

The background of the slide features a dark, moody photograph of a crowd of people. Many individuals have their hands raised in the air, and several colorful balloons are visible, suggesting a celebratory or public gathering. The overall tone is dark, with the text providing a clear contrast.

Welcome to the AUA Reform Tour!

BROUGHT TO YOU BY THE NEVADA LABOR COMMISSIONER &
SENATE BILL 82 FROM THE 2023 NEVADA LEGISLATIVE SESSION

Office of the Labor Commissioner

ENFORCEMENT RESPONSIBILITIES

- Wage & Hour Complaints
- Meal & Break Complaints
- General Complaints
- Prevailing Wage Project Regulation
- **Apprenticeship Utilization Act Regulation**
- Minor Employment

LICENSING RESPONSIBILITIES

- Private Employment Agencies
- Professional Employer Organizations
- Public Works Project Numbers
- State Apprenticeship Council

Senate Bill 82

- From the 82nd Legislative Session of the Nevada Legislature
- Sponsored by Senator Skip Daly & signed into law by Governor Lombardo
- Applies to Contracts Bid January 1, 2024, or after
 - SB 82 not applicable retroactively
 - PWP Contracts bid December 31, 2023, or prior follow SB 207 AUA Procedure
- Significantly amends AUA procedure in 3 areas:
 - Compliance
 - Procedure
 - Penalties

Apprenticeship Utilization Act (NRS 338.01165)



Added to Nevada law in 2019



Regulates and Requires the use of apprentices on Public Works Projects in Nevada



Contractors performing work on public works projects must employ apprentices for a minimum number of hours depending on the type of construction

AUA: Who, What, Where, When, Why

Who	Contractors and Subcontractors
What	Employ apprentices for a minimum percentage of total hours worked
Where	On Public Works Projects in Nevada
When	>3 workers of an apprenticeable craft at one time 400 hours of vertical construction or 800 hours of horizontal construction performed in an apprenticeable craft
Why	A skilled workforce in construction is essential to the economic well-being of Nevada (NRS 338.0116)

AUA: The Basics

“Contractors and Subcontractors”

“Contractor” means:

- (a) A person who is licensed pursuant to the provisions of chapter 624 of NRS.
- (b) A design-build team.

“Subcontractor” means a person who:

- (a) Is licensed pursuant to the provisions of chapter 624 of NRS or performs such work that the person is not required to be licensed pursuant to chapter 624 of NRS; and
- (b) Contracts with a contractor, another subcontractor or a supplier to provide labor, materials or services for a construction project.

AUA: The Basics

“Apprentice, Apprenticed Craft, & Apprenticeship Program”

“Apprentice” means a person employed and individually registered in a registered apprenticeship program with:

1. The Bureau of Apprenticeship and Training of the Office of Apprenticeship, Training, Employer and Labor Services of the Employment and Training Administration of the United States Department of Labor or its successor; and
2. The State Apprenticeship Council pursuant to chapter 610 of NRS and any regulations adopted pursuant thereto.

“Apprenticed craft or type of work” means a craft or type of work for which there is an existing apprenticeship program recognized by the State Apprenticeship Council.

“Apprenticeship program” means an apprenticeship program recognized by the State Apprenticeship Council

AUA: The Basics

“Public (Awarding) Body & Public Work”

“Public body” means the State, county, city, town, school district or any public agency of this State or its political subdivisions sponsoring or financing a public work

“Public work” means any project for the new construction, repair or reconstruction of a project financed in whole or in part from public money for:

- (a) Public buildings;
- (b) Jails and prisons;
- (c) Public roads;
- (d) Public highways;
- (e) Public streets and alleys;
- (f) Public utilities;
- (g) Publicly owned water mains and sewers;
- (h) Public parks and playgrounds;
- (i) Public convention facilities which are financed at least in part with public money; and
- (j) All other publicly owned works and property.

AUA: The Basics

“Horizontal vs. Vertical Construction”

“Horizontal construction” means any construction, alteration, repair, renovation, demolition or remodeling necessary to complete a public work, including, without limitation, any irrigation, drainage, water supply, flood control, harbor, railroad, highway, tunnel, airport or airway, sewer, sewage disposal plant or water treatment facility and any ancillary vertical components thereof, bridge, inland waterway, pipeline for the transmission of petroleum or any other liquid or gaseous substance, pier, and any other work incidental thereto. The term does not include vertical construction, the construction of any terminal or other building of an airport or airway, or the construction of any other building.

“Vertical construction” means any construction, alteration, repair, renovation, demolition or remodeling necessary to complete a public work for any building, structure or other improvement that is predominantly vertical, including, without limitation, a building, structure or improvement for the support, shelter and enclosure of persons, animals, chattels or movable property of any kind, and any other work or improvement appurtenant thereto

Senate Bill 82
AUA Reform
By Category

Compliance

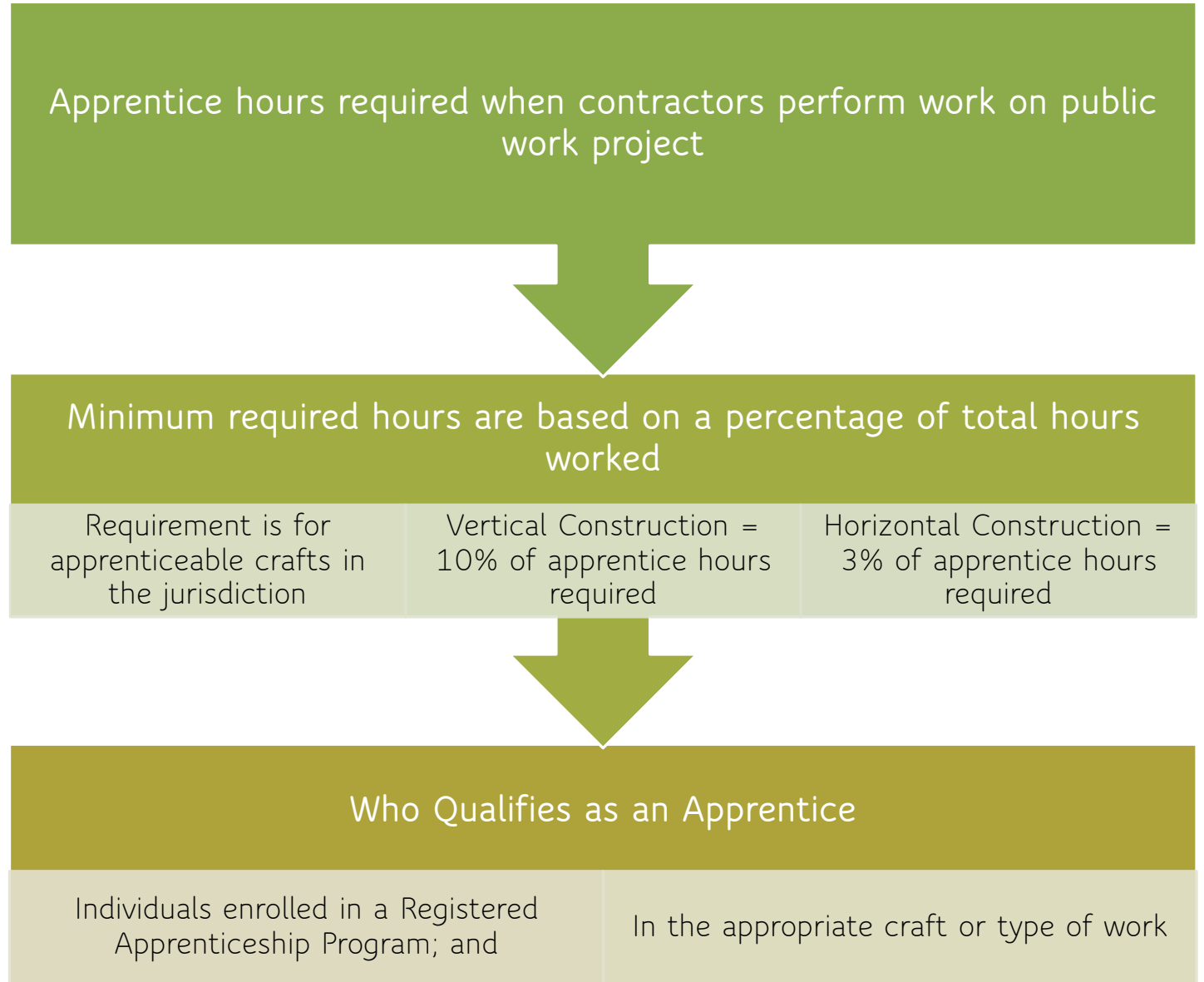
Procedure

Penalties

Apprenticeship Utilization Act Compliance

WHAT'S THE SAME? WHAT'S CHANGING?

AUA Compliance: What's the Same?



AUA Compliance: What's New?



Compliance period is an Annual Requirement instead of a Per Project Requirement



Trigger is number of hours worked instead of number of workers employed on a project

Vertical Construction = 10% of Total Hours

- AUA Compliance required at 400 Hours per apprenticeable craft
- 400 Vertical Hours = 40 Apprentice Hours

Horizontal Construction = 3% of Total Hours

- AUA Compliance required at 800 Hours per apprenticeable craft
- 800 Horizontal Hours = 24 Apprentice Hours



Who Qualifies as an Apprentice?

IF an apprentice is not available → Contractors signatory to CBAs with a union that sponsors an apprenticeship can use graduates of the program within 36 months of graduation

A silhouette of a person with long hair, looking through a telescope. The background is a bright, hazy light, possibly a sunset or sunrise, creating a strong contrast with the dark silhouette. The text is overlaid on the left side of the image.

Apprenticeship Utilization Act Procedure

WHAT'S THE SAME? WHAT'S CHANGING?

AUA Procedure: What's the Same?

Requesting Apprentices

- Use form from labor.nv.gov
- Directly from Registered Apprenticeship Program (RAP)
 - Not more than 10 Days before work
 - Not more than 5 days after commencing work
- Documentation of unavailability, denials, or no shows
 - Keep a copy of the request; and
 - Save the denial, evidence of nonresponse, or no show

Coordinate apprentice start date
with RAP



AUA Procedural Changes

Previously	New Under SB82
Complaint Based Procedure Per Project	Annual Report Due By February 15 of Following Year
Awarding Body Performed AUA Compliance	Awarding Bodies Removed From AUA Compliance
AUA Compliance Waiver Supporting Documentation Submitted to Awarding Body	AUA Compliance Waiver Supporting Documentation Submitted to OLC With Annual Report
Waiver of Hours Permitted for “Good Cause”	Waiver of Hours Permitted for “Good Faith”
Waiver of Hours Granted Per Project	Ongoing Duty to Request Apprentices Throughout Work on the Public Work Project
Statute of Limitations on AUA Investigations Two Years from Close of Project	Except for Good Cause, Investigations Initiated By May 1 of the Year Following Reporting Period

Apprenticeship Utilization Act Penalties

WHAT'S THE SAME? WHAT'S CHANGING?

AUA Penalties: What's the Same?

Investigations for AUA violations will result in Determinations

- Same objection rights and procedure under NRS & NAC 338
- Same Hearing procedure after objection
- Same Petition for Judicial Review and Appeal to District Court

Administrative Penalty up to \$5,000 for violations of NRS 338.010—NRS 338.130

Disqualification pursuant to NRS 338.017 if NRS 338.015 Administrative Penalty imposed

AUA Penalties: What's New?

No Forfeitures to the Awarding Body

Failure to Submit Report

- \$10,000 to \$75,000 Penalty; OR
- Disqualification from 180 Days to 2 Years

Penalty Structure is Based on Severity of
Apprentice Hour Deficiency

- 7.5%-9.94% for Vertical Construction or 2%-2.94% for Horizontal Construction
 - \$2 per deficient hour or \$2,500
 - Whichever is More
- 4%-7.44% for Vertical Construction or 1%-1.94% for Horizontal Construction
 - \$4 per deficient hour or \$3,000
 - Whichever is More
- 0%-3.94% for Vertical Construction or 0%-0.94% for Horizontal Construction
 - \$6 per deficient hour or \$5,000
 - Whichever is More

Tracking & Reporting Hours on Public Works Projects for SB 82

PLEASE VISIT
LABOR.NV.GOV FOR
HELPFUL RESOURCES

SB 82 Checklist for Contractors and Subcontractors

- Track all hours worked annually on Public Works Projects per craft
 - For example, for 2024: January 1, 2024 through December 31, 2024
 - Preserve time records for Public Works Projects that identify hours worked by craft, region, & type of construction
- Employ apprentices for 3% of horizontal construction hours
- Employ apprentices for 10% of vertical construction hours
- Request apprentices directly from Registered Apprenticeship Programs (RAP)
 - Nevada RAP: [Current Apprenticeship Programs](#)
 - Apprentice hours not required in jurisdictions without a RAP in the jurisdiction
- Preserve documentation of denials, nonresponses, no shows, and/or any other documentation evidencing an inability to employ apprentices on Public Works Projects
- Between January 1 and February 15, submit Apprentice Utilization Act (AUA) report to the Office of the Labor Commissioner at www.labor.nv.gov
 - AUA report information:
 - Contractor identification
 - Dates of reporting period
 - Declaration of Truthfulness
 - Total hours worked on Public Works Projects
 - Craft for those hours
 - Whether vertical or horizontal construction was performed
 - Hours worked by apprentices
 - Registered Apprenticeship Program used for apprentices
 - Documentation Supporting Insufficient Apprentice Hours
 - Acceptable:
 - Denials/unavailability from RAP
 - Emails
 - Records
 - Letters
 - Text messages
 - Phone records
 - No Shows/Walk-Offs/Failed Pre-Hire Screening
 - Records
 - Emails

Alarm Installer

Yes **No**

 Was a minimum of 800 horizontal hours performed on Nevada Public Works Projects for this craft?

 Was a minimum of 400 vertical hours performed on Nevada Public Works Projects for this craft?

Horizontal hours	Vertical hours
Total hours worked:	Total hours worked:
Total hours of apprentice craft:	Total hours of apprentice craft:
Total % of apprentice craft hours:	Total % of apprentice craft hours:
Apprenticeship Program used:	Apprenticeship Program used:

There were no Apprentices available from an Apprenticeship Program Registered by the Nevada State Apprenticeship Council within the jurisdiction where the public work is to be completed.

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The Office of the Labor Commissioner

BRETT HARRIS

LABOR COMMISSIONER

MALIA TATOM

DEPUTY LABOR COMMISSIONER

EILEEN WOLTZ

CHIEF ASSISTANT

CONTACT US:

LAS VEGAS OFFICE: 702-486-2650

CARSON CITY OFFICE: 775-684-1890

EMAIL: MAIL1@LABOR.NV.GOV

FOR MORE INFORMATION:

LABOR.NV.GOV