

**House File 478 - Introduced**

HOUSE FILE 478  
BY JACOBY

**A BILL FOR**

1 An Act requiring the payment of local prevailing wage rates  
2 to persons working on public improvements for public bodies,  
3 providing remedies and penalties, and including effective date  
4 provisions.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

unofficial

1 Section 1. Section 10A.202, subsection 2, Code 2025, is  
2 amended to read as follows:

3 2. The department is responsible for the administration of  
4 the laws of this state under chapters 88A, 88B, 89, 89A, 90A,  
5 91A, 91C, 91D, 91E, 91F, and 92, and such other labor-services  
6 duties assigned to the department or director.

7 Sec. 2. Section 10A.204, subsection 3, Code 2025, is amended  
8 to read as follows:

9 3. The director, in consultation with the labor commissioner,  
10 shall, at the time provided by law, make an annual report to  
11 the governor setting forth in appropriate form the business and  
12 expense of the division and department under this subchapter for  
13 the preceding year, the number of remedial actions taken under  
14 chapter 89A, the number of disputes or violations processed by  
15 the division or department and the disposition of the disputes  
16 or violations, and other matters pertaining to the division or  
17 department under this subchapter which are of public interest,  
18 together with recommendations for change or amendment of the  
19 laws in this chapter and chapters 88, 88A, 88B, 89, 89A, 89B,  
20 90A, 91A, 91C, 91D, 91E, 91F, and 92, and sections 85.67A and  
21 85.68, and the recommendations, if any, shall be transmitted by  
22 the governor to the first general assembly in session after the  
23 report is filed.

24 Sec. 3. NEW SECTION. **91F.1 Short title.**

25 This chapter shall be known and may be cited as the "*Public*  
26 *Improvement Quality Protection Act*".

27 Sec. 4. NEW SECTION. **91F.2 Public policy.**

28 It is in the public interest that public improvements are  
29 completed by the best means and highest quality of labor  
30 reasonably available, and that workers working on public  
31 improvements be compensated according to the real value of the  
32 services they perform. It is the policy of this state that  
33 the wages of workers working on public improvements should be at  
34 least equal to the prevailing wage rates paid for similar work by  
35 responsible contractors in the community as a whole in order to

1 accomplish all of the following:

2 1. Protect workers and their contractors and subcontractors  
3 from the effects of serious and unfair competition resulting from  
4 wage levels detrimental to efficiency and well-being.

5 2. Ensure that contractors compete with one another on the  
6 basis of the ability to perform work competently and efficiently  
7 while maintaining community-established compensation standards.

8 3. Recognize that local participation in public improvements  
9 and family wage income and benefits are essential to the  
10 protection of community standards.

11 4. Encourage training and education of workers to industry  
12 skills standards.

13 5. Encourage contractors and subcontractors to use funds  
14 allocated for employee fringe benefits for the actual purchase of  
15 those benefits.

16 Sec. 5. NEW SECTION. **91F.3 Definitions.**

17 As used in this chapter, unless the context otherwise  
18 requires:

19 1. "Contractor" or "subcontractor" means a person who  
20 undertakes, offers to undertake, purports to have the capacity to  
21 undertake, or submits a bid, individually or through others, to  
22 engage in a public improvement.

23 2. "Custom fabrication" means the fabrication of plumbing,  
24 heating, cooling, ventilation, architectural systems, structural  
25 systems, exhaust duct systems, or mechanical insulation.

26 3. "Department" means the department of inspections, appeals,  
27 and licensing.

28 4. "Director" means the director of the department.

29 5. a. "Fringe benefits" means the following for the  
30 provision or purchase of any of the benefits enumerated in  
31 paragraph "b":

32 (1) The contribution irrevocably made by a contractor or  
33 subcontractor to a trustee or to a third person pursuant to a  
34 plan, fund, or program.

35 (2) The costs to the contractor or subcontractor which may

1 be reasonably anticipated in providing benefits to workers  
2 pursuant to an enforceable commitment to carry out a financially  
3 responsible plan or program, given in writing to the workers  
4 affected.

5 b. (1) Medical or hospital care.

6 (2) Pensions or annuities on retirement or death.

7 (3) Supplemental unemployment benefits.

8 (4) Life insurance.

9 (5) Disability and sickness insurance.

10 (6) Accident insurance for nonwork-related accidents.

11 (7) Vacation or holiday pay.

12 (8) Defraying costs of apprenticeship programs approved by  
13 and registered with the United States department of labor's  
14 office of apprenticeship.

15 6. "Interested party" means any of the following:

16 a. A contractor who submits a bid for the purpose of securing  
17 the award of a contract for a public improvement.

18 b. A subcontractor of a contractor mentioned in a bid  
19 referred to in paragraph "a".

20 c. A worker employed by a contractor or subcontractor  
21 described in either paragraph "a" or "b".

22 d. A labor organization that represents workers engaged in  
23 the same craft or classification as workers employed by a  
24 contractor or subcontractor described in either paragraph "a" or  
25 "b" and that exists, in whole or in part, for the purpose of  
26 negotiating with employers concerning the wages, hours, or terms  
27 and conditions of employment of employees.

28 e. A joint labor-management committee established pursuant  
29 to the federal Labor Management Cooperation Act of 1978, 29  
30 U.S.C. §175a.

31 7. "Locality" means a county of this state.

32 8. "Maintenance work" means the repair of existing public  
33 improvements when the size, type, or extent of the public  
34 improvement is not changed or increased.

35 9. "Prevailing wage rate" means the hourly wage plus fringe

1 benefits that the director determines prevails in accordance with  
2 this chapter, including all of the following:

3     a. Apprentice ratios and the prevailing apprentice pay levels  
4 for each craft, classification, or type of worker which the  
5 director determines prevails in accordance with section 91F.5.

6     b. A prevailing rate for overtime pay for work in excess  
7 of the normal prevailing workday and for weekend overtime pay  
8 for each craft, classification, or type of worker, including  
9 apprentices.

10     c. Holiday pay for holidays that prevail in the locality in  
11 which the work is being performed.

12     10. "Public body" means the state and any of its political  
13 subdivisions, including but not limited to a county, city,  
14 township, school district, state board of regents, and public  
15 utility. For the purposes of this chapter, "public utility"  
16 includes municipally owned utilities and municipally owned  
17 waterworks.

18     11. a. "Public improvement" means any of the following that  
19 meets the criteria set out in paragraphs "b" and "c":

20         (1) Construction, alteration, reconstruction, repair,  
21 rehabilitation, refinishing, refurbishing, remodeling,  
22 renovation, custom fabricating, maintenance, landscaping,  
23 improving, moving, wrecking, painting, decorating, or demolishing  
24 of, or adding to or subtracting from any building,  
25 structure, highway, road, street, bridge, alley, sewer, ditch,  
26 sewage disposal plant, waterworks, parking facility, railroad,  
27 excavation or other structure, project, development, or  
28 improvement, or any part thereof undertaken by a public body,  
29 including any of the following related activities:

30             (a) The erection of scaffolding or other structures or works.

31             (b) The maintenance, repair, assembly, or disassembly of  
32 equipment.

33             (c) The testing of materials.

34             (d) The hauling of refuse from a site to an outside disposal  
35 location.

1 (e) The cleaning of grounds or structures.

2 (f) The addition to or fabrication into any structure,  
3 project, development, or improvement of any material or article  
4 of merchandise undertaken by a public body.

5 (2) The preparation and removal of roadway construction  
6 zones, lane closures, flagging, or traffic diversions undertaken  
7 by a public body.

8 (3) The installation, repair, maintenance, or calibration of  
9 monitoring equipment for underground storage tanks undertaken by  
10 a public body.

11 (4) Work that is performed on any property or premises  
12 dedicated exclusively or nearly so to the completion of a  
13 public improvement, and transportation of supplies, material, and  
14 equipment to or from the property or premises undertaken by a  
15 public body.

16 b. Work on the public improvement is performed under public  
17 supervision or direction, and the work is financed wholly or in  
18 part from public funds, or if at the time of commencement of the  
19 public improvement all of the following conditions with respect  
20 to the public improvement are met:

21 (1) Not less than fifty-five percent of the structure is  
22 leased by a public body, or is subject to an agreement to be  
23 subsequently leased by a public body.

24 (2) The portion of the structure that is leased or subject to  
25 an agreement to be subsequently leased by a public body measures  
26 more than twenty thousand square feet.

27 c. The public improvement has an estimated total cost that  
28 exceeds twenty-five thousand dollars.

29 12. "Worker" means an individual who performs any labor  
30 or service for a contractor or subcontractor on a public  
31 improvement but does not include an individual when transporting  
32 a seller, supplier, manufacturer, or processor of materials or  
33 equipment. The individual is deemed an employee of a contractor  
34 or subcontractor unless all of the following apply:

35 a. The individual provides labor or services free from the

1 direction or control over the means and manner of providing the  
2 labor or services, subject only to the right of the person for  
3 whom the labor or services are provided to specify the desired  
4 results.

5     b. The individual providing the labor or services is  
6 responsible for obtaining business registrations or licenses  
7 required by state law or local ordinance to provide the labor or  
8 services.

9     c. The individual providing the labor or services furnishes  
10 the tools and equipment necessary to provide the labor or  
11 services.

12     d. The individual providing the labor or services has the  
13 authority to hire and fire employees to perform the labor or  
14 services.

15     e. Payment for the labor or services is made upon completion  
16 of the performance of specific portions of a public improvement,  
17 or is made on the basis of a periodic retainer.

18     f. The individual providing the labor or services represents  
19 to the public that the labor or services are to be provided by  
20 an independently established business. An individual is engaged  
21 in an independently established business when four or more of the  
22 following circumstances exist:

23     (1) Labor or services are primarily performed at a location  
24 separate from the individual's residence or in a specified  
25 portion of the residence that is set aside for performing labor  
26 or services.

27     (2) Commercial advertising or business cards are purchased  
28 by the individual, or the individual is a member of a trade or  
29 professional association.

30     (3) Telephone or electronic mail listings used by the  
31 individual for the labor or services are different from the  
32 individual's personal listings.

33     (4) Labor or services are performed only pursuant to a  
34 written contract.

35     (5) Labor or services are performed for two or more persons

1 or entities within a period of one year.

2 (6) The individual assumes financial responsibility for  
3 errors and omissions in the performance of the labor or services  
4 as evidenced by insurance, performance bonds, and warranties  
5 relating to the labor or services provided.

6 Sec. 6. NEW SECTION. **91F.4 Administration — rules.**

7 1. The director shall administer this chapter.

8 2. The director shall adopt rules pursuant to chapter 17A to  
9 administer this chapter.

10 Sec. 7. NEW SECTION. **91F.5 Determination of prevailing**  
11 **wages.**

12 1. The director shall determine annually, and publish  
13 pursuant to subsection 2, on the first business day of July, the  
14 prevailing wage rates by locality for each craft, classification,  
15 or type of worker needed to perform work on public improvements.  
16 The rates shall be conclusive for one year from the date of  
17 publication unless superseded within the one year by a later  
18 publication of the director, or for a longer period as provided  
19 in subsection 5.

20 2. The director shall announce all prevailing wage rate  
21 determinations by locality and give notice by posting them on the  
22 department's internet site. A printed version of the prevailing  
23 wage rates for the state shall be available to the public upon  
24 request to the department.

25 3. The public body awarding any contract for a public  
26 improvement, or otherwise undertaking any public improvement,  
27 shall obtain from the internet site the prevailing wage rate  
28 in the locality in which work on the public improvement is to  
29 be performed for each craft, classification, or type of worker  
30 needed to perform work on the public improvement. After a  
31 public improvement contract is awarded, or a public improvement  
32 is otherwise undertaken, the prevailing wage rate published by  
33 the director and stated in the public body's public improvement  
34 procurement documents shall remain in effect throughout the  
35 duration of the public improvement unless superseded by a

1 later determination and publication by the director, or unless  
2 multiyear prevailing wage rates have been published by the  
3 director at the time the public improvement procurement documents  
4 were released.

5 4. a. In determining the annual prevailing wage rate for  
6 any craft, classification, or type of worker, the director shall  
7 ascertain and consider the applicable wage rates and fringe  
8 benefits established by collective bargaining agreements, the  
9 prevailing wage rate determinations that may exist for federal  
10 public improvements within the locality, and other data obtained  
11 by the department during any prevailing wage rate survey of  
12 contractors who participate in an apprenticeship program approved  
13 by and registered with the United States department of labor's  
14 office of apprenticeship, who provide health insurance and  
15 retirement benefits for their workers, and who are registered  
16 with the department. Based upon these considerations, the  
17 director shall calculate the prevailing wage rates based on  
18 the wage rate plus fringe benefits most often occurring for  
19 each craft, classification, or other type of worker within each  
20 locality.

21 b. The minimum annual prevailing wage rate determination  
22 established by the department shall not be lower than the  
23 prevailing wage rate determination that may exist for federal  
24 public improvements within the locality and in the nearest labor  
25 market area.

26 c. None of the fringe benefits enumerated in this chapter  
27 may be considered in the determination of prevailing wage rates  
28 if the contractor or subcontractor is required by other federal,  
29 state, or local law to provide such fringe benefits.

30 5. If the director determines that the prevailing wage rate  
31 for any craft, classification, or type of worker is the rate  
32 established by a collective bargaining agreement applicable in  
33 the locality, the director may adopt that rate by reference  
34 and that determination shall be effective for the life of the  
35 agreement or until the director adopts another rate.

1     6.   a.   At any time within fifteen days after the department  
2 has published on the department's internet site the annual  
3 prevailing wage rates for each classification, craft, or other  
4 type of worker in the locality, any interested person affected  
5 may object to the determination or the part of the determination  
6 as the interested person may deem objectionable by filing a  
7 written notice with the director by restricted certified mail  
8 as defined in section 618.15. When objecting to a prevailing  
9 wage rate determination, the interested person shall submit,  
10 as a part of the written notice, the prevailing wage rate the  
11 interested person believes to be the correct prevailing wage  
12 rate determination, stating the specific grounds to support that  
13 position. Upon receipt of the notice of objection, the director  
14 shall reconsider the determination and shall affirm or modify the  
15 determination and reply in writing by restricted certified mail  
16 to the interested person within fifteen days from the date of  
17 the receipt of the notice of objection. Any modification to the  
18 prevailing wage rate determination shall be effective on the date  
19 the modification is published by the director.

20     b.   If the director declines to modify the determination,  
21 within ten days upon receiving receipt of the director's  
22 decision, the interested person affected may submit in writing  
23 the objection to the department by restricted certified mail,  
24 stating the specified grounds of the objection. The department  
25 shall set a date for a hearing before an administrative law judge  
26 on the objection, after giving notice by restricted certified  
27 mail to the interested person and the department at least ten  
28 days before the date of the hearing of the time and place of the  
29 hearing. The hearing shall be held within forty-five days after  
30 the objection is filed, and shall not be postponed or reset for a  
31 later date except upon the consent, in writing, of the interested  
32 person and the department.

33     7.   The party requesting a hearing shall have the burden of  
34 establishing that the annual prevailing wage rate determination  
35 for that locality was not determined in accordance with this

1 chapter. If the party requesting a hearing under this  
2 section objects to the director's failure to include a craft,  
3 classification, or type of worker within the annual prevailing  
4 wage rate determination in the locality, the objector shall  
5 have the burden of establishing that there is no existing  
6 prevailing wage rate classification for the particular craft,  
7 classification, or type of worker in any of the localities under  
8 consideration.

9 8. The administrative law judge may in the administrative law  
10 judge's discretion hear each written objection filed separately  
11 or consolidate for hearing any one or more written objections  
12 filed with the department. At the hearing, the department shall  
13 introduce into evidence the investigation it instituted which  
14 formed the basis of its determination, and the department or  
15 any interested objectors may introduce evidence that is material  
16 to the determination. The administrative law judge shall rule  
17 upon each written objection and make a final determination, as  
18 the administrative law judge believes the evidence warrants, and  
19 promptly serve a copy of the final determination by personal  
20 service or restricted certified mail on all parties to the  
21 proceedings. The administrative law judge shall render a final  
22 determination within thirty days after the conclusion of the  
23 hearing.

24 9. If proceedings to review judicially the final  
25 determination of the administrative law judge are not instituted  
26 as provided in this section, the determination shall be final  
27 and binding. The provisions of section 17A.19 shall apply  
28 to and govern all proceedings. Appeals from all final orders  
29 and judgments entered by the court in review of the final  
30 determination of the administrative law judge may be taken by  
31 any party to the action. In all reviews or appeals under this  
32 chapter, the attorney general shall represent the department and  
33 defend its determination.

34 10. This section does not give reason or provide cause for an  
35 injunction to halt or delay any public improvement.

1     Sec. 8.   NEW SECTION.   **91F.6   Payment of prevailing wages**  
2 **required.**

3     1.   Contractors and subcontractors engaged in a public  
4 improvement shall pay not less than the current specified  
5 prevailing wage rates to all of their workers engaged in the  
6 public improvement.  However, this chapter does not prohibit the  
7 payment of more than the prevailing wage rate to any workers  
8 engaged in a public improvement.

9     2.   All contractors and subcontractors required to pay the  
10 prevailing wage rate under this chapter shall pay the wages  
11 in legal tender, without any deduction for food, sleeping  
12 accommodations, transportation, use of tools or safety equipment,  
13 vehicle or equipment rental, or any other thing of any kind or  
14 description.

15     Sec. 9.   NEW SECTION.   **91F.7   Requirements for public**  
16 **improvements.**

17     1.   The public body awarding a contract for a public  
18 improvement or otherwise undertaking a public improvement shall  
19 specify in the call for bids for the contract that this chapter  
20 applies to the public improvement.

21     2.   If a public improvement requires the payment of prevailing  
22 wage rates, the public body shall require the contractor to  
23 execute a written instrument that not less than the prevailing  
24 wage rate shall be paid to all workers performing work on the  
25 public improvement.  The written instrument shall also contain  
26 a provision that if it is found that any of the contractor's  
27 workers engaged in the public improvement have been paid at a  
28 wage rate less than the prevailing wage rate required by this  
29 chapter, the public body may terminate the contractor's right to  
30 proceed with the work and the contractor and its sureties shall  
31 be liable to the public body for any excess costs occasioned  
32 by the failure to pay the prevailing wage rate.  The written  
33 instrument shall have attached a list of the specified prevailing  
34 wage rates for all crafts, classifications, or types of workers  
35 in the locality for each worker needed to be included in the

1 contract for the public improvement.

2 3. If a contract is let for a public improvement requiring  
3 the payment of prevailing wage rates, the public body awarding  
4 the contract shall cause to be inserted in the public improvement  
5 specifications and contract a stipulation that not less than the  
6 prevailing wage rate shall be paid to all workers performing work  
7 under the contract. The contract shall also contain a provision  
8 to the effect that if it is found that any of the contractor's  
9 workers engaged in the public improvement have been paid at a  
10 wage rate less than the prevailing wage rate required by this  
11 chapter, the public body may terminate the contractor's right to  
12 proceed with the work and the contractor and its sureties shall  
13 be liable to the public body for any excess costs occasioned  
14 by the failure to pay the prevailing wage rate. All bid  
15 specifications shall list the specified prevailing wage rates for  
16 all crafts, classifications, or types of workers in the locality  
17 for each worker needed to be included in the contract.

18 4. If a public improvement requires the payment of prevailing  
19 wage rates, the contractor shall require any subcontractors  
20 engaged by the contractor on the public improvement to execute  
21 a written instrument that not less than the prevailing wage  
22 rates shall be paid to all workers performing work on the  
23 public improvement. The written instrument shall also contain  
24 a provision that if it is found that any of the subcontractor's  
25 workers engaged in the public improvement have been paid at  
26 a wage rate less than the prevailing wage rate required by  
27 this chapter, the public body may terminate the subcontractor's  
28 right to proceed with the work and the subcontractor and its  
29 sureties shall be liable to the public body for any excess costs  
30 occasioned by the failure to pay the prevailing wage rate. The  
31 written instrument shall have attached a list of the specified  
32 prevailing wage rates for all crafts, classifications, or types  
33 of workers in the locality for each worker needed to be included  
34 in the contract.

35 5. If a subcontract is let for a public improvement requiring

1 the payment of the prevailing wage rate, the contractor to  
2 whom the contract is awarded shall insert into the subcontract  
3 and into the public improvement project specifications for  
4 each subcontract a written stipulation that not less than the  
5 prevailing wage rate shall be paid to all workers performing  
6 work under the subcontract. A subcontractor shall insert into  
7 each lower-tiered subcontract a stipulation that not less than  
8 the prevailing wage rate shall be paid to all workers performing  
9 work under the subcontract. The subcontract shall also contain  
10 a provision that if it is found that any of the subcontractor's  
11 workers engaged in the public improvement have been paid at  
12 a wage rate less than the prevailing wage rate required by  
13 this chapter, the public body may terminate the subcontractor's  
14 right to proceed with the work and the subcontractor and its  
15 sureties shall be liable to the public body for any excess  
16 costs occasioned by the failure to pay the prevailing wage  
17 rate. All bid specifications shall list the specified prevailing  
18 wage rates for all crafts, classifications, or types of workers  
19 in the locality for each worker needed to be included in the  
20 subcontract.

21 6. A contractor or subcontractor engaging in a public  
22 improvement shall submit a performance bond in an amount  
23 determined by the public body which bond shall include a  
24 provision that will guarantee the payment of the prevailing wage  
25 rates as required by the contract.

26 7. Before final payment is made by or on behalf of a public  
27 body of any sum or sums due on a public improvement, the  
28 treasurer of the public body or other officer or person charged  
29 with the custody and disbursement of the funds of the public body  
30 shall require the contractor and subcontractor to file a written  
31 statement with the public body, in a form satisfactory to the  
32 department, certifying to the amounts then due and owing from the  
33 contractor and subcontractor to any and all workers for wages due  
34 on account of the public improvement, setting forth the names of  
35 the persons whose wages are unpaid and the amount due to each

1 respectively. The statement shall be verified by the oath of  
 2 the contractor or subcontractor, as the case may be, that the  
 3 contractor or subcontractor has read the statement certified by  
 4 the contractor or subcontractor, knows the contents, and that  
 5 the statement is true in accordance with the contractor's or  
 6 subcontractor's own knowledge. However, this chapter shall not  
 7 impair the right of a contractor to receive final payment from a  
 8 public body because of the failure of a subcontractor to comply  
 9 with provisions of this chapter. The treasurer of the public  
 10 body or other officer or person charged with the custody and  
 11 disbursement of the funds of the public body shall withhold the  
 12 amount, if any, listed on the verified statement filed pursuant  
 13 to this section for the benefit of the worker whose wages are  
 14 unpaid as shown by the verified statement filed by the contractor  
 15 or subcontractor, and the public body shall pay directly to any  
 16 worker the amount shown by the statement to be due to the worker  
 17 for the wages. Payment shall discharge the obligation of the  
 18 contractor or subcontractor to the person receiving the payment  
 19 to the extent of the amount of the payment.

20 8. The public body awarding a contract for a public  
 21 improvement or otherwise undertaking a public improvement shall  
 22 notify the director in writing, on a form prescribed by the  
 23 director, if a contract subject to the provisions of this chapter  
 24 has been awarded. The public body shall file the notification  
 25 with the director within thirty days after the contract is  
 26 awarded or before commencement of the public improvement, and  
 27 shall include a list of all first-tier subcontractors.

28 **Sec. 10. NEW SECTION. 91F.8 Federal public improvements —**  
 29 **not applicable.**

30 The provisions of this chapter shall not be applicable to  
 31 public improvements financed entirely by federal funds which  
 32 require a prevailing wage rate determination by the United  
 33 States department of labor. However, unless a federal provision  
 34 applies, if a public improvement is financed in part by a public  
 35 body and in part by federal funds, the higher of the prevailing

1 wage rates shall prevail for the public improvement.

2 Sec. 11. NEW SECTION. **91F.9 Records required.**

3 1. While participating in a public improvement, the  
4 contractor and each subcontractor shall do all of the following:

5 a. Make and keep, for a period of not less than three years,  
6 accurate records of all workers employed by the contractor or  
7 subcontractor on the public improvement. The records shall  
8 include each worker's name, address, telephone number when  
9 available, social security number, trade classification, the  
10 hourly wages paid in each pay period, the number of hours worked  
11 each day, and the starting and ending times of work each day.

12 b. Submit weekly a certified payroll to the public body in  
13 charge of the public improvement. The certified payroll shall  
14 consist of a complete copy of the records identified in paragraph  
15 "a". The certified payroll shall be accompanied by a statement  
16 signed by the contractor or subcontractor which avers that the  
17 records are true and accurate and the hourly wages paid to each  
18 worker are not less than the prevailing wage rate required by  
19 this chapter.

20 2. The public body in charge of the public improvement shall  
21 keep the records submitted in accordance with subsection 1,  
22 paragraph "b", for a period of not less than three years. The  
23 records shall be considered public records and be made available  
24 in accordance with chapter 22. Personal information submitted  
25 in accordance with subsection 1, paragraph "a", including names,  
26 addresses, social security numbers, telephone numbers, and other  
27 identifying information shall remain confidential and shall not  
28 be made public.

29 3. The contractor and each subcontractor shall make available  
30 for inspection the records identified in subsection 1, paragraph  
31 "a", to the public body in charge of the public improvement, its  
32 officers and agents, and to the department.

33 4. For the purpose of verifying the accuracy of the records  
34 submitted pursuant to this section, the contractor and each  
35 subcontractor shall make its workers available at the site of

1 the public improvement for interview by the public body in charge  
2 of the public improvement, its officers and agents, and the  
3 department.

4 5. Contractors and subcontractors performing work on public  
5 improvements subject to this chapter shall post the prevailing  
6 wage rates for each craft, classification, or type of workers  
7 involved in the public improvement in a prominent and easily  
8 accessible place at the site of the public improvement or at the  
9 place or places used by the contractor or subcontractor to pay  
10 workers their wages.

11 Sec. 12. NEW SECTION. **91F.10 Powers of director.**

12 The director shall do all of the following:

13 1. Inquire diligently about any complaint of a violation of  
14 this chapter, institute actions for penalties prescribed, and  
15 enforce generally the provisions of this chapter.

16 2. Sue for injunctive relief against the awarding of a  
17 contract, the undertaking of a public improvement, or the  
18 continuation of a public improvement when the prevailing wage  
19 rate requirements of this chapter have not been met.

20 3. Investigate and ascertain the wages of workers engaged in  
21 any public improvement in this state.

22 4. a. Enter and inspect the place of business or employment  
23 of a contractor, subcontractor, or workers employed on a public  
24 improvement in this state, for the purpose of examining and  
25 inspecting books, registers, payrolls, and other records of a  
26 contractor or subcontractor that in any way relate to or have a  
27 bearing upon the question of wages, hours, and other conditions  
28 of employment of workers covered under this chapter.

29 b. Copy the books, registers, payrolls, and other records as  
30 the director or the director's authorized representative deems  
31 necessary or appropriate.

32 c. Question the workers for the purpose of ascertaining  
33 whether the provisions of this chapter have been and are being  
34 complied with.

35 d. Administer oaths, take or cause to be taken depositions of

1 witnesses, and require by subpoena the attendance and testimony  
2 of witnesses and the production of all books, registers,  
3 payrolls, and other evidence relative to the matter under  
4 investigation or hearing.

5 5. Require from a contractor or subcontractor full and  
6 correct statements in writing, including sworn statements, with  
7 respect to wages, hours, names, addresses, and other information  
8 pertaining to its workers and their employment, as the director  
9 or the director's authorized representative may deem necessary or  
10 appropriate.

11 6. Require a contractor or subcontractor to file, within  
12 ten days of receipt of a request, any records enumerated in  
13 subsection 4, sworn as to their validity and accuracy as required  
14 by subsection 5. If the contractor or subcontractor fails to  
15 provide the requested records within ten days, the director may  
16 direct, within fifteen days after the end of the ten-day period,  
17 that the fiscal or financial officer charged with the custody and  
18 disbursements of the funds of the public body, which contracted  
19 for construction of the public improvement or undertook the  
20 public improvement, to immediately withhold from payment to the  
21 contractor or subcontractor up to twenty-five percent of the  
22 amount to be paid to the contractor or subcontractor under the  
23 terms of the contract or written instrument under which the  
24 public improvement is being performed. The amount withheld shall  
25 be immediately released upon receipt by the public body of a  
26 notice from the director indicating that the request for records  
27 as required by this section has been satisfied.

28 7. If a contractor or subcontractor fails to provide  
29 requested records in accordance with subsection 6 within ten  
30 days, direct, within fifteen days after the end of the ten-day  
31 period, the fiscal or financial officer charged with the  
32 custody and disbursements of the funds of the public body,  
33 which contracted for construction of the public improvement or  
34 undertook the public improvement, to pay directly to workers  
35 employed by the contractor or subcontractor from the amount

1 withheld from the contractor or subcontractor pursuant to  
2 subsection 6 any prevailing wage rates found to be due and  
3 payable to the workers.

4 8. Contract with a person registered as a public accountant  
5 under chapter 542 to conduct an audit of a contractor,  
6 subcontractor, or public body.

7 Sec. 13. NEW SECTION. **91F.11 Notice of violations.**

8 1. For purposes of this section:

9 a. "Accurate records" means the payroll records required  
10 to be submitted to the public body in charge of the public  
11 improvement by section 91F.9. "Accurate records" also means the  
12 hourly rate of contribution and costs paid for fringe benefits  
13 and whether the contributions and costs of the fringe benefits  
14 were paid into a fund or paid directly to the worker.

15 b. "Decision" means a determination by the department that  
16 a single violation of this chapter has occurred, warranting the  
17 director to issue a notice of violation to a contractor or  
18 subcontractor.

19 c. "Notice of second violation" is a formal written notice  
20 issued by the department advising a contractor or subcontractor  
21 that a second or subsequent violation has occurred within three  
22 years from the date of the notice of a first violation.

23 d. "Notice of violation" means a formal written notice  
24 issued by the department to a contractor or subcontractor that  
25 the department has made a decision that the contractor or  
26 subcontractor has violated this chapter.

27 e. "Violation" means that a contractor or subcontractor has  
28 done one of the following:

29 (1) Failed or refused to pay the prevailing wage rate to one  
30 or more workers as required by this chapter.

31 (2) Failed to keep accurate records as required by this  
32 chapter.

33 (3) Failed to produce for the department accurate records or  
34 produced records not in compliance with this chapter.

35 (4) Refused to submit records or testimony to the department

1 in response to a subpoena issued in accordance with this chapter.

2 (5) Refused to comply with the certified payroll provision of  
3 section 91F.9.

4 (6) Refused the department access, at any reasonable hour  
5 at a location within the state, to inspect the contractor's or  
6 subcontractor's records as required by this chapter.

7 (7) Failed to insert into each subcontract or lower-tiered  
8 subcontract and into the public improvement specifications for  
9 each subcontract or lower-tiered subcontract or provide a written  
10 instrument if no contract exists, a written stipulation that  
11 not less than the prevailing wage rate be paid as required  
12 by this chapter, and a statement that if it is found that a  
13 subcontractor's workers engaged in the public improvement have  
14 been paid at a rate of wages less than the prevailing wage  
15 rate required to be paid by the contract, the public body shall  
16 terminate the subcontractor's right to proceed with the work.

17 (8) Failed to obtain a bond in the proper amount that  
18 guarantees the payment of the prevailing wage rates required in  
19 the contract.

20 (9) Failed to post the prevailing wage rates as required by  
21 this chapter.

22 2. After receipt of a complaint or on the department's  
23 initiative, the director shall review the investigative file  
24 to determine whether a violation has occurred for which  
25 the contractor or subcontractor must be given notice.  
26 All information and observations made during an audit or  
27 investigation shall be considered and shall constitute the basis  
28 for the department's decision that this chapter has been violated  
29 and that a notice of violation is required to be issued. The  
30 notice of violation shall identify the specific violation and the  
31 amount of moneys estimated due the department and in controversy  
32 based on reasons contained in the investigative file.

33 3. In making a decision that a contractor or subcontractor  
34 has failed to allow the director access to accurate records,  
35 the director shall rely on the information contained in the

1 investigative file, the certified payroll records submitted to  
2 the public body in charge of the public improvement or any  
3 other information, and shall assess a separate violation for  
4 each day worked by each worker on the public improvement. Each  
5 decision of a separate violation shall be listed in the notice of  
6 violation.

7 4. In determining that this chapter has been violated and  
8 that the issuance of a notice of violation is required, the  
9 director shall base the decision on one or any combination of the  
10 following reasons:

11 a. The severity of the violation, which includes the  
12 following:

13 (1) The amount of wages that are determined to be underpaid  
14 pursuant to this chapter.

15 (2) The activity or conduct complained of that violates the  
16 requirements of this chapter and was not merely a technical,  
17 nonsubstantive error. Examples of a technical error include  
18 but are not limited to a mathematical error, bookkeeping error,  
19 transposition of numbers, or computer or programming error.

20 b. The nature and duration of the present violation and the  
21 prior history of the contractor or subcontractor related to this  
22 history. The prior history considered shall not exceed seven  
23 years before the date of the notice of violation.

24 c. Whether the contractor or subcontractor submitted  
25 certified payroll records with the public body in charge of  
26 the public improvement; whether the contractor or subcontractor  
27 has kept payroll records and accurate records for three years;  
28 and whether the contractor or subcontractor produced certified  
29 payroll records in accordance with section 91F.9.

30 d. Whether the contractor or subcontractor has violated any  
31 other provision of this chapter.

32 5. The notices of the first, second, and subsequent  
33 violations shall be sent by restricted certified mail, addressed  
34 to the last known address of the contractor or subcontractor  
35 involved. The notices shall contain a reference to the specific

1 provisions of this chapter alleged to have been violated,  
2 identify the particular public improvement involved, identify  
3 the conduct complained of, and identify whether the notice is a  
4 notice of a first, second, or subsequent violation, and include a  
5 contractor's or subcontractor's statement of liabilities.

6 Sec. 14. NEW SECTION. **91F.12 Violations — remedies and**  
7 **penalties.**

8 1. If the director determines that a public body has divided  
9 a public improvement into more than one contract for the purpose  
10 of avoiding compliance with this chapter, the director shall  
11 issue an order compelling compliance. In making a determination  
12 whether a public body has divided a public improvement into more  
13 than one contract for the purpose of avoiding compliance with  
14 this chapter, the director shall consider all of the following:

15 a. The physical separation of the public improvement  
16 structures or work.

17 b. The timing of the work on the public improvement phases or  
18 structures.

19 c. The continuity of public improvement contractors and  
20 subcontractors working on public improvement parts or phases.

21 d. The manner in which the public body and the contractor  
22 and subcontractors administer and implement work on the public  
23 improvement.

24 2. A worker employed by the contractor or subcontractor who  
25 is paid less than the specified prevailing wage rate under this  
26 chapter shall have a private right of action for the difference  
27 between the amount so paid and the specified prevailing wage  
28 rate, together with costs and reasonable attorney fees as shall  
29 be allowed by the court.

30 3. The contractor or subcontractor shall additionally be  
31 liable to the department for fifty percent of the amount of  
32 underpayments and shall be additionally liable to the worker  
33 for punitive damages in an amount equal to five percent of the  
34 liability to the department for underpayments for each month  
35 following the date of payment during which underpayments remain

1 unpaid, together with costs and reasonable attorney fees as shall  
2 be allowed by the court.

3 4. If a second or subsequent action to recover underpayments  
4 is brought against a contractor or subcontractor within a  
5 three-year period and the contractor or subcontractor is found  
6 liable for underpayments to a worker, the contractor or  
7 subcontractor shall be liable to the department for seventy-five  
8 percent of the amount of underpayments payable as a result of  
9 the second or subsequent action, additionally liable to the  
10 worker for ten percent of the amount of the liability to the  
11 department for underpayments for each month following the date of  
12 payment during which the underpayments remain unpaid, and further  
13 liable to the worker for triple the difference between the amount  
14 so paid to the worker and the specified prevailing wage rate  
15 required, together with costs and reasonable attorney fees as  
16 shall be allowed by the court. The three-year period begins to  
17 run from the date the contractor or subcontractor is determined  
18 liable for the first violation.

19 5. The director and any interested party shall also have a  
20 right of action on behalf of a worker who has a right of action  
21 under this chapter. An action brought to recover the same shall  
22 be deemed to be a suit for wages, and all judgments entered  
23 in the action shall have the same force and effect as other  
24 judgments for wages. At the request of a worker employed by a  
25 contractor or subcontractor who is paid less than the prevailing  
26 wage rate required by this chapter, the director may take an  
27 assignment of the wage claim in trust for the assigning worker  
28 and may bring any legal action necessary to collect the claim,  
29 and the contractor or subcontractor shall be required to pay the  
30 expenses of the department incurred in collecting the claim.

31 6. In circumstances where a worker may not be available to  
32 receive a payment or judgment, the payment due the worker shall  
33 revert to the department after one year elapses from the time  
34 payment was attempted to be made or judgment was rendered.

35 7. a. It is a violation of this chapter to do any of the

1 following:

2 (1) To request or demand, either before or after the worker  
3 is engaged in a public improvement, that a worker pay back,  
4 return, donate, contribute, or give any part or all of the  
5 worker's wages, salary, or thing of value, to any person, upon  
6 the statement, representation, or understanding that failure to  
7 comply with the request or demand will prevent the worker from  
8 procuring or retaining employment.

9 (2) To directly or indirectly pay, request, or authorize any  
10 other person to violate this chapter.

11 b. This subsection does not apply to an agent or  
12 representative of a duly constituted labor organization acting in  
13 the collection of dues or assessments of the organization.

14 8. In addition to other penalties provided under this  
15 chapter, whoever induces a worker working on a public improvement  
16 subject to this chapter to give up or forego any part of the  
17 prevailing wage rates to which the worker is entitled under this  
18 chapter by threat not to employ or by threat of dismissal from  
19 employment is guilty of a serious misdemeanor. An agreement  
20 between the worker and the contractor or subcontractor to work  
21 for less than the specified prevailing wage rate shall not be a  
22 defense to criminal prosecution.

23 9. a. A contract shall not be awarded by a public body to  
24 a contractor or subcontractor who, on two separate occasions  
25 within a three-year period, has been determined to have violated  
26 this chapter, or to any firm, corporation, partnership, or  
27 association in which the contractor or subcontractor has any  
28 interest until five years have elapsed from the date on which  
29 a final determination is rendered finding the contractor or  
30 subcontractor in violation of this chapter.

31 b. For the purposes of this subsection, "any interest"  
32 means an interest in the entity bidding or performing work on  
33 the public improvement, whether as an owner, partner, officer,  
34 manager, employee, agent, consultant, or representative. "Any  
35 interest" includes but is not limited to all instances where

1 the barred contractor or subcontractor receives payments, whether  
2 cash or any other form of compensation, from any entity bidding  
3 or performing work on the public improvement, or enters into  
4 a contract with the entity bidding or performing work on the  
5 public improvement for services performed or to be performed  
6 under contract that have been or will be assigned or sublet,  
7 or for vehicles, tools, equipment, or supplies that have been  
8 or will be sold, rented, or leased during the period from the  
9 initiation of the barring proceedings until the end of the term  
10 of the barring period. "Any interest" does not include shares  
11 held in a publicly traded corporation if the shares were not  
12 received as compensation after the barring of an entity bidding  
13 or performing work on a public improvement.

14 10. If the department determines that a contractor or  
15 subcontractor has violated this chapter on two separate occasions  
16 within a three-year period, the department shall list on the  
17 department's internet site and keep on record the name of  
18 the contractor or subcontractor and give notice by restricted  
19 certified mail of the list to any public body requesting the  
20 list.

21 11. Upon a determination that a contractor or subcontractor  
22 has violated this chapter on two separate occasions within a  
23 three-year period, the department shall notify the violating  
24 contractor or subcontractor by restricted certified mail. The  
25 contractor or subcontractor has ten working days to request of  
26 the department a hearing before an administrative law judge on  
27 the alleged violation. Failure to respond within ten working  
28 days shall result in automatic and immediate barring of the  
29 violator from work as provided in subsection 9 and placement  
30 and publication of the violator's name on the department's  
31 internet site as provided in subsection 10. If the contractor  
32 or subcontractor requests a hearing within ten working days by  
33 restricted certified mail, the department shall set a hearing  
34 before an administrative law judge on the alleged violation. The  
35 hearing shall take place no later than forty-five calendar days

1 after the receipt by the department of the request for a hearing.  
2 An action by an administrative law judge constitutes final agency  
3 action and is subject to judicial review under section 17A.19.

4 12. The attorney general shall prosecute the cases identified  
5 in this section upon complaint by the director or by any  
6 interested person. In any proceeding brought pursuant to this  
7 section, the director shall be represented by the attorney  
8 general.

9 13. This section does not give reason or provide cause for an  
10 injunction to halt or delay any public improvement.

11 Sec. 15. NEW SECTION. **91F.13 Apprentices.**

12 This chapter shall not prevent the employment of apprentices  
13 upon public improvements. However, an apprentice employed  
14 on a public improvement must be registered with the United  
15 States department of labor's office of apprenticeship under an  
16 apprenticeship program registered with that office or with the  
17 Iowa office of apprenticeship under an apprenticeship registered  
18 with that office, paid the proper wages specified in the  
19 standards of apprenticeship, and engaged only in the trade  
20 to which the apprentice is registered. If the apprentice  
21 is employed on a public improvement in a trade to which the  
22 apprentice is not registered with the United States department of  
23 labor's office of apprenticeship, the apprentice shall be treated  
24 as any other worker under this chapter.

25 Sec. 16. IMPLEMENTATION OF ACT. Section 25B.2, subsection 3,  
26 shall not apply to this Act.

27 Sec. 17. EFFECTIVE DATE. This Act takes effect January 1,  
28 2026.

29 **EXPLANATION**

30 The inclusion of this explanation does not constitute agreement with  
31 the explanation's substance by the members of the general assembly.

32 This bill requires a contractor to pay workers the same  
33 hourly wage plus fringe benefits for a public improvement costing  
34 more than \$25,000 as prevails in the locality of the public  
35 improvement. The bill allows the per-hour wage rate to be based

1 on what is normally paid in the area by contractors for similar  
2 projects, and to be adjusted on a yearly basis by the department  
3 of inspections, appeals, and licensing (department).

4 The wage rates that the workers must be paid shall also  
5 include benefits such as medical care, life insurance, overtime  
6 pay, and vacation and holiday pay. The bill applies to any  
7 public improvement that receives money from a public body and  
8 includes most types of public improvements from construction to  
9 road maintenance to painting to hauling.

10 The director of the department (director) determines the wage  
11 rates for specific geographical areas and for specific crafts,  
12 classifications, and types of workers. This information must  
13 be posted on the department's internet site. In determining  
14 what the wage rate for a worker is, the director may consult  
15 collective bargaining agreements, wage rate determinations for  
16 federal projects in the same area, and other information the  
17 department may receive from contractors who participate in  
18 an apprenticeship program approved by the federal office of  
19 apprenticeship.

20 Any person affected by the wage rates has 15 days after the  
21 department has posted the wage rates on its internet site to  
22 object in writing, stating the specific reason for the objection,  
23 to the director. The director must reconsider the determination  
24 being objected to, and either affirm or modify it within 15 days  
25 of receiving the objection.

26 If the director declines to modify the determination, within  
27 10 days, the person affected may submit an objection in  
28 writing to the department, stating the specific reasons for the  
29 objection. A hearing must be set by the department before  
30 an administrative law judge within 45 days after the objection  
31 is filed. The person who filed the objection must show the  
32 administrative law judge that the wage rate was somehow made in  
33 error. The department is required to show how it determined the  
34 wage rate. The administrative law judge must make a decision  
35 about the wage rate within 30 days and it is considered a final

1 determination.

2 The bill requires that contractors and subcontractors not pay  
3 the workers less than the established wage rate but does not  
4 prohibit them from paying the workers more than the wage rate.  
5 The wage rate must be paid without any deductions such as for  
6 food, sleeping quarters, use of tools, or safety equipment.

7 The bill also requires the public body to monitor the  
8 contractors and subcontractors to ensure that the wage rate is  
9 paid. A call for bids must state that the wage rate must be  
10 included in the bids for the public improvement. All bids shall  
11 list the specific wage rates for each craft, classification,  
12 and type of worker needed for the public improvement. All  
13 contractors and subcontractors are required to sign a contract  
14 that states they will pay workers the wage rate determined by  
15 the department. If the contractors and subcontractors are found  
16 to not be paying the wage rate, the contract states that the  
17 contractor's or subcontractor's right to work on the public  
18 improvement and get paid for work already done may be terminated.

19 Before the contractor or subcontractor receives the final  
20 payment for the public improvement, the public body overseeing  
21 the public improvement must certify the payments include proper  
22 amounts due the workers, and the contractor or subcontractor must  
23 swear under oath that the records are accurate.

24 The bill does not apply to public improvement projects funded  
25 by the federal government that require federal prevailing wage  
26 rates. However, unless a federal provision applies, if a public  
27 improvement project is financed by both a state public body and  
28 the federal government, then the higher of the applicable wage  
29 rates shall be paid to the workers.

30 The bill also requires that contractors and subcontractors  
31 keep detailed records for at least three years about the  
32 workers, the rates paid, and the hours worked for each public  
33 improvement. The records are public records and must be  
34 available for inspection. However, workers' personal information  
35 is not available to the public for inspection. During the

1 public improvement, a contractor or subcontractor must present  
2 a certified weekly payroll to demonstrate that the correct and  
3 full wage rate is being paid to workers. The contractors  
4 and subcontractors must make all workers available on-site to  
5 officials for interviews so that the records' accuracy can be  
6 checked. Contractors and subcontractors must also post the wage  
7 rates for each craft, classification, and type of worker in a  
8 public place where workers can see the posting or at the place  
9 where they receive their wages.

10 The director is given specific powers for investigation,  
11 enforcement, and penalization. The director may sue to prevent  
12 a contractor or subcontractor from being awarded a contract for  
13 a public improvement when the wage rate requirements have not  
14 been met. The director is given the power to withhold payments  
15 if a contractor or subcontractor does not produce records upon  
16 request and to pay the workers directly if the contractor or  
17 subcontractor continues to refuse to provide records.

18 After receiving a complaint, the director shall investigate  
19 whether there has been a violation. If the director determines  
20 there has been a violation, the contractor or subcontractor must  
21 be given notice of that violation. The notice is a formal  
22 written statement from the department that states the specific  
23 violation and the amount of money due as a penalty.

24 If a public body has divided up a public improvement to avoid  
25 having to pay the wage rate, the director shall order compliance.  
26 A worker who is paid less than the wage rate set by this law  
27 can sue for the difference in payment and collect the difference  
28 along with costs and attorney fees in court.

29 The contractor or subcontractor shall also have to pay the  
30 department 50 percent of the amount of underpayment and is liable  
31 to the worker for punitive damages of up to 5 percent of the  
32 underpayments for each month the underpayment remains unpaid plus  
33 costs and attorney fees.

34 If a second or subsequent action for underpaying a worker is  
35 brought against a contractor or subcontractor within a three-year

1 period and the contractor or subcontractor is liable, the  
2 contractor or subcontractor shall pay the department 75 percent  
3 of the amount of underpayment, is liable to the worker for 10  
4 percent of the penalty for underpayments for each month following  
5 it that the underpayment remains unpaid, and is liable to the  
6 worker for triple the difference between the amount paid to the  
7 worker and the amount due under the wage rate set by the director  
8 plus costs and attorney fees.

9 The director or any interested party has a right of action  
10 on behalf of any individual who has a right of action under the  
11 bill. The director may file a lawsuit in trust for a worker  
12 who assigns the claim and then bring legal action to collect the  
13 claim. The contractor shall be required to pay the expenses for  
14 collection of the claim.

15 The bill prohibits a person from requesting or demanding  
16 that a worker pay back, return, donate, contribute, or give  
17 any part or all of the worker's wages, salary, or thing of  
18 value, to any person who asserts that failure to comply with  
19 the request or demand will prevent the worker from procuring  
20 or retaining employment. The bill prohibits a person from  
21 paying, requesting, or authorizing any other person to violate  
22 the requirements of the bill. However, these provisions do not  
23 apply to authorized labor organization representatives collecting  
24 dues or assessments.

25 In addition to other penalties under the bill, anyone who  
26 attempts to get a worker to give up any part of compensation on  
27 a public improvement by threat not to hire or by threat of firing  
28 is guilty of a serious misdemeanor. Any agreement to work for  
29 less than the determined wage rate is not a defense to criminal  
30 prosecution. A serious misdemeanor is punishable by confinement  
31 for no more than one year and a fine of at least \$430 but not  
32 more than \$2,560.

33 If a contractor or subcontractor has violated the bill twice  
34 within a three-year period, the contractor or subcontractor  
35 or any company or group associated with the contractor or

1 subcontractor shall not be given any public improvement work for  
2 five years. The department shall keep a list on its internet  
3 site of contractors and subcontractors who have violated the bill  
4 twice within a three-year period and notify public bodies by  
5 restricted certified mail.

6 A contractor or subcontractor who has been notified of the  
7 second violation has 10 days to request a hearing before an  
8 administrative law judge. A hearing must be held within 45 days  
9 of the request. If no hearing is requested, the contractor is  
10 barred from receiving public improvement work and its name and  
11 information is posted on the department's internet site.

12 Apprentices employed on a public improvement project must be  
13 registered with the federal office of apprenticeship or the Iowa  
14 office of apprenticeship. Apprentices must receive the wages  
15 set out in the standards of apprenticeship and do only the  
16 work specified in the trade to which they are apprenticed. An  
17 apprentice not registered with the federal program shall be paid  
18 the wage rate the same as any other worker.

19 The bill may include a state mandate as defined in Code  
20 section 25B.3. The bill makes inapplicable Code section 25B.2,  
21 subsection 3, which would relieve a political subdivision from  
22 complying with a state mandate if funding for the cost of the  
23 state mandate is not provided or specified. Therefore, political  
24 subdivisions are required to comply with any state mandate  
25 included in the bill.

26 The bill takes effect January 1, 2026.