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Consolidated and Reformed Workforce Development and Literacy Act (1976): Speech 07

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ISSUE: Worker's protections associated with bill.

BACKGROUND: The Senate bill established streamlined versions of worker protections found in current federal job training programs with the goal of removing unnecessary language that had accumulated over the years without changing the effect of the laws. Among the provisions of current law that were retained were protections for workers from being displaced in favor of trainees, grievance protections for both workers and trainees, anti-discrimination protections, etc.

While streamlining existing law, the House managed to remove some worker protections. Most importantly, grievance procedures and associated remedies were weakened under the House bill.

The major issue in disagreement remains the appeals process section of the Grievance and Remedies portion of the bill. The House Republicans - for philosophical/political reasons - are opposed to allowing the appeals process to extend to review by the Secretary of Labor.

TALKING POINTS: It is critical that trainees not be exploited of as a result of this program and that current employees not be replaced in favor of a trainee.

One should not be forced to abandon ones rights just to receive job training.

This is not a burdensome requirement in comparison to its benefits: under the current appeals system, approximately 2 appeals per month reach the Secretary of Labor.