in force may not be  
20 conducted within the Bureau if—

21 (1) the reduction in force would reduce the total  
22 number of civilian employees within such Bureau;  
23 and

1           (2) such total number, after the reduction in  
2           force, would be less than the equivalent of 377 em-  
3           ployees.

4           (b) CONSIDERATION OF EMPLOYEES WORKING LESS  
5           THAN FULL TIME.—In the administration of subsection  
6           (a)—

7           (1) a part-time employee shall be counted as a  
8           fraction, the numerator of which is the number cor-  
9           responding to the average number of hours in such  
10          employee's regularly scheduled workweek and the de-  
11          nominator of which is 40; and

12          (2) an individual employed on a temporary or  
13          intermittent basis shall not be counted.

14       **SEC. 7. REPORT.**

15          (a) IN GENERAL.—The Secretary shall prepare and  
16          submit to the Congress, not later than 6 months after the  
17          date of enactment of this Act, a detailed report concerning  
18          whether the apprenticeship program conducted by the De-  
19          partment of Labor under the Act of August 16, 1937 (50  
20          Stat. 664; 29 U.S.C. 50), complies with regulations gov-  
21          erning equal opportunity.

22          (b) CONTENTS OF REPORT.—The report required by  
23          this section shall include—

1           (1) a detailed description of activities carried  
2 out by the Department of Labor to ensure compli-  
3 ance;

4           (2) a list of compliance reviews undertaken by  
5 the Department; and

6           (3) a description of any sanctions imposed as a  
7 result of the compliance reviews.

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