

SUPPORT WOMEN AND MINORITIES IN APPRENTICESHIP PROGRAMS

LEGAL
momentum

The Women's Legal Defense
and Education Fund

Prepared by Legal Momentum with the National
Task Force on Tradeswomen's Issues

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WE HAVE A UNIQUE OPPORTUNITY TO IMPACT APPRENTICESHIP LAWS

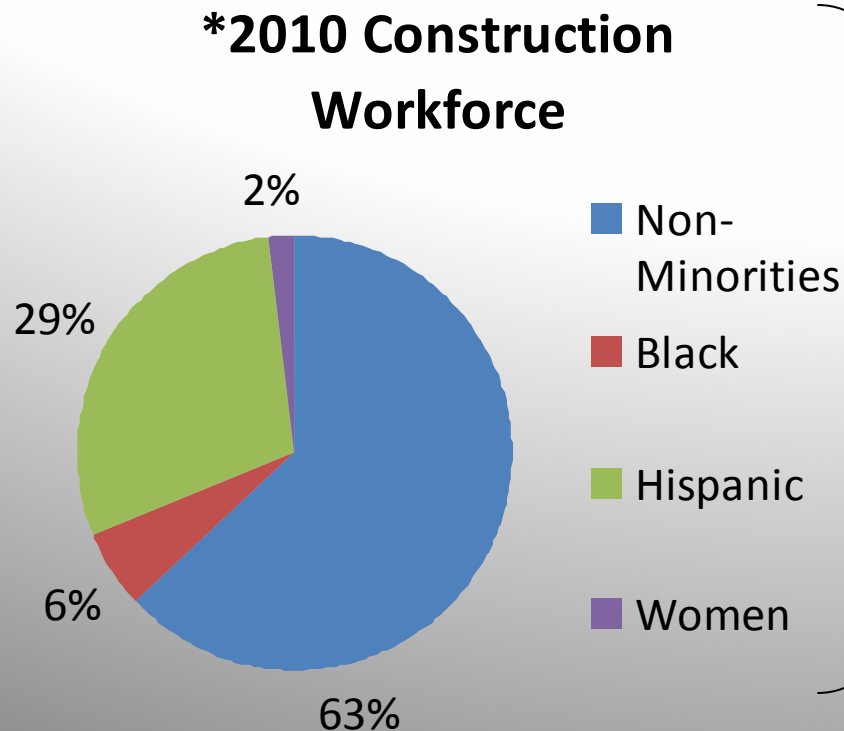
- For the first time in **30 years**, the Government is planning to change the **equal opportunity** laws (Title 29 CFR Part 30) relating to how women and minorities participate in Registered Apprenticeship Programs.
- It is critical the government have a **clear understanding of the challenges** women and minorities face in these programs.
- We need you to write to the government to share those experiences.

WHAT IS TITLE 29 CFR PART 30?

The Laws that require apprenticeship sponsors to ensure that:

- Women and minorities are recruited and selected for apprenticeships;
- Women and minorities have equal opportunities in training and employment; and
- Discrimination and harassment are appropriately handled.

ALTHOUGH 53% OF WOMEN WORK, WOMEN STILL FACE BARRIERS IN CONSTRUCTION



- Women are only **2.6%** of construction workers
- Women are only **3%** of apprentices**

* US Department of Labor, Women in the Labor Force <http://www.bls.gov/cps/wlf-databook-2010.pdf>

** U.S. Department of Labor Women's Bureau Fiscal Year 2009 Outlook, available at <http://www.dol.gov/wb/FY09-Outlook.pdf>

MOVE THE BARRIERS

Changes to the laws must address:

- **Women and minorities' access** to apprenticeship programs;
- **Equal training and employment** throughout the entire apprenticeship;
- **Discrimination and harassment;**
- **Reporting to and monitoring** by the government on a regular basis; and
- **Sanctions and incentives** relating to adequate support and protection of women in apprenticeships.

WHAT CAN YOU DO TO IMPACT THE LAWS THAT IMPACT YOU?

- Sign up for email alerts by sending us an email at EqualityWorks@legalmomentum.org so we can tell you when the proposals are posted;
- Go to www.legalmomentum.org to learn more about this issue;
- Spread the word!
 - Tell other tradeswomen about the upcoming changes and the importance of being involved;
 - Ask for support from friends, families, and colleagues; AND....

PREPARE TO SHARE YOUR EXPERIENCES

- What positive experiences or good practices that you saw in your apprenticeship program would benefit others?
- What specific challenges did you face in your apprenticeship program?
- What could have been improved?

ONCE THE PROPOSED CHANGES TO THE LAWS ARE ISSUED...

- Legal Momentum will:
 - Post a list of questions that the government would like the public to address;
 - Post sample letters which you can use to create your own letter; and
 - Provide you with information about how to submit your letter to the government.

The government will review your letters and take them into account when finalizing the proposed changes

RESOURCES

- For further information:
 - Visit our website: www.legalmomentum.org
 - Follow us on Twitter (@LegalMomentum)
 - Visit us on Facebook
(<https://www.facebook.com/Legal.Momentum.NY>)
 - Contact Equality Works at 212- 925-6635 or
equalityworks@legalmomentum.org

THANK YOU!

NATIONAL TASK FORCE ON TRADESWOMEN'S ISSUES

- Unites local, regional and national expertise and action to update the regulations governing Equal Opportunity in Apprenticeship and on Construction sites and makes sure the regulations are implemented and enforced.
- The Task Force is co-chaired by Legal Momentum and Wider Opportunities for Women. Participating members include:
 - Association of Women Construction Workers of America
 - Apprenticeship and NonTraditional Employment for Women
 - Chicago Women in the Trades, Equal Rights Advocates
 - Hard Hatted Women
 - Institute for Women's Policy Research
 - Massachusetts Tradeswomen's Association
 - Missouri Women in the Trades
 - National Partnership for Women and Families
 - National Women's Law Center
 - On Equal Terms
 - Oregon Tradeswomen Inc
 - Policy Group on Tradeswomen's Issues
 - Sisters in the Building Trades
 - Tools for Tomorrow: Women in Trades and Technology
 - The Shriver Center
 - Tradeswomen Inc.
 - Vermont Works for Women
 - Women In Non Traditional Employment Roles, Inc.
 - Women Unlimited
 - Individual tradeswomen and supporters around the country