

SOLICITATION, OFFER AND AWARD		1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)	RATING	PAGE OF PAGES 1 25	
2. CONTRACT NUMBER DE-EM0004767/DE-DT0013724		3. SOLICITATION NUMBER	4. TYPE OF SOLICITATION <input type="checkbox"/> SEALED BID (IFB) <input checked="" type="checkbox"/> NEGOTIATED (RFP)	5. DATE ISSUED	6. REQUISITION/PURCHASE NUMBER 17EM001946
7. ISSUED BY EMCBC U.S. Department of Energy EM Consolidated Business Center 250 E. 5th Street, Suite 500 Cincinnati OH 45202		CODE 03001	8. ADDRESS OFFER TO (If other than Item 7)		

NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder".

SOLICITATION

9. Sealed offers in original and _____ copies for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8, or if hand carried, in the depository located in _____ until _____ local time _____ (Date)

CAUTION: LATE Submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.

10. FOR INFORMATION CALL:	A. NAME John Michael Norway	B. TELEPHONE (NO COLLECT CALLS)			C. E-MAIL ADDRESS John.Norway@cbfo.doe.gov
		AREA CODE 575	NUMBER 234-7452	EXT.	

11. TABLE OF CONTENTS

(X)	SEC.	DESCRIPTION	PAGE(S)	(X)	SEC.	DESCRIPTION	PAGE(S)
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
<input type="checkbox"/>	A	SOLICITATION/CONTRACT FORM		<input type="checkbox"/>	I	CONTRACT CLAUSES	
<input type="checkbox"/>	B	SUPPLIES OR SERVICES AND PRICES/COSTS		PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH.			
<input type="checkbox"/>	C	DESCRIPTION/SPECS./WORK STATEMENT		<input type="checkbox"/>	J	LIST OF ATTACHMENTS	
<input type="checkbox"/>	D	PACKAGING AND MARKING		PART IV - REPRESENTATIONS AND INSTRUCTIONS			
<input type="checkbox"/>	E	INSPECTION AND ACCEPTANCE		<input type="checkbox"/>	K	REPRESENTATIONS, CERTIFICATIONS AND OTHER STATEMENTS OF OFFERORS	
<input type="checkbox"/>	F	DELIVERIES OR PERFORMANCE		<input type="checkbox"/>	L	INSTRS., CONDS., AND NOTICES TO OFFERORS	
<input type="checkbox"/>	G	CONTRACT ADMINISTRATION DATA		<input type="checkbox"/>	M	EVALUATION FACTORS FOR AWARD	
<input type="checkbox"/>	H	SPECIAL CONTRACT REQUIREMENTS					

OFFER (Must be fully completed by offeror)

NOTE: Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period.

12. In compliance with the above, the undersigned agrees, if this offer is accepted within _____ calendar days (60 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

13. DISCOUNT FOR PROMPT PAYMENT <i>(See Section I, Clause No. 52.232.8)</i>	10 CALENDAR DAYS (%) NET 30	20 CALENDAR DAYS (%)	30 CALENDAR DAYS (%)	CALENDAR DAYS (%)
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14. ACKNOWLEDGEMENT OF AMENDMENTS <i>(The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated):</i>	AMENDMENT NO.	DATE	AMENDMENT NO.	DATE

15A. NAME AND ADDRESS OF OFFEROR	CODE 138577528	FACILITY	16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER <i>(Type or print)</i>
CAST SPECIALTY TRANSPORTATION, INC Attn: RICHARD ESHE 9850 HAVANA STREET HENDERSON CO 806408443			

15B. TELEPHONE NUMBER	15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE.	17. SIGNATURE	18. OFFER DATE
AREA CODE NUMBER EXT.	<input type="checkbox"/>		

AWARD (To be completed by government)

19. ACCEPTED AS TO ITEMS NUMBERED	20. AMOUNT (b) (4)	21. ACCOUNTING AND APPROPRIATION	
22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION: <input type="checkbox"/> 10 U.S.C. 2304 (c) () <input type="checkbox"/> 41 U.S.C. 253 (c) ()		23. SUBMIT INVOICES TO ADDRESS SHOWN IN <i>(4 copies unless otherwise specified)</i>	ITEM
24. ADMINISTERED BY (If other than Item 7) See Schedule G	CODE 03003	25. PAYMENT WILL BE MADE BY See Schedule G	CODE 00511
26. NAME OF CONTRACTING OFFICER (Type or print) John Michael Norway	27. UNITED STATES OF AMERICA Signature on File <i>(Signature of Contracting Officer)</i>		28. AWARD DATE 07/27/2017

IMPORTANT - Award will be made on this Form, or on Standard Form 26, or by other authorized official written notice. AUTHORIZED FOR LOCAL REPRODUCTION Previous edition is unusable

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DE-EM0004767/DE-DT0013724

PAGE 2 OF 25

NAME OF OFFEROR OR CONTRACTOR
CAST SPECIALTY TRANSPORTATION, INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
00001	<p>Tax ID Number: 84-1624522 DUNS Number: 138577528 DE-EM0004767 Master IDIQ contract for WIPP transportation services. TASK ORDER: TBD Cast Speciality Transportation, Inc. CO: John Norway Provide funding for the execution of the transuranic (TRU) waste transportation services contract. Delivery: 1 Days After Award Delivery Location Code: 03003 EMCBC - Carlsbad US Department of Energy Carlsbad Project Office P.O. Box 3090 Carlsbad NM 88221</p> <p>Mark For: EMCBC - Carlsbad U.S. Department of Energy Carlsbad Project Office P.O. Box 3090 Carlsbad NM 88221</p> <p>Payment: OR for EMCBC U.S. Department of Energy Oak Ridge Financial Service Center P.O. Box 6017 Oak Ridge TN 37831</p> <p>Fund: 01250 Appr Year: 2017 Allottee: 33 Report Entity: 490801 Object Class: 25299 Program: 1110957 Project: 0000443 WFO: 0000000 Local Use: 0000000 FOB: Destination Period of Performance: 06/01/2017 to 05/31/2022</p> <p>Scope: Provide funding for the execution of the transuranic (TRU) waste transportation services contract. CLIN - 0001 - Period 1 Line item value is: (b) (4) Incrementally Funded Amount: (b) (4)</p>				(b) (4)

This is a firm-fixed price task order that includes specified cost reimbursable (no fee) items. The Contractor shall provide the basic transportation services, additional transportation services, and the cost reimbursable (no fee) items as specified in Contract DE-EM0004767, Section B.3 PRICING SCHEDULE, Period 1 (10 Months) for the period July 28, 2017 through May 31, 2018 against paragraph (b) Basic Transportation Services, paragraph (c) Additional Transportation Services, and paragraph (d) Cost Reimbursable (no fee) Items. This task order is subject to all terms and conditions as set forth in Contract No. DE-EM0004767.

The Period 1 – Base Year (10 Months) not-to-exceed ceiling amount for this task order is (b) (4). The Department of Energy has not yet received its Fiscal Year 2018 funds and will incrementally fund all three of the TRU Waste Transportation Services Section B.3 PRICING SCHEDULE funded elements: the Firm Fixed Price (FFP) line item for paragraph (b) Basic Transportation Services, the Firm Fixed Unit Prices (FFUP) for paragraph (c) Additional Transportation Services, and the Cost Reimbursable (no fee) Items for paragraph (d) Cost Reimbursable (no fee) Items during Period 1 – Base Year (10 months). Contract DE-EM0004767, Section B.6 LIMITATION OF GOVERNMENT’S OBLIGATION (FOR FIRM-FIXED-PRICE TASK ORDERS/CLINS) sets forth the terms and conditions for incrementally funded FFP task order, Section B.3 PRICING Schedule, that are awarded under paragraph (b) Basic Transportation Services. The Cost Reimbursable (no fee) items are incrementally funded in accordance with FAR 52.216-7 and Section B.4, Non-Labor Costs – Indirect Ceiling Rate with no fee.

Incremental funding of (b) (4) is obligated in this task order to fund approximately two months of firm fixed price and cost reimbursable (no fee) items. The Department of Energy anticipates receipt of additional incremental funding for Fiscal Year 2018 by the latter part of September 2017.

The following Basic Transportation Services (FFP) and Cost Reimbursable (no fee) Items are ordered and incrementally funded in this task order:

(b) Basic Transportation Services:

Basic Transportation Services	Period 1 (10 Months)
General Services: Perform general services pursuant to Section C.3.1 (less Section C.3.1.16, Contract Transition)	NSP
Terminal Services: Provide, operate and maintain a terminal pursuant to Section C.3.2.	NSP
Tractor Services: Provide, operate and maintain a minimum of <u>6</u> Contractor furnished tractors pursuant to Sections C.3.3 and C.3.4	NSP
Trailer Maintenance Services: Maintain <u>30</u> Government furnished trailers pursuant to Section C.3.4 and H.1, Government	NSP

Property and Data	
Driver Services: Provide a minimum of <u>6</u> qualified driver teams (2 drivers per team) pursuant to Section C.3.5	NSP
Data/Reports: Provide data and reports pursuant to Section C.4, Section J – Attachment B, and as required by any and all other sections of the contract	NSP
Total Incrementally Funded Firm Fixed Price (FFP)	(b) (4)

(c) Additional Transportation Services: There is no incremental funding provided for these services under this task order, at this time.

(d) Cost Reimbursable (no fee) Items:

Cost Reimbursable Items (no fee)	Period 1 (10 Months)
Fuel: pursuant to Section C.5.1	\$22,000
State Use Fees and Permits: pursuant to Section C.5.1	\$19,000
New Mexico Gross Receipts Tax (NMGRT): pursuant to Section C.5.2	\$25,000
Driver Per Diem: pursuant to Section C.5.3	\$4,000
Safe Driving Bonus: pursuant to Section H.5	\$0
Maintenance of Additional, Unassigned Trailers: pursuant to Section C.5.4	\$5,000
Total Incrementally Funded Cost Reimbursable (no fee) Items	\$75,000

The total incrementally funded amount provided under this task order combined FFP and Cost Reimbursable (no fee) items is **(b) (4)**

Under Section C, Performance Work Statement, Section C.7, APPENDICES, the Appendix 4 – Government Furnished Trailers is hereby updated with the incorporation of WIPP Transportation Services, Contract No. DE-EM0004767, Period 1 (10 Months) Trailer Assignment (one page) as reflected on the next page of this task order.

All DOE TRUPACT trailers meet CVSA Level VI inspection criteria. A joint inspection by the carrier of all 30 government-furnished trailers has already occurred immediately prior to the issuance of Task Order DE-DT0013724.

Under Contract No. DE-EM0004767, Section J – List of Attachments, both Attachment C and Attachment D are updated with the following two different wage determinations. Both updated Wage Determination are incorporated in their entirety within this task order document.

ATTACHMENT C WIPP TRANSPORTATION SERVICE CONTRACT LABOR STANDARDS (FORMERLY KNOWN AS THE SERVICE CONTRACT ACT) WAGE DETERMINATION

NEW MEXICO, 15-5456 (REV 3) 06/15/2017

ATTACHMENT D WIPP TRANSPORTATION SERVICE CONTRACT LABOR STANDARDS (FORMERLY KNOWN AS THE SERVICE CONTRACT ACT) WAGE DETERMINATION

NATIONWIDE 96-0223 (REV 37) 12/30/2016

Except as noted herein all other terms and conditions of contract remain unchanged.

WD 15-5456 (Rev.-3) was first posted on www.wdol.gov on 06/20/2017

REGISTER OF WAGE DETERMINATIONS UNDER |U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT|EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Wage Determination No.: 2015-5456

Daniel W. Simms; Division of Director, Wage Determinations - Revision No.: 3

Date of Revision: 06/15/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Chaves, Eddy, Lincoln, Otero

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support and Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		21.37
01035 - Court Reporter		16.18
01041 - Customer Service Representative I		10.93
01042 - Customer Service Representative II		12.29
01043 - Customer Service Representative III		13.41
01051 - Data Entry Operator I		11.52
01052 - Data Entry Operator II		12.57
01060 - Dispatcher, Motor Vehicle		16.23
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		11.09
01112 - General Clerk II		12.10
01113 - General Clerk III		13.59
01120 - Housing Referral Assistant		18.03

01141 - Messenger Courier	9.64	
01191 - Order Clerk I	11.80	
01192 - Order Clerk II	11.44	
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		17.03
01263 - Personnel Assistant (Employment) III	18.97	
01270 - Production Control Clerk	20.20	
01290 - Rental Clerk	11.50	
01300 - Scheduler, Maintenance	14.46	
01311 - Secretary I	14.46	
01312 - Secretary II	16.18	
01313 - Secretary III	18.03	
01320 - Service Order Dispatcher	14.25	
01410 - Supply Technician	20.85	
01420 - Survey Worker	15.07	
01460 - Switchboard Operator/Receptionist	11.46	
01531 - Travel Clerk I	11.16	
01532 - Travel Clerk II	12.20	
01533 - Travel Clerk III	13.19	
01611 - Word Processor I	12.88	
01612 - Word Processor II	14.46	
01613 - Word Processor III	16.18	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	18.37	
05010 - Automotive Electrician	16.25	
05040 - Automotive Glass Installer	15.07	
05070 - Automotive Worker	15.07	
05110 - Mobile Equipment Servicer	12.70	
05130 - Motor Equipment Metal Mechanic	17.48	
05160 - Motor Equipment Metal Worker	15.07	
05190 - Motor Vehicle Mechanic	17.48	
05220 - Motor Vehicle Mechanic Helper		11.51
05250 - Motor Vehicle Upholstery Worker		13.88
05280 - Motor Vehicle Wrecker	15.07	
05310 - Painter, Automotive	16.25	
05340 - Radiator Repair Specialist	15.07	
05370 - Tire Repairer	12.04	
05400 - Transmission Repair Specialist	17.48	
07000 - Food Preparation and Service Occupations		
07010 - Baker	11.30	
07041 - Cook I	10.15	
07042 - Cook II	12.05	
07070 - Dishwasher	8.92	
07130 - Food Service Worker	9.23	
07210 - Meat Cutter	12.41	
07260 - Waiter/Waitress	8.79	

09000 - Furniture Maintenance and Repair Occupations		
09010 - Electrostatic Spray Painter	17.30	
09040 - Furniture Handler	10.65	
09080 - Furniture Refinisher	17.30	
09090 - Furniture Refinisher Helper	13.38	
09110 - Furniture Repairer, Minor	15.92	
09130 - Upholsterer	17.30	
11000 - General Services and Support Occupations		
11030 - Cleaner, Vehicles	9.11	
11060 - Elevator Operator	9.11	
11090 - Gardener	14.56	
11122 - Housekeeping Aide	10.44	
11150 - Janitor	10.44	
11210 - Laborer, Grounds Maintenance	10.91	
11240 - Maid or Houseman	9.36	
11260 - Pruner	9.43	
11270 - Tractor Operator	13.86	
11330 - Trail Maintenance Worker	10.91	
11360 - Window Cleaner	11.99	
12000 - Health Occupations		
12010 - Ambulance Driver	15.52	
12011 - Breath Alcohol Technician	16.15	
12012 - Certified Occupational Therapist Assistant	26.87	
12015 - Certified Physical Therapist Assistant		21.09
12020 - Dental Assistant	14.93	
12025 - Dental Hygienist	33.19	
12030 - EKG Technician	30.76	
12035 - Electroneurodiagnostic Technologist		30.76
12040 - Emergency Medical Technician		15.52
12071 - Licensed Practical Nurse I	18.55	
12072 - Licensed Practical Nurse II	20.75	
12073 - Licensed Practical Nurse III	23.12	
12100 - Medical Assistant	12.98	
12130 - Medical Laboratory Technician	16.67	
12160 - Medical Record Clerk	13.27	
12190 - Medical Record Technician	14.84	
12195 - Medical Transcriptionist	15.74	
12210 - Nuclear Medicine Technologist	40.38	
12221 - Nursing Assistant I	11.21	
12222 - Nursing Assistant II	12.60	
12223 - Nursing Assistant III	13.75	
12224 - Nursing Assistant IV	15.43	
12235 - Optical Dispenser	13.56	
12236 - Optical Technician	11.25	
12250 - Pharmacy Technician	14.72	
12280 - Phlebotomist	13.52	

12305 - Radiologic Technologist		25.53
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		28.64
12313 - Registered Nurse II, Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III, Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		21.37
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information and Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		13.18
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		27.88
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.67
14160 - Personal Computer Support Technician		22.41

14170 - System Support Specialist	27.60	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.42	
15020 - Aircrew Training Devices Instructor (Rated)	34.38	
15030 - Air Crew Training Devices Instructor (Pilot)	41.21	
15050 - Computer Based Training Specialist / Instructor	28.42	
15060 - Educational Technologist	33.83	
15070 - Flight Instructor (Pilot)	41.21	
15080 - Graphic Artist	19.52	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.82	
15086 - Maintenance Test Pilot, Rotary Wing	38.82	
15088 - Non-Maintenance Test/Co-Pilot	38.82	
15090 - Technical Instructor	20.77	
15095 - Technical Instructor/Course Developer	25.42	
15110 - Test Proctor		16.78
15120 - Tutor	16.78	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	8.94	
16030 - Counter Attendant	8.94	
16040 - Dry Cleaner	10.21	
16070 - Finisher, Flatwork, Machine	8.94	
16090 - Presser, Hand	8.94	
16110 - Presser, Machine, Dry-cleaning	8.94	
16130 - Presser, Machine, Shirts	8.94	
16160 - Presser, Machine, Wearing Apparel, Laundry	8.94	
16190 - Sewing Machine Operator	10.65	
16220 - Tailor	11.06	
16250 - Washer, Machine	9.38	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	19.03	
19040 - Tool and Die Maker	24.52	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	12.35	
21030 - Material Coordinator	20.20	
21040 - Material Expediter	20.20	
21050 - Material Handling Laborer	11.06	
21071 - Order Filler	11.13	
21080 - Production Line Worker (Food Processing)	12.35	
21110 - Shipping Packer	12.68	
21130 - Shipping/Receiving Clerk	12.69	
21140 - Store Worker I	9.47	
21150 - Stock Clerk		13.96
21210 - Tools and Parts Attendant	12.35	
21410 - Warehouse Specialist	12.35	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aerospace Structural Welder	26.14	

23019 - Aircraft Logs and Records Technician	19.25	
23021 - Aircraft Mechanic I	23.82	
23022 - Aircraft Mechanic II	26.14	
23023 - Aircraft Mechanic III	27.45	
23040 - Aircraft Mechanic Helper	16.39	
23050 - Aircraft, Painter	18.67	
23060 - Aircraft Servicer	19.25	
23070 - Aircraft Survival Flight Equipment Technician	18.67	
23080 - Aircraft Worker	20.78	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.78	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.82
23110 - Appliance Mechanic	19.53	
23120 - Bicycle Repairer	13.71	
23125 - Cable Splicer	26.47	
23130 - Carpenter, Maintenance	18.25	
23140 - Carpet Layer	17.71	
23160 - Electrician, Maintenance	22.11	
23181 - Electronics Technician Maintenance I	22.26	
23182 - Electronics Technician Maintenance II	24.01	
23183 - Electronics Technician Maintenance III	25.83	
23260 - Fabric Worker	16.29	
23290 - Fire Alarm System Mechanic	20.11	
23310 - Fire Extinguisher Repairer	14.84	
23311 - Fuel Distribution System Mechanic		23.95
23312 - Fuel Distribution System Operator	18.39	
23370 - General Maintenance Worker	15.47	
23380 - Ground Support Equipment Mechanic	23.82	
23381 - Ground Support Equipment Servicer	19.25	
23382 - Ground Support Equipment Worker	20.78	
23391 - Gunsmith I	14.84	
23392 - Gunsmith II	17.71	
23393 - Gunsmith III	20.53	
23410 - Heating, Ventilation and Air-Conditioning Mechanic	19.50	
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	20.86	
23430 - Heavy Equipment Mechanic	21.30	
23440 - Heavy Equipment Operator	19.86	
23460 - Instrument Mechanic	22.39	
23465 - Laboratory/Shelter Mechanic	19.03	
23470 - Laborer	11.06	
23510 - Locksmith		17.77
23530 - Machinery Maintenance Mechanic	20.53	
23550 - Machinist, Maintenance	19.73	
23580 - Maintenance Trades Helper	13.64	
23591 - Metrology Technician I	22.39	

23592 - Metrology Technician II	23.79	
23593 - Metrology Technician III	25.28	
23640 - Millwright		21.13
23710 - Office Appliance Repairer	18.90	
23760 - Painter, Maintenance	16.47	
23790 - Pipefitter, Maintenance	21.33	
23810 - Plumber, Maintenance	20.03	
23820 - Pneudraulic Systems Mechanic	20.53	
23850 - Rigger	20.53	
23870 - Scale Mechanic	17.71	
23890 - Sheet-Metal Worker, Maintenance	18.91	
23910 - Small Engine Mechanic	16.10	
23931 - Telecommunications Mechanic I		24.39
23932 - Telecommunications Mechanic II	26.03	
23950 - Telephone Lineman	19.48	
23960 - Welder, Combination, Maintenance	20.53	
23965 - Well Driller		20.53
23970 - Woodcraft Worker	20.53	
23980 - Woodworker	14.84	
24000 - Personal Needs Occupations		
24550 - Case Manager	13.32	
24570 - Child Care Attendant	8.75	
24580 - Child Care Center Clerk	10.91	
24610 - Chore Aide	9.02	
24620 - Family Readiness and Support Services Coordinator	13.32	
24630 - Homemaker	13.32	
25000 - Plant and System Operations Occupations		
25010 - Boiler Tender	23.85	
25040 - Sewage Plant Operator	17.19	
25070 - Stationary Engineer	22.30	
25190 - Ventilation Equipment Tender	15.52	
25210 - Water Treatment Plant Operator	17.19	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.03	
27007 - Baggage Inspector	12.56	
27008 - Corrections Officer	18.66	
27010 - Court Security Officer	18.66	
27030 - Detection Dog Handler	14.84	
27040 - Detention Officer	18.66	
27070 - Firefighter	19.83	
27101 - Guard I	12.56	
27102 - Guard II	14.84	
27131 - Police Officer I		21.41
27132 - Police Officer II	23.78	
28000 - Recreation Occupations		

28041 - Carnival Equipment Operator	14.08	
28042 - Carnival Equipment Repairer	15.36	
28043 - Carnival Worker	10.23	
28210 - Gate Attendant/Gate Tender	13.60	
28310 - Lifeguard	11.90	
28350 - Park Attendant (Aide)	15.22	
28510 - Recreation Aide/Health Facility Attendant	11.10	
28515 - Recreation Specialist	16.47	
28630 - Sports Official	12.11	
28690 - Swimming Pool Operator	19.63	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker and Bracer	20.65	
29020 - Hatch Tender	20.65	
29030 - Line Handler	20.65	
29041 - Stevedore I		18.98
29042 - Stevedore II		22.97
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49	
30021 - Archeological Technician I	18.13	
30022 - Archeological Technician II	20.27	
30023 - Archeological Technician III	25.11	
30030 - Cartographic Technician	25.12	
30040 - Civil Engineering Technician	19.18	
30051 - Cryogenic Technician I	23.76	
30052 - Cryogenic Technician II	26.25	
30061 - Drafter/CAD Operator I	15.48	
30062 - Drafter/CAD Operator II	16.81	
30063 - Drafter/CAD Operator III	19.99	
30064 - Drafter/CAD Operator IV	26.25	
30081 - Engineering Technician I	15.71	
30082 - Engineering Technician II	17.63	
30083 - Engineering Technician III	20.27	
30084 - Engineering Technician IV	24.96	
30085 - Engineering Technician V	29.90	
30086 - Engineering Technician VI	36.17	
30090 - Environmental Technician	21.45	
30095 - Evidence Control Specialist	21.45	
30210 - Laboratory Technician	19.91	
30221 - Latent Fingerprint Technician I	23.76	
30222 - Latent Fingerprint Technician II	26.25	
30240 - Mathematical Technician	24.90	
30361 - Paralegal/Legal Assistant I	18.21	
30362 - Paralegal/Legal Assistant II	22.55	
30363 - Paralegal/Legal Assistant III	27.59	

30364 - Paralegal/Legal Assistant IV	33.38	
30375 - Petroleum Supply Specialist	26.25	
30390 - Photo-Optics Technician	22.90	
30395 - Radiation Control Technician	26.25	
30461 - Technical Writer I	26.05	
30462 - Technical Writer II	31.87	
30463 - Technical Writer III	38.56	
30491 - Unexploded Ordnance (UXO) Technician I	23.85	
30492 - Unexploded Ordnance (UXO) Technician II	28.85	
30493 - Unexploded Ordnance (UXO) Technician III	34.58	
30494 - Unexploded (UXO) Safety Escort		23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85	
30501 - Weather Forecaster I	23.76	
30502 - Weather Forecaster II	28.90	
30620 - Weather Observer, Combined Upper Air or Surface Programs	19.99	(see 2)
30621 - Weather Observer, Senior	21.45	(see 2)
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	28.85	
31020 - Bus Aide	10.25	
31030 - Bus Driver		15.59
31043 - Driver Courier	13.70	
31260 - Parking and Lot Attendant	9.50	
31290 - Shuttle Bus Driver	14.99	
31310 - Taxi Driver		10.61
31361 - Truck driver, Light	14.99	
31362 - Truck driver, Medium	17.17	
31363 - Truck driver, Heavy	19.60	
31364 - Truck driver, Tractor-Trailer	19.60	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	14.07	
99030 - Cashier	9.18	
99050 - Desk Clerk		10.35
99095 - Embalmer	23.85	
99130 - Flight Follower	23.85	
99251 - Laboratory Animal Caretaker I	10.17	
99252 - Laboratory Animal Caretaker II	11.22	
99260 - Marketing Analyst	21.92	
99310 - Mortician	23.85	
99410 - Pest Controller	14.84	
99510 - Photofinishing Worker	12.53	
99710 - Recycling Laborer	13.63	
99711 - Recycling Specialist	17.39	
99730 - Refuse Collector	11.76	
99810 - Sales Clerk		10.14
99820 - School Crossing Guard	10.26	

99830 - Survey Party Chief	20.68
99831 - Surveying Aide	14.32
99832 - Surveying Technician	16.91
99840 - Vending Machine Attendant	11.95
99841 - Vending Machine Repairer	15.17
99842 - Vending Machine Repairer Helper	11.95

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.27 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System

Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

Classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class (es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class (es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class (es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

***** THIS WAGE DETERMINATION WAS REPLACED 04/11/2017

WD 96-0223 (Rev.-37) was first posted on www.wdol.gov on 01/03/2017
Hazardous Waste Pickup/Disposal Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS
ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

|
Daniel W. Simms; Director - Division of Wage Determinations
Wage Determination No: 1996-022 Revision No: 37
Date of Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered

by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

NATIONWIDE: Applicable in the continental U.S. and Hawaii Regions are defined as follows:

MIDWEST REGION: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin;

NORTHEAST REGION: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Vermont and Virgin Islands;

SOUTH REGION: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia;

WEST REGION: Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

****Fringe Benefits Required Follow the Occupational Listing****

Employed on contracts for removal of oil spills, hazardous waste materials and related cleanup services.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
23440 - Heavy Equipment Operator		
MIDWEST REGION		28.56
NORTHEAST REGION		27.13
SOUTH REGION		24.88
WEST REGION		28.01
23470 - Laborer		
MIDWEST REGION		16.07
NORTHEAST REGION		16.46
SOUTH REGION		12.54
WEST REGION		14.35
30090 - Environmental Technician		
MIDWEST REGION		25.42
NORTHEAST REGION		27.06

SOUTH REGION	24.10
WEST REGION	25.58
31010 - Airplane Pilot	27.51
31361 - Truck driver, Light	
MIDWEST REGION	14.49
NORTHEAST REGION	18.18
SOUTH REGION	11.78
WEST REGION	12.26
31362 - Truck driver, Medium	
MIDWEST REGION	23.37
NORTHEAST REGION	23.41
SOUTH REGION	19.88
WEST REGION	21.95
31363 - Truck driver, Heavy	
MIDWEST REGION	24.49
NORTHEAST REGION	24.59
SOUTH REGION	20.83
WEST REGION	23.04

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

VACATION (Hawaii): 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HEALTH & WELFARE (Hawaii): \$1.69 per hour, or \$67.60 per week, or \$292.93 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.27 per hour.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract,

adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> and through the Wage Determinations On-Line (WDOL) website at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure shall be initiated by the contractor prior to the performance of contract work by such unlisted class (es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class (es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.