



**EMPOWERING BUSINESS
WITH SMARTER FACILITIES**

TRI-MGROUP.COM

December 17, 2019

The Honorable Jim Cox
Chairman, House Labor & Industry Committee
209 Ryan Office Building
Harrisburg, PA 17120-2129

CORPORATE OFFICE
206 Gale Lane
Kennett Square, PA 19348
610-444-1000

LEHIGH VALLEY, PA
1151 Richland Commerce Drive
Quakertown, PA 18951
610-289-2420

NORTH CENTRAL, PA
39 Health Drive
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570-748-7515

DELAWARE
1050 Industrial Road
Suite 240
Middletown, DE 19709
302-376-0150

MARYLAND
3915 Benson Road
Baltimore, MD 21227
410-368-3981

RE: Apprentice Ratios

Dear Chairman Cox:

The Tri-M Group, LLC is a multi-faceted electrical solutions company located in Kennett Square, PA. We were founded in 1964 and currently employ over 500 people, doing business in Pennsylvania, Delaware, Maryland and New Jersey. We have three offices in Pennsylvania; Kennett Square, Quakertown, and MacElhattan.

We currently have four approved apprentice programs, an Electrical Technician, Electrician, a Line Installer-Repairer and Telecommunications Technician Program. We have been growing at a slow, but steady pace since the mid-1980's. Since our programs are controlled by Pennsylvania's State Apprentice and Training Council, under Policy Manual ACT No. 304, adopted on July 14, 1961, our ability to effectively grow our company has been controlled by the ratio of 4:1 for non-joint programs imposed on that date. (The ratio is commonly referred to as 4:1, but in reality, it is a 5:1 ratio due to the requirement of employing 5 Journeypersons before a second apprentice can be added.)

We spend over \$1,000,000 dollars in both our safety and training programs on an annual basis. Our apprentice mentoring initiatives in each of our respective programs give our apprentices the very best on-the-job training (OJT) they can receive. We are now embarking on a pre-apprentice program to begin filling our pipeline of apprentices. At this point in time, these apprentices will be in a holding pattern due to the 4:1 ratio, until a slot opens for them in our apprentice program.

We strongly feel that our biggest impediment to growth are the restrictions placed on us by the State of Pennsylvania. I have heard many arguments that it's a safety concern to lower the ratio below 4:1. I have found that there are many states that fall under the federal Bureau of Apprentice Training (BAT) that have approved ratios as low as 1:1, which are just as safe as those that are 4:1. I know that there are joint programs that are 1:1 in the State of Pennsylvania that do not seem to be a safety concern to anyone. Since 1961, safety training and enforcement have become a big part of every contractor's day-to-day commitment to their employees.

Our commitment to our employees is to continue to grow our company, thereby, giving them the opportunity to grow as well. We cannot fulfill that commitment unless we can increase the number of apprentices in our programs and develop our journeyman organically. Skilled journeymen are not available, the supply is not there!



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Our only other alternative, would be to move our headquarters to a neighboring state. Delaware, Maryland and New Jersey are all within 30 minutes of our headquarters in Kennett Square.

CORPORATE OFFICE
206 Gale Lane
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Sincerely,

A handwritten signature in blue ink, appearing to read 'Christopher Peirson'.

Christopher Peirson, P.E.
Executive Vice President

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