

Side by Side Comparison – HB 4080A and Proposed Amendment, based on fed. IRA

Component	HB 4080A	Proposed Amendment (based on federal IRA standards)
Wage rate	Greater of: (A) The living wage for the locality or region where the work is performed; (B) The prevailing rate of wage; (C) The minimum wage specified under the Service Contract Act (41 U.S.C. 351-401) for the work, or similar work, in the locality where the work is performed; or (D) The wage specified under an applicable collective bargaining agreement	Prevailing wage
Apprenticeship requirement	Registered training agent requirement and 15% craft specific apprenticeship utilization	15% craft specific apprenticeship utilization with good faith exemption; no training agent requirement
Buy America Provision	Yes	Yes, matches HB 3332 that was passed in the 2023 Session (bipartisan bill)
Project Labor Agreement	Yes, as one option to comply	No
Labor Peace Agreement	Yes, as one option to comply	No
Minority and women outreach	Plan for outreach, recruitment and retention of women, minority individuals and veterans to perform work on the covered project, with the aspirational target of having at least 15 percent of total work hours performed by individuals in one or more of those groups;	Not in federal language, but not opposed to inclusion of this language
Health insurance requirement	employer-paid family health insurance and retirement benefits	No, but requirements exist under prevailing wage
Wage and Hour Compliance	material compliance in the previous three years, or provide available history for a new business, with federal and state wage and hour laws	No
OSHA Compliance	material compliance in the previous three years, or provide available history for a new business, with the rules and other requirements of state agencies with oversight regarding occupational safety and health.	No



**From the Desk of
Representative
Lucetta Elmer**