**Changes to Rhode Island Statute and Regulations for consistency with**

**29 CFR 30 Equal Employment Opportunity in Apprenticeship**

**RULES AND REGULATIONS**  
RELATING TO LABOR STANDARDS FOR THE REGISTRATION OF APPRENTICESHIP PROGRAMS UNDER TITLE 28, CHAPTER 45 APPRENTICESHIP PROGRAMS IN TRADE & INDUSTRY

**Section 3. Eligibility and Procedure for ~~Council~~ Registration –**

1. (b)  Only an apprenticeship program or agreement that meets the following criteria is eligible for Department registration:

(1)  It is in conformity with the requirements of this part and the training is in an apprenticeable occupation having the characteristics set forth in Section 4; and

(2)  It is in conformity with the requirements of the Office of Apprenticeship regulations on Equal Employment Opportunity in Apprenticeship and Training in 29 CFR 30 and the Rhode Island State Plan for Equal Employment Opportunity in Registered Apprenticeship Programs.

**Section 5. Standards of Apprenticeship -**

(23)  Compliance with 29 CFR 30, including the equal opportunity pledge prescribed in 29 CFR 30.3(c~~b~~); an affirmative action plan complying with 29 CFR 30.4; and a method for the selection of apprentices authorized by 29 CFR 30.10~~5~~, or compliance with parallel requirements contained in a State plan for equal opportunity in apprenticeship adopted under 29 CFR 30 and approved by the Department. The apprenticeship standards must also include a statement that the program will be conducted, operated and administered in conformity with applicable provisions of 29 CFR 30, as amended, ~~or~~ and, if applicable, an approved State plan for equal opportunity in apprenticeship;

**Section 7. Apprenticeship Agreement –**

(i)  A statement that the apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination because of race, color, religion, national origin, ancestry, sex, sexual orientation, age (40 or older),genetic information, disability, marital status, or court and arrest record; and

**Section 15. EEO Plan -**

~~Apprenticeship programs shall comply with R.I. Gen. Laws § 28-45-14.~~ Apprenticeship programs must conform to the Rhode Island State Plan for Equal Employment Opportunity in Registered Apprenticeship Programs adopted by the Department.

**RIGL 28-45 Apprenticeship Programs in Trade and Industry**

**§ 28-45-1  Purposes. –** The purposes of this chapter are:

   (1) To encourage employers, associations of employers, and organizations of employees to voluntarily establish apprenticeship programs and the making of apprenticeship agreements;

   (2) To create opportunities for ~~young~~ people to obtain employment and adequate training in trades and industry with parallel instructions in related and supplementary education under conditions that will equip them for profitable employment and citizenship;

**§ 28-45-9  Standards of apprenticeship programs. –**

   (2) The program standards contain the equal opportunity pledge prescribed in 29 CFR 30.3(~~b~~c) and, when applicable, an affirmative action plan in accordance with 29 CFR 30.4, a selection method authorized in 29 CFR 30.~~5~~10, or similar requirements expressed in a state plan for equal employment opportunity in apprenticeship adopted pursuant to 29 CFR Part 30 and approved by the U.S. department of labor, and provisions concerning the following:

**§ 28-45-13  Standards of apprenticeship agreements. –**

   (10) A statement that the apprentice will be accorded equal opportunity in all phases of apprenticeship employment, and training, without discrimination because of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, or disability.