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Nevada State Apprenticeship Council – November 16, 2021 Meeting Agenda Item
(Information/Discussion/: For Possible Action)

Senate Bill 247 passed during the 81st Regular Session of the Nevada Legislature (2021), and effective October 1, 2021, provides the authority for the Nevada State Apprenticeship Council (Council/NSAC) to establish a minimum apprentice wage. Specifically, Section 2 of Senate Bill 247 amended Nevada Revised Statutes (NRS) section 610.144 and added language that provides as follows:

(5) “A progressively increasing, reasonable and profitable schedule of wages to be paid to the apprentice consistent with the skills acquired, not less than that allowed by federal or state law or regulations, by a collective bargaining agreement or by the minimum apprentice wage established by the Council.”

Senate Bill 247 did not add language specifying what occupations the minimum apprentice wage would be set for.

Nevada Administrative Code (NAC) sections 610.485 and 610.490 provide the authority for the establishment of a minimum reasonable and profitable wage for apprentice(s) in the construction industry. NAC section 610.490 provides the authority for the Council/NSAC to adjust the minimum reasonable and profitable wage for apprentice(s) in the construction industry at the at the first regularly scheduled meeting after February 1 of each year.

The current construction minimum wage is \$14.63 as set by the Council/NSAC at its February 11, 2021, meeting.

The Nevada Labor Commissioner and the State Apprenticeship Director conducted a review of the current Registered Apprenticeship Programs (RAP’s). Within Nevada’s current RAP’s there are 23 non-construction occupations. The lowest starting wage is \$9.75, and the highest starting wage is \$21.00. Therefore, the median wage of all the current non-construction occupations within the (RAP’s) was calculated to be \$14.50.

The Nevada Labor Commissioner and the State Apprenticeship Director recommend that the Council/NSAC set the minimum apprentice wage for non-construction occupations at \$14.50 to take effect January 1, 2022. Any RAP’s that are non-construction with a minimum/starting wage below \$14.50 will need to adjust their wages to implement a \$14.50 minimum apprentice wage effective January 1, 2022 and going forward. The minimum apprentice wage does not restrict any RAP and/or proposed RAP from paying more than the minimum apprentice wage.

Senate Bill 247 does not restrict the authority of the Council/NSAC and/or the State Apprenticeship Agency (SAA), which is now the Nevada Labor Commissioner/Labor Commissioner, from implementing the minimum apprentice wage based upon the approval of the Council/NSAC or from requiring RAPs to implement the minimum apprentice wage effective January 1, 2022, in their programs going forward.