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SECOND REPRINT

S.B. 371

SENATE BILL NO. 371—SENATORS ATKINSON, FORD, KIHUEN,  
SPEARMAN, PARKS; DENIS, MANENDO AND WOODHOUSE

MARCH 17, 2015

JOINT SPONSORS: ASSEMBLYMEN THOMPSON;  
KIRKPATRICK AND NEAL

Referred to Committee on Commerce, Labor and Energy

SUMMARY—Revises provisions governing the use of apprentices  
on public works. (BDR 53-671)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact.  
Effect on the State: Yes.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~for omitted material~~ is material to be omitted.

AN ACT relating to apprentices; requiring the State Apprenticeship Council to approve or deny certain written requests submitted by a public body concerning the required use of an apprentice on a public work; authorizing the Council to suspend the right of a contractor on a public work to participate in a program of apprenticeship under certain circumstances; requiring a public body that awards a contract for a public work to ensure an apprentice performs a certain percentage of the total hours of labor on the public work in certain circumstances; and providing other matters properly relating thereto.

**Legislative Counsel’s Digest:**

- 1 Existing law creates the State Apprenticeship Council and requires the Council
- 2 to establish standards for programs of apprenticeship. (NRS 610.030, 610.090,
- 3 610.095) The purposes of such programs include, without limitation: (1) the
- 4 creation of an opportunity for persons to obtain training that will equip those
- 5 persons for profitable employment and citizenship; and (2) the establishment of an
- 6 organized program for the voluntary training of those persons by providing
- 7 facilities for training and guidance in the arts and crafts of industry and trade. (NRS
- 8 610.020) Existing law sets forth the requirements for a public body which sponsors
- 9 or finances a public work to award a contract to a contractor for the construction of
- 10 the public work. (Chapter 338 of NRS) Such requirements include, without
- 11 limitation: (1) the payment of the prevailing wage in the county in which the public



12 work is located; and (2) the establishment of certain fair employment practices for  
13 contractors in connection with the performance of work under the contract awarded  
14 by the public body. **Section 4** of this bill requires a public body that awards a  
15 contract for a public work for which the estimated cost exceeds \$1,000,000 to  
16 ensure that an apprentice performs not less than a certain percentage of the total  
17 hours of labor on the public work, starting at 3 percent for a contract awarded in  
18 calendar year 2016 and rising to 15 percent for a contract awarded in or after  
19 calendar year 2020. **Section 4** also imposes that requirement upon the Department  
20 of Transportation if the estimated cost of the contract exceeds \$2,000,000. In  
21 addition, **section 4**: (1) authorizes a public body to submit, pursuant to **section 1** of  
22 this bill, a request to the Council for a waiver or modification of the requirement to  
23 use an apprentice on a public work for the minimum percentage of hours; (2)  
24 exempts from the requirement a contractor who cannot, as a result of membership  
25 in or affiliation with, or the lack thereof, a labor organization, retain the apprentices  
26 necessary to provide the required hours of labor; and (3) authorizes a contractor to  
27 submit a request to the Labor Commissioner to waive the requirement if a change  
28 in circumstances makes the completion of the public work subject to the  
29 requirement impracticable. **Section 3** of this bill authorizes the Council to suspend,  
30 for not more than 1 year, the right of any contractor on a public work to participate  
31 in a program of apprenticeship if the Council determines that the contractor  
32 willfully violated the provisions of the contract concerning the use of an apprentice  
33 on the public work for the minimum percentage of hours. **Section 5** of this bill  
34 expands the definition of "offense" set forth in existing law to include the failure by  
35 a contractor to ensure that an apprentice is used on a public work for the required  
36 number of hours, thereby subjecting the contractor to a possible civil action to  
37 recover damages resulting from the commission of the offense and the temporary  
38 disqualification of the contractor from an award of a contract for a public work.  
39 (NRS 338.010, 338.016, 338.017)

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THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN  
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 **Section 1.** Chapter 610 of NRS is hereby amended by adding  
2 thereto a new section to read as follows:

3 *1. If, pursuant to section 4 of this act, a public body submits a*  
4 *written request for a waiver or modification of the requirements of*  
5 *that section, the State Apprenticeship Council shall, within 90*  
6 *days after receiving the request:*

7 *(a) Approve or deny the request in writing; and*

8 *(b) Notify the public body of the approval or denial of the*  
9 *request.*

10 *2. In approving or denying a request submitted pursuant to*  
11 *subsection 1, the State Apprenticeship Council shall:*

12 *(a) Balance the purposes of programs specified in NRS*  
13 *610.020 and the need for cost-effective and efficient completion of*  
14 *public works; and*

15 *(b) Consider:*

16 *(1) Whether a demonstrated lack of qualified apprentices*  
17 *exists in a specific geographic area;*



1           (2) *Whether a disproportionately high ratio of material*  
2 *costs to labor costs for a public work makes the minimum hours of*  
3 *labor required to be performed by an apprentice for the public*  
4 *work unfeasible; and*

5           (3) *Any other information specified by the State*  
6 *Apprenticeship Council.*

7           3. *A decision by the Council pursuant to this section is*  
8 *subject to review by the Labor Commissioner pursuant to*  
9 *NRS 607.207.*

10       **Sec. 2.** NRS 610.095 is hereby amended to read as follows:

11       610.095 The State Apprenticeship Council shall:

12       1. Register and approve or reject proposed programs and  
13 standards for apprenticeship.

14       2. After providing notice and a hearing and for good cause  
15 shown, deny an application for approval of a program, suspend,  
16 terminate, cancel or place conditions upon any approved program,  
17 or place an approved program on probation for any violation of the  
18 provisions of this title as specified in regulations adopted by the  
19 State Apprenticeship Council.

20       3. *Approve or deny written requests for waivers or*  
21 *modifications submitted pursuant to section 1 of this act.*

22       **Sec. 3.** NRS 610.185 is hereby amended to read as follows:

23       610.185 The State Apprenticeship Council ~~[shall]~~ :

24       1. *Shall* suspend for 1 year the right of any employer,  
25 association of employers or organization of employees acting as  
26 agent for an employer to participate in a program under the  
27 provisions of this chapter if the Nevada Equal Rights Commission,  
28 after notice and hearing, finds that the employer, association or  
29 organization has discriminated against an apprentice because of  
30 race, color, creed, sex, sexual orientation, gender identity or  
31 expression, religion, disability or national origin in violation of this  
32 chapter.

33       2. *May suspend for not more than 1 year the right of any*  
34 *contractor on a public work to participate in a program pursuant*  
35 *to the provisions of this chapter if the State Apprenticeship*  
36 *Council determines that, during any period in which the labor of*  
37 *an apprentice is used on a public work, as required by section 4*  
38 *of this act, a contractor willfully violated the terms of the contract*  
39 *for the public work, including, without limitation, any ratios of*  
40 *apprentices to journeymen, supervision, wages, and methods of*  
41 *work set forth in the contract. As used in this subsection, "public*  
42 *work" has the meaning ascribed to it in NRS 338.010.*



1       **Sec. 4.** Chapter 338 of NRS is hereby amended by adding  
2 thereto a new section to read as follows:

3       1. *Except as otherwise provided in subsections 2 to 5,*  
4 *inclusive, if a public body awards a contract for which the*  
5 *estimated cost exceeds \$1,000,000, the public body shall ensure*  
6 *that an apprentice performs:*

7       (a) *For a contract awarded in calendar year 2016, not less*  
8 *than 3 percent of the total hours of labor on the public work.*

9       (b) *For a contract awarded in calendar year 2017, not less*  
10 *than 6 percent of the total hours of labor on the public work.*

11       (c) *For a contract awarded in calendar year 2018, not less*  
12 *than 9 percent of the total hours of labor on the public work.*

13       (d) *For a contract awarded in calendar year 2019, not less*  
14 *than 12 percent of the total hours of labor on the public work.*

15       (e) *For a contract awarded in calendar year 2020 or any*  
16 *calendar year thereafter, not less than 15 percent of the total*  
17 *hours of labor on the public work.*

18       2. *Except as otherwise provided in subsections 3, 4 and 5, if*  
19 *the Department of Transportation awards a contract for which the*  
20 *estimated cost exceeds \$2,000,000, the Department shall ensure*  
21 *that an apprentice performs:*

22       (a) *For a contract awarded in calendar year 2016, not less*  
23 *than 3 percent of the total hours of labor on the public work.*

24       (b) *For a contract awarded in calendar year 2017, not less*  
25 *than 6 percent of the total hours of labor on the public work.*

26       (c) *For a contract awarded in calendar year 2018, not less*  
27 *than 9 percent of the total hours of labor on the public work.*

28       (d) *For a contract awarded in calendar year 2019, not less*  
29 *than 12 percent of the total hours of labor on the public work.*

30       (e) *For a contract awarded in calendar year 2020 or any*  
31 *calendar year thereafter, not less than 15 percent of the total*  
32 *hours of labor on the public work.*

33       3. *A public body may, pursuant to section 1 of this act, submit*  
34 *a written request to the State Apprenticeship Council for a waiver*  
35 *or modification of the requirements of subsection 1 or 2, as*  
36 *applicable. If a public body submits such a request, the public*  
37 *body shall not request bids for or enter into a contract for which*  
38 *the public body submitted the request until the State*  
39 *Apprenticeship Council approves or denies the request pursuant to*  
40 *section 1 of this act.*

41       4. *The provisions of subsections 1 and 2 do not apply to a*  
42 *contractor engaged on a public work who cannot retain the*  
43 *apprentices necessary to meet the requirements of subsection 1 or*  
44 *2, as applicable, as a result of membership in or affiliation with*



1 *any labor organization or the lack of such membership or*  
2 *affiliation.*

3 *5. Except as otherwise provided in this subsection, each*  
4 *contractor engaged on a public work requiring the use of*  
5 *apprentices pursuant to this section shall ensure that an*  
6 *apprentice is used on the public work for at least the minimum*  
7 *percentage of hours of labor required for the public work. A*  
8 *contractor may submit a written request to the Labor*  
9 *Commissioner to waive the requirements of this section if a*  
10 *change in circumstances makes the completion of the public work*  
11 *using the apprentices required pursuant to this section*  
12 *impracticable. The Labor Commissioner may, for good cause*  
13 *shown, grant a request submitted pursuant to this subsection.*

14 *6. As used in this section, "apprentice" has the meaning*  
15 *ascribed to it in NRS 610.010.*

16 **Sec. 5.** NRS 338.010 is hereby amended to read as follows:  
17 338.010 As used in this chapter:

18 1. "Authorized representative" means a person designated by a  
19 public body to be responsible for the development, solicitation,  
20 award or administration of contracts for public works pursuant to  
21 this chapter.

22 2. "Contract" means a written contract entered into between a  
23 contractor and a public body for the provision of labor, materials,  
24 equipment or supplies for a public work.

25 3. "Contractor" means:

26 (a) A person who is licensed pursuant to the provisions of  
27 chapter 624 of NRS.

28 (b) A design-build team.

29 4. "Day labor" means all cases where public bodies, their  
30 officers, agents or employees, hire, supervise and pay the wages  
31 thereof directly to a worker or workers employed by them on public  
32 works by the day and not under a contract in writing.

33 5. "Design-build contract" means a contract between a public  
34 body and a design-build team in which the design-build team agrees  
35 to design and construct a public work.

36 6. "Design-build team" means an entity that consists of:

37 (a) At least one person who is licensed as a general engineering  
38 contractor or a general building contractor pursuant to chapter 624  
39 of NRS; and

40 (b) For a public work that consists of:

41 (1) A building and its site, at least one person who holds a  
42 certificate of registration to practice architecture pursuant to chapter  
43 623 of NRS.

44 (2) Anything other than a building and its site, at least one  
45 person who holds a certificate of registration to practice architecture



1 pursuant to chapter 623 of NRS or landscape architecture pursuant  
2 to chapter 623A of NRS or who is licensed as a professional  
3 engineer pursuant to chapter 625 of NRS.

4 7. "Design professional" means:

5 (a) A person who is licensed as a professional engineer pursuant  
6 to chapter 625 of NRS;

7 (b) A person who is licensed as a professional land surveyor  
8 pursuant to chapter 625 of NRS;

9 (c) A person who holds a certificate of registration to engage in  
10 the practice of architecture, interior design or residential design  
11 pursuant to chapter 623 of NRS;

12 (d) A person who holds a certificate of registration to engage in  
13 the practice of landscape architecture pursuant to chapter 623A of  
14 NRS; or

15 (e) A business entity that engages in the practice of professional  
16 engineering, land surveying, architecture or landscape architecture.

17 8. "Division" means the State Public Works Division of the  
18 Department of Administration.

19 9. "Eligible bidder" means a person who is:

20 (a) Found to be a responsible and responsive contractor by a  
21 local government or its authorized representative which requests  
22 bids for a public work in accordance with paragraph (b) of  
23 subsection 1 of NRS 338.1373; or

24 (b) Determined by a public body or its authorized representative  
25 which awarded a contract for a public work pursuant to NRS  
26 338.1375 to 338.139, inclusive, to be qualified to bid on that  
27 contract pursuant to NRS 338.1379 or 338.1382.

28 10. "General contractor" means a person who is licensed to  
29 conduct business in one, or both, of the following branches of the  
30 contracting business:

31 (a) General engineering contracting, as described in subsection 2  
32 of NRS 624.215.

33 (b) General building contracting, as described in subsection 3 of  
34 NRS 624.215.

35 11. "Governing body" means the board, council, commission  
36 or other body in which the general legislative and fiscal powers of a  
37 local government are vested.

38 12. "Horizontal construction" means the construction of any  
39 fixed work, including any irrigation, drainage, water supply, flood  
40 control, harbor, railroad, highway, tunnel, airport or airway, sewer,  
41 sewage disposal plant or water treatment facility and any ancillary  
42 vertical components thereof, bridge, inland waterway, pipeline for  
43 the transmission of petroleum or any other liquid or gaseous  
44 substance, pier, and work incidental thereto. The term does not  
45 include vertical construction, the construction of any terminal or



1 other building of an airport or airway, or the construction of any  
2 other building.

3 13. "Local government" means every political subdivision or  
4 other entity which has the right to levy or receive money from ad  
5 valorem or other taxes or any mandatory assessments, and includes,  
6 without limitation, counties, cities, towns, boards, school districts  
7 and other districts organized pursuant to chapters 244A, 309, 318,  
8 379, 474, 538, 541, 543 and 555 of NRS, NRS 450.550 to 450.750,  
9 inclusive, and any agency or department of a county or city which  
10 prepares a budget separate from that of the parent political  
11 subdivision. The term includes a person who has been designated by  
12 the governing body of a local government to serve as its authorized  
13 representative.

14 14. "Offense" means failing to:

15 (a) Pay the prevailing wage required pursuant to this chapter;

16 (b) Pay the contributions for unemployment compensation  
17 required pursuant to chapter 612 of NRS;

18 (c) Provide and secure compensation for employees required  
19 pursuant to chapters 616A to 617, inclusive, of NRS; ~~for~~

20 (d) Comply with subsection 5 or 6 of NRS 338.070 ~~for~~; or

21 (e) *Ensure that an apprentice is used on a public work for the*  
22 *minimum amount of hours of labor required pursuant to section 4*  
23 *of this act.*

24 15. "Prime contractor" means a contractor who:

25 (a) Contracts to construct an entire project;

26 (b) Coordinates all work performed on the entire project;

27 (c) Uses his or her own workforce to perform all or a part of the  
28 public work; and

29 (d) Contracts for the services of any subcontractor or  
30 independent contractor or is responsible for payment to any  
31 contracted subcontractors or independent contractors.

32 ↪ The term includes, without limitation, a general contractor or a  
33 specialty contractor who is authorized to bid on a project pursuant to  
34 NRS 338.139 or 338.148.

35 16. "Public body" means the State, county, city, town, school  
36 district or any public agency of this State or its political subdivisions  
37 sponsoring or financing a public work.

38 17. "Public work" means any project for the new construction,  
39 repair or reconstruction of:

40 (a) A project financed in whole or in part from public money  
41 for:

42 (1) Public buildings;

43 (2) Jails and prisons;

44 (3) Public roads;

45 (4) Public highways;



- 1 (5) Public streets and alleys;
- 2 (6) Public utilities;
- 3 (7) Publicly owned water mains and sewers;
- 4 (8) Public parks and playgrounds;
- 5 (9) Public convention facilities which are financed at least in
- 6 part with public money; and
- 7 (10) All other publicly owned works and property.

8 (b) A building for the Nevada System of Higher Education of  
9 which 25 percent or more of the costs of the building as a whole are  
10 paid from money appropriated by this State or from federal money.

11 18. "Specialty contractor" means a person who is licensed to  
12 conduct business as described in subsection 4 of NRS 624.215.

13 19. "Stand-alone underground utility project" means an  
14 underground utility project that is not integrated into a larger  
15 project, including, without limitation:

16 (a) An underground sewer line or an underground pipeline for  
17 the conveyance of water, including facilities appurtenant thereto;  
18 and

19 (b) A project for the construction or installation of a storm drain,  
20 including facilities appurtenant thereto,

21 ➔ that is not located at the site of a public work for the design and  
22 construction of which a public body is authorized to contract with a  
23 design-build team pursuant to subsection 2 of NRS 338.1711.

24 20. "Subcontract" means a written contract entered into  
25 between:

26 (a) A contractor and a subcontractor or supplier; or

27 (b) A subcontractor and another subcontractor or supplier,

28 ➔ for the provision of labor, materials, equipment or supplies for a  
29 construction project.

30 21. "Subcontractor" means a person who:

31 (a) Is licensed pursuant to the provisions of chapter 624 of NRS  
32 or performs such work that the person is not required to be licensed  
33 pursuant to chapter 624 of NRS; and

34 (b) Contracts with a contractor, another subcontractor or a  
35 supplier to provide labor, materials or services for a construction  
36 project.

37 22. "Supplier" means a person who provides materials,  
38 equipment or supplies for a construction project.

39 23. "Vertical construction" means the construction or  
40 remodeling of any building, structure or other improvement that is  
41 predominantly vertical, including, without limitation, a building,  
42 structure or improvement for the support, shelter and enclosure of  
43 persons, animals, chattels or movable property of any kind, and any  
44 improvement appurtenant thereto.

45 24. "Wages" means:





- 1 (a) The basic hourly rate of pay; and
- 2 (b) The amount of pension, health and welfare, vacation and
- 3 holiday pay, the cost of apprenticeship training or other similar
- 4 programs or other bona fide fringe benefits which are a benefit to
- 5 the worker.

6 25. "Worker" means a skilled mechanic, skilled worker,  
7 semiskilled mechanic, semiskilled worker or unskilled worker in the  
8 service of a contractor or subcontractor under any appointment or  
9 contract of hire or apprenticeship, express or implied, oral or  
10 written, whether lawfully or unlawfully employed. The term does  
11 not include a design professional.

12 **Sec. 6.** NRS 338.015 is hereby amended to read as follows:

13 338.015 1. The Labor Commissioner shall enforce the  
14 provisions of NRS 338.010 to 338.130, inclusive ~~H~~, *and section 4*  
15 *of this act.*

16 2. In addition to any other remedy or penalty provided in this  
17 chapter, if any person, including, without limitation, a public body,  
18 violates any provision of NRS 338.010 to 338.130, inclusive, *and*  
19 *section 4 of this act* or any regulation adopted pursuant thereto, the  
20 Labor Commissioner may, after providing the person with notice  
21 and an opportunity for a hearing, impose against the person an  
22 administrative penalty of not more than \$5,000 for each such  
23 violation.

24 3. The Labor Commissioner may, by regulation, establish a  
25 sliding scale based on the severity of the violation to determine the  
26 amount of the administrative penalty to be imposed against the  
27 person pursuant to this section.

28 4. The Labor Commissioner shall report the violation to the  
29 Attorney General, and the Attorney General may prosecute the  
30 person in accordance with law.

31 **Sec. 7.** The amendatory provisions of this act do not apply to a  
32 contract for a public work that is awarded before January 1, 2016.

33 **Sec. 8.** This act becomes effective on January 1, 2016.

