### S**ECTION 110 – WAGES, HOURS AND CONDITIONS OF EMPLOYMENT**

***Add the following subsection TO THIS SECTION:***

**110.70 NORMAL WORKING HOURS**

1. The Contractor is advised that the normal working hours for City of Las Vegas employees will be **7:00 a.m. to 4:00 p.m.**, Monday through Friday except for the holidays detailed in Section 108.03.
2. The Contractor shall pay for the overtime of all employees of the City and its designated representatives, who are requested by the Contractor to perform inspection or testing, or who as a result of the Contractor’s operation, are required to perform inspections or testing beyond the normal hours of the established working day listed above. **Overtime rate for City employees and its designated representatives is $110.00 per hour, with a three hour minimum. The three hour minimum shall not apply if it is a continuation of shift.**
3. The Contractor shall not be required to pay for the overtime of employees of the City or its designated representatives who, as a result of a request by the Owner, are required to perform inspections or testing beyond the normal hours of the contract.
4. The Contractor shall not be required to pay for the wages of the employees of the City or its designated representatives who are required to work beyond the normal working hours due to work phases that require night work under NDOT encroachment permits; however, work will be restricted to a normal eight hour shift.
5. The City of Las Vegas construction project representative may not approve any portion of the work completed during his absence. The City will retain the right to insist on removal of work completed during inspector’s absence.
6. The Contractor will be required to pay for inspection of facilities not under the jurisdiction of the City of Las Vegas, performed outside of regular working hours. Payment will be at the current rates charged by the responding agency.

Note to Spec writer: Federal Projects may require payment for training. Number of hours and rate of reimbursement will be set by NDOT.

110.71 TRAINING

1. The Contractor shall provide on-the-job training aimed at developing full journeymen in the type of trade or job classification involved. The number of hours of training will be as specified in the bid proposal under bid item “Training.”
2. In the event that the Contractor subcontracts a portion of the contract work, he shall determine how many, if any, of the trainees are to be trained by the subcontractor, provided, however, that the Contractor shall retain the primary responsibility for meeting the training requirements specified. The Contractor shall also insure that this training subsection is made applicable to such subcontract. Where feasible, 25 percent of apprentices or trainees in each occupation shall be in their first year of apprenticeship or training.
3. The number of trainees shall be distributed among the work classifications on the basis of the Contractor’s needs and the availability of journeymen in the various classifications within a reasonable area of recruitment. Where feasible, the trainees or apprentices assigned to the project should reside in the general vicinity of the project limits. Prior to commencing construction, the Contractor shall submit to the Engineer for approval the number of trainees to be trained in each selected classification and training program to be used. Furthermore, the Contractor shall specify the starting time for training in each of the classifications, The Contractor will be credited for each trainee or apprentice employed by him on the contract who is currently enrolled or becomes enrolled in an approved program and will be reimbursed for such trainees as provided hereinafter.
4. Training and upgrading of minorities and women toward journeymen status is a primary objective of this training requirement. Accordingly, the Contractor shall attempt to enroll minority trainees and women to the extent that such persons are available within a reasonable area of recruitment. This training commitment is not intended, and shall not be used, to discriminate against any applicant for training, whether a member of a minority group or not.
5. No employee shall be employed as a trainee in any classification in which he has successfully completed a training course leading to journeyman status or in which he has been employed as a journeyman.
6. The minimum length and type of training for each classification will be as established in the training program selected by the Contractor and approved by the Engineer. The program should be calculated to qualify the average trainee for journeyman status in the classification concerned by the end of the training period. Furthermore, apprenticeship programs must be registered with the Nevada State Apprenticeship Council or the US Department of Labor, Bureau of Apprenticeship and Training, or other local programs approved by the Contracting Agency. Approval or acceptance of a training program shall be obtained from the Engineer prior to commencing work on the classification covered by the program. It is the intention of these provisions that training is to be provided in the construction crafts rather than clerk-typists or secretarial-type positions. Training is permissible in lower level management positions such as office engineers, estimators, timekeepers, etc., where the training is oriented toward construction applications. Training in the laborer classification may be permitted provided that significant and meaningful training is provided and approved by the Engineer. Some offsite training is permissible as long as the training is an integral part of an approved training program and does not comprise a significant part of the overall training.
7. Except as otherwise noted below, the Contractor will be reimbursed 1.40 dollars per hour of training given an employee on this contract in accordance with an approved training program. As approved by the Engineer, reimbursement will be made for training persons in excess of the number specified. This reimbursement will be made even though the Contractor receives additional training program funds from other sources, provided such other does not specifically prohibit the Contractor from receiving other reimbursement. Reimbursement for offsite training indicated above may only be made to the Contractor where he contributes to the cost of the training, provides the instruction to the trainee, or pays the trainee’s wages during the offsite training period.
8. No payment will be made to the Contractor if either the failure to provide the required training, or the failure to hire the trainee as a journeyman, is caused by the Contractor and evidences a lack of good faith on the part of the Contractor in meeting the requirements of this provision. It is normally expected that a trainee will begin his training on the project as soon as feasible after start of work utilizing the skill involved and remain on the project as long as training opportunities exist in his work classification or until he has completed his training program. It is not required that all trainees be on the project for the entire length of the contract. The Contractor will have fulfilled his responsibilities under this provision if he has provided acceptable training to the number of trainees specified. The number trained shall be determined on the basis of the total number enrolled on the contract for a significant period.
9. Trainees will be paid at least 60 percent of the appropriate minimum journeyman’s rate specified in the contract for the first half of the training period, 75 percent for the third quarter of the training period, and 90 percent for the last quarter of the training period, unless apprentices or trainees in an approved existing program are enrolled as trainees on this project. In that case, the appropriate rates approved in connection with the existing program shall apply to all trainees being trained for the same classification who are covered by this provision.
10. The Contractor shall furnish the trainee a copy of the program he will follow in providing the training. The Contractor shall provide each trainee with a certification showing the type and length of training satisfactorily completed. The Contractor will provide for the maintenance of records and furnish periodic reports documenting his performance under this provision.

110.72 MEASUREMENT

Training will be measured by the hours trainees are employed on the contract.

110.73 PAYMENT

The accepted quantities of training, measured as specified above will be paid for at the price per hour as specified in subsection 110.71 “TRAINING,” and payment will be full compensation for the work prescribed in this section.

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| **ITEM NO.** | **ITEM DESCRIPTION** | **UOM** |
| 110.0010 | TRAINING | HR |

**END OF SECTION 110**