June 11, 2008

Oak Ridge Associated Universities
Attn: Mr. Ivan Boatner, General Counsel
P.O. Box 117
Oak Ridge, Tennessee 37831

Dear Mr. Boatner:

SUBJECT: CONTRACT NO. DE-AC05-06OR23100, MODIFICATION M045

Enclosed is one fully executed copy of the subject modification which advises you of changes in 10 CFR 707; adds a clarification clause to Section H of the contract; revises clause I.28 52.222-2 Payment for Overtime Premium; and attaches updated Department of Labor Wage Determinations. If you have any questions regarding this action, please contact me at 576-0757 or via e-mail at ahdor@doe.gov.

[Signature]

Darlene D. Ahlers
Contract Specialist
Contracts and Property Management Branch
Procurement and Contracts Division

Enclosure
AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

2. AMENDMENT/MODIFICATION NO. M045
3. EFFECTIVE DATE See Block 16.c.
4. REQUISITION/PURCHASE REQ. NO. WPAS-NOPR
5. PROJECT NO. (If applicable)

6. ISSUED BY CODE
   U.S. Department of Energy
   Oak Ridge Office
   Attn: Darlene D. Ahlers
   P.O. Box 2001
   Oak Ridge, TN 37831

7. ADMINISTERED BY (If other than item 6) CODE

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)
   Oak Ridge Associated Universities
   P.O. Box 117
   Oak Ridge, TN 37831

9A. AMENDMENT OF SOLICITATION NO. 

9B. DATED (SEE ITEM 11)

10A. MODIFICATION OF CONTRACT/ORDER NO. 

10B. DATED (SEE ITEM 13) December 21, 2005

11. THIS ITEM APPLIES TO AMENDMENTS OF SOLICITATIONS
   ☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended. ☐ is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods:
   (a) By completing Items 8 and 15, and returning _______ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.
   CHECK ONE
   ☐ A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT/ORDER NO. IN ITEM 10A.
   ☐ B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
   ☒ C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
   P.L. 95-91, Changes Clause FAR 52.243-2, and Mutual Agreement
   ☐ D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor ☐ is not, ☒ is required to sign this document and return 3 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

See Page 2.

Except as provided herein, all terms and conditions of the document referenced in Item 0A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) 
      Ivan A. Bothe, General Counsel

15B. CONTRACT/OFFEROR 
      By (Signature of person authorized to sign) 
      6/11/08

15C. DATE SIGNED 

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) 
      Barbara J. Jackson, Contracting Officer

16B. UNITED STATES OF AMERICA

16C. DATE SIGNED 
      06/10/08

STANDARD FORM 30 (REV. 10-43) Prescribed by GSA FAR (48 CFR 53.243)
14. Description of Amendment/Modification:

The purpose of this modification is to accomplish the following:

1) Advise you of changes in 10 CFR 707 which is invoked by DEAR 970.5223-4: 1) the definition of Testing Designated Positions (TDPs) now includes all contractor personnel with security clearances; 2) the percent of personnel to be randomly tested on an annual basis has been decreased from 50% to 30%, and 3) a Workplace Substance Abuse Program plan or revision should be submitted within 30 days from receipt of this notice. See DEAR 970.5223-4 Workplace Substance Abuse Programs at DOE Sites clause and FAR 52.243-2 Changes clause of this contract. Applicants for TDPs are also subject to drug testing.

2) Add the following clause to Section H of the contract:


The specific language in paragraph (f) requiring the Contractor's pension plan to be separate and distinct from any corporate or other plan would not be applicable to a contract when the Contractor exclusively offers a defined contribution pension plan. In addition, when the Contractor's pension contributions are fully and immediately vested and not dependent upon an employee's service credit, the requirement to recognize service credit earned at ORISE would not be applicable.

3) Revise paragraph (a) of clause I.28 52.222-2 Payment for Overtime Premiums (July 1990) to read:

(a) The use of overtime is authorized under this contract if the overtime premium does not exceed 4% of payroll or the overtime premium is paid for work –


It is agreed among the parties that this revision will have no impact on the cost and fee payable to the Contractor under the terms and conditions of this contract.
Health Physics Technician Services

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

William W. Gross
Director
Division of Wage Determinations
Wage Determination No: 1994-0520
Revision No: 16
Date Of Revision: 05/29/2007

State: Tennessee
Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for Health Physics Technicians support services.

<table>
<thead>
<tr>
<th>OCCUPATION CODE</th>
<th>TITLE</th>
<th>MINIMUM WAGE RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>92021</td>
<td>Health Physics Technicians II</td>
<td>17.67</td>
</tr>
<tr>
<td>92022</td>
<td>Health Physics Technicians III</td>
<td>21.90</td>
</tr>
<tr>
<td>92023</td>
<td>Health Physics Technologist</td>
<td>27.51</td>
</tr>
<tr>
<td>92024</td>
<td>Senior Health Physics Technicians</td>
<td>23.57</td>
</tr>
</tbody>
</table>

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.16 per hour or $126.40 per week or $547.73 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 4173)

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 4174)

** 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.


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 conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 insure 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Health Physics Technicians II
Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Record data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervisor when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., personal dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution.
of problems. Conducts investigation of cause and effect for any sample exceeding
the guides, standards, and limits. Provides health physics advice as needed.
Provides timely feedback to supervision about technical problems, data trends,
and equipment problems. Participates in a limited capacity in the development
and preparation of operating and standards for monitoring and sampling existing
or modified controls and methods relating to radiological safety. May review,
evaluate, and make recommendations on procedures that apply to group functions
and responsibilities.

Health Physics Technicians III
Under general supervision, obtains competent and reliable measurements of
radioactive materials in both the working environment and internal workplace.
Performs instrument standardization, radiological analyses of samples, and uses
instruments to make radioactive measurements. Records data on measurement,
performs mathematical calculations as necessary, evaluates results, and compares
with standards. May recommend protective equipment and controls to appropriate
personnel working with sources of radiation. May respond to any Emergency
Radiation Safety Incident as a member of Radiation Safety Organization.
Participate with supervision and/or research personnel in planning
experiments/processes related to measurements of radioactive materials. May
recommend to supervision plant areas to survey and provide feedback concerning
schedule of activities planned. Monitors radiation levels in the environment and
internal workplace to determine potential radiation hazards. Collects and
processes operational or general samples in specific work areas to determine
contaminated levels. Performs radiation surveys and notifies Health Physics
supervision when excessive contamination levels are detected and recommends
necessary corrective measures to reduce contamination level to acceptable
levels. Converts data to correct radiological quantities and units. Repeats
survey either partially or completely to determine effectiveness of any
corrective measure taken to ensure compliance with allowable limits. Collects
data using personnel monitoring instruments and radiation protection instruments
for analysis and inclusion in summary reports. Organizes data, prepares records,
and notes trends. Compiles and retains records concerning the calibration of
personnel monitoring instrument, i.e., pockets dosimeters, and other radiation
instruments. prepares sample notices, records and maintains samples of
demographic data. Reviews laboratory data for quality assurance purposes and
reviews computerized personnel data. May prepare summary report listing findings
for management review. Analysis of data is limited to comparison of routine
readings with pre-determined standards, and reporting those which exceed
operational levels. Determines invalid functioning of processes and programs and
suggests probable cause of problems. Determines that analytical results are
within prescribed limits and/or determines the cause of variations outside the
limits. Outline action plans for further analysis and/or resolution of problems.
Conducts investigation of cause and effect for any sample exceeding the guides,
standards, and limits. Provides health physics advice as needed. Provides timely
feedback to supervision about technical problems, data trends, and equipment
problems.

Health Physics Technologist
Under limited supervision, performs monitoring of special projects, work area,
and items leaving radiological area for control of exposures from internal and
external sources. Recommends appropriate personnel monitoring devices,
protective equipment, and working time for operators and research personnel
working with sources of radiation. Observes processes; reads, records,
evaluates, and reports data from radiation detection devices and samples. May
assists in the training of less experience technicians. Participates in the
planning phase of experiments. May serve as a member of the Emergency
Radiation Safety Incident Team. Participate considerably with supervision and / or research
personnel in planning experiments related to measurements of radioactive
materials. Recommend to supervision plant areas to survey and provide feedback
concerning schedule of activities planned. Offers suggestions and ideas
pertaining to experimental method and equipment used in performing study.
Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable level. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

Senior Health Physics Technicians
Under general supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assists in the training of less experienced technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident team. Participate with supervision and/or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job
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**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>MINIMUM WAGE RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01000 - Administrative Support And Clerical Occupations</td>
<td></td>
</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>14.72</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
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<td>01013 - Accounting Clerk III</td>
<td>17.62</td>
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<tr>
<td>01020 - Administrative Assistant</td>
<td>24.30</td>
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<tr>
<td>01040 - Court Reporter</td>
<td>17.32</td>
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<tr>
<td>01051 - Data Entry Operator I</td>
<td>13.50</td>
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<tr>
<td>01052 - Data Entry Operator II</td>
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<td>01060 - Dispatcher, Motor Vehicle</td>
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<td>01070 - Document Preparation Clerk</td>
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<td>01090 - Duplicating Machine Operator</td>
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<td>01113 - General Clerk III</td>
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<td>01141 - Messenger Courier</td>
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<td>01191 - Order Clerk I</td>
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<td>01192 - Order Clerk II</td>
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<td>01263 - Personnel Assistant (Employment) III</td>
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<td>01280 - Receptionian</td>
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<td>01290 - Rental Clerk</td>
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<td>01300 - Scheduler, Maintenance</td>
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<td>01311 - Secretary I</td>
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<tr>
<td>01612</td>
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<td>Word Processor III</td>
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<td>05000</td>
<td>Automotive Service Occupations</td>
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<td>Automobile Body Repairer, Fiberglass</td>
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<td>05010</td>
<td>Automotive Electrician</td>
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<td>05070</td>
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<td>Motor Equipment Metal Mechanic</td>
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<td>05160</td>
<td>Motor Equipment Metal Worker</td>
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<td>05190</td>
<td>Motor Vehicle Mechanic</td>
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<tr>
<td>05220</td>
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<tr>
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<td>05280</td>
<td>Motor Vehicle Wrecker</td>
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<tr>
<td>05310</td>
<td>Painter, Automotive</td>
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<td>05340</td>
<td>Radiator Repair Specialist</td>
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<td>05370</td>
<td>Tire Repairer</td>
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<td>05400</td>
<td>Transmission Repair Specialist</td>
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<td>07000</td>
<td>Food Preparation And Service Occupations</td>
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<td>07042</td>
<td>Cook II</td>
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<td>07070</td>
<td>Dishwasher</td>
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<td>07210</td>
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<td>07260</td>
<td>Waiter/Waitress</td>
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<tr>
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<td>Furniture Maintenance And Repair Occupications</td>
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<td>09010</td>
<td>Electrostatic Spray Painter</td>
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<td>Furniture Refinisher</td>
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<td>Furniture Refinisher Helper</td>
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<td>Furniture Repairer, Minor</td>
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<td>Upholsterer</td>
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<tr>
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<td>General Services And Support Occupations</td>
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<tr>
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<td>Cleaner, Vehicles</td>
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<td>11060</td>
<td>Elevator Operator</td>
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<td>Gardener</td>
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<td>11122</td>
<td>Housekeeping Aide</td>
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<tr>
<td>11150</td>
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15060 - Educational Technologist
15070 - Flight Instructor (Pilot)
15080 - Graphic Artist
15090 - Technical Instructor
15095 - Technical Instructor/Course Developer
15110 - Test Proctor
15120 - Tutor
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
   16010 - Assembler
   16030 - Counter Attendant
   16040 - Dry Cleaner
   16070 - Finisher, Flatwork, Machine
   16090 - Presser, Hand
   16110 - Presser, Machine, Drycleaning
   16130 - Presser, Machine, Shirts
   16160 - Presser, Machine, Wearing Apparel, Laundry
   16190 - Sewing Machine Operator
   16220 - Tailor
   16250 - Washer, Machine
19000 - Machine Tool Operation And Repair Occupations
   19010 - Machine-Tool Operator (Tool Room)
   19040 - Tool And Die Maker
21000 - Materials Handling And Packing Occupations
   21020 - Forklift Operator
   21030 - Material Coordinator
   21040 - Material Expediter
   21050 - Material Handling Laborer
   21071 - Order Filler
   21080 - Production Line Worker (Food Processing)
   21110 - Shipping Packer
   21130 - Shipping/Receiving Clerk
   21140 - Store Worker I
   21150 - Stock Clerk
   21210 - Tools And Parts Attendant
   21410 - Warehouse Specialist
23000 - Mechanics And Maintenance And Repair Occupations
   23010 - Aerospace Structural Welder
   23021 - Aircraft Mechanic I
   23022 - Aircraft Mechanic II
   23023 - Aircraft Mechanic III
   23040 - Aircraft Mechanic Helper
   23050 - Aircraft, Painter
   23060 - Aircraft Servicer
   23080 - Aircraft Worker
   23110 - Appliance Mechanic
   23120 - Bicycle Repairer
   23125 - Cable Splicer
   23130 - Carpenter, Maintenance
   23140 - Carpet Layer
   23160 - Electrician, Maintenance
   23181 - Electronics Technician Maintenance I
   23182 - Electronics Technician Maintenance II
   23183 - Electronics Technician Maintenance III
   23260 - Fabric Worker
   23290 - Fire Alarm System Mechanic
   23310 - Fire Extinguisher Repairer
   23311 - Fuel Distribution System Mechanic
   23312 - Fuel Distribution System Operator
   23370 - General Maintenance Worker
   23380 - Ground Support Equipment Mechanic
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</table>

All occupations listed above receive the following benefits:

Health & Welfare: $3.16 per hour or $126.40 per week or $547.73 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 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 4174)

The occupations which have parentheses after them receive the following benefits (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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.
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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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 regrading 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.


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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. [See Section 4.6 (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) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 insure 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.
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<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>MINIMUM WAGE RATE</th>
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<td>01040 - Court Reporter</td>
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<td>01060 - Dispatcher, Motor Vehicle</td>
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<td>01070 - Document Preparation Clerk</td>
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<td>01090 - Duplicating Machine Operator</td>
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<td>01141 - Messenger Courier</td>
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<td>01191 - Order Clerk I</td>
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01533 - Travel Clerk III 13.99
01611 - Word Processor I 13.76
01612 - Word Processor II 15.60
01613 - Word Processor III 18.43

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 25.26
05010 - Automotive Electrician 21.37
05040 - Automotive Glass Installer 20.14
05070 - Automotive Worker 20.14
05110 - Mobile Equipment Servicer 17.31
05130 - Motor Equipment Metal Mechanic 22.53
05160 - Motor Equipment Metal Worker 20.14
05190 - Motor Vehicle Mechanic 22.53
05220 - Motor Vehicle Mechanic Helper 16.81
05250 - Motor Vehicle Upholstery Worker 19.66
05280 - Motor Vehicle Wrecker 20.14
05310 - Painter, Automotive 21.37
05340 - Radiator Repair Specialist 20.14
05370 - Tire Repairer 14.43
05400 - Transmission Repair Specialist 22.53

07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 11.97
07042 - Cook II 13.28
07070 - Dishwasher 9.76
07130 - Food Service Worker 10.25
07210 - Meat Cutter 16.07
07260 - Waiter/Waitress 8.59

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.05
09040 - Furniture Handler 12.78
09080 - Furniture Refinisher 18.39
09090 - Furniture Refinisher Helper 14.11
09110 - Furniture Repairer, Minor 16.31
09130 - Upholsterer 18.05

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 9.67
11060 - Elevator Operator 9.79
11090 - Gardener 15.70
11122 - Housekeeping Aide 10.89
11150 - Janitor 10.89
11210 - Laborer, Grounds Maintenance 12.07
11240 - Maid or Houseman 10.84
11260 - Pruner 11.37
11270 - Tractor Operator 14.19
11330 - Trail Maintenance Worker 12.07
11360 - Window Cleaner 11.31

12000 - Health Occupations
12010 - Ambulance Driver 16.06
12011 - Breath Alcohol Technician 17.67
12012 - Certified Occupational Therapist Assistant 20.31
12015 - Certified Physical Therapist Assistant 19.99
12020 - Dental Assistant 16.90
12025 - Dental Hygienist 40.68
12030 - EKG Technician 24.34
12035 - Electroneurodiagnostic Technologist 24.34
12040 - Emergency Medical Technician 17.67
12071 - Licensed Practical Nurse I 18.60
12072 - Licensed Practical Nurse II 20.82
12073 - Licensed Practical Nurse III 21.79
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.16 per hour or $126.40 per week or $547.73 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 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 \( \frac{25}{100} \) 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 \( \frac{8}{100} \) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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 regrading and cleaning of artillery ranges.

A \( \frac{4}{100} \) 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.


REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form
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 confined classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (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 and computes a proposed rate.

2) After contract award, the contractor prepares a written report listing in order proposed classification title, a Federal grade equivalency (FGE) for each proposed classification, job description, and rationale for proposed wage rate, 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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<th>OCCUPATION CODE</th>
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<th>MINIMUM WAGE RATE</th>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** $3.16 per hour or $126.40 per week or $547.73 per month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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 regrading 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.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (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 and computes a proposed rate.

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification, job description, and rationale for proposed wage rate, 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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15070 - Flight Instructor (Pilot)  50.66
15080 - Graphic Artist  24.30
15090 - Technical Instructor  18.14
15095 - Technical Instructor/Course Developer  22.19
15110 - Test Proctor  17.31
15120 - Tutor  17.31

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler  8.52
16030 - Counter Attendant  8.52
16040 - Dry Cleaner  11.33
16070 - Finisher, Flatwork, Machine  8.52
16090 - Presser, Hand  8.52
16110 - Presser, Machine, Drycleaning  8.52
16130 - Presser, Machine, Shirts  8.52
16160 - Presser, Machine, Wearing Apparel, Laundry  8.52
16190 - Sewing Machine Operator  12.30
16220 - Tailor  13.21
16250 - Washer, Machine  9.48

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)  18.63
19040 - Tool And Die Maker  22.83

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator  17.26
21030 - Material Coordinator  20.37
21040 - Material Expeditor  20.37
21050 - Material Handling Laborer  12.72
21071 - Order Filler  12.50
21080 - Production Line Worker (Food Processing)  17.26
21110 - Shipping Packer  14.40
21130 - Shipping/Receiving Clerk  14.40
21140 - Store Worker I  13.62
21150 - Stock Clerk  14.77
21210 - Tools And Parts Attendant  17.26
21410 - Warehouse Specialist  17.26

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder  24.52
23021 - Aircraft Mechanic I  23.35
23022 - Aircraft Mechanic II  24.52
23023 - Aircraft Mechanic III  25.75
23040 - Aircraft Mechanic Helper  18.03
23050 - Aircraft, Painter  19.98
23060 - Aircraft Servicer  19.68
23080 - Aircraft Worker  20.49
23110 - Appliance Mechanic  19.44
23120 - Bicycle Repairer  13.77
23125 - Cable Splicer  25.24
23130 - Carpenter, Maintenance  20.20
23140 - Carpet Layer  18.44
23160 - Electrician, Maintenance  25.37
23181 - Electronics Technician Maintenance I  19.69
23182 - Electronics Technician Maintenance II  21.18
23183 - Electronics Technician Maintenance III  21.97
23260 - Fabric Worker  17.67
23290 - Fire Alarm System Mechanic  20.17
23310 - Fire Extinguisher Repairer  17.20
23311 - Fuel Distribution System Mechanic  22.63
23312 - Fuel Distribution System Operator  18.69
23370 - General Maintenance Worker  18.66
23380 - Ground Support Equipment Mechanic  23.35
23381 - Ground Support Equipment Servicer  19.68
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28000 - Recreation Occupations

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29000 - Stevedoring/Longshoremen Occupational Services

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30000 - Technical Occupations

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31000 - Transportation/Mobile Equipment Operation Occupations

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<tr>
<td>31290</td>
<td>Shuttle Bus Driver</td>
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</tbody>
</table>
ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.16 per hour or $126.40 per week or $547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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
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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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 regrading 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.


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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (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 and computes a proposed rate.

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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<th>OCCUPATION CODE</th>
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31290 - Shuttle Bus Driver 13.34
31310 - Taxi Driver 9.57
31361 - Truckdriver, Light 13.34
31362 - Truckdriver, Medium 16.66
31363 - Truckdriver, Heavy 17.53
31364 - Truckdriver, Tractor-Trailer 17.53
99000 - Miscellaneous Occupations
99030 - Cashier 8.30
99050 - Desk Clerk 8.52
99095 - Embalmer 21.18
99251 - Laboratory Animal Caretaker I 10.60
99252 - Laboratory Animal Caretaker II 11.79
99310 - Mortician 23.30
99410 - Pest Controller 14.11
99510 - Photofinishing Worker 11.28
99710 - Recycling Laborer 11.15
99711 - Recycling Specialist 14.49
99730 - Refuse Collector 10.99
99810 - Sales Clerk 11.07
99820 - School Crossing Guard 9.29
99830 - Survey Party Chief 16.86
99831 - Surveying Aide 15.34
99832 - Surveying Technician 15.47
99840 - Vending Machine Attendant 9.68
99841 - Vending Machine Repairer 12.05
99842 - Vending Machine Repairer Helper 8.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.16 per hour or $126.40 per week or $547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 PARENTHESSES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 ordinance, 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 regrading 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.


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 conforming classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (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 and computes a proposed rate.

2) After contract award, the contractor prepares a written report listing in order proposed classification title, a Federal grade equivalency (FGE) for each proposed classification, job description, and rationale for proposed wage rate, 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 insure 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.
State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>MINIMUM WAGE RATE</th>
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<tbody>
<tr>
<td>01000 - Administrative Support And Clerical Occupations</td>
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</tr>
<tr>
<td>01011 - Accounting Clerk I</td>
<td>11.17</td>
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<tr>
<td>01012 - Accounting Clerk II</td>
<td>12.14</td>
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<tr>
<td>01013 - Accounting Clerk III</td>
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<tr>
<td>01020 - Administrative Assistant</td>
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<tr>
<td>01040 - Court Reporter</td>
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<td>01051 - Data Entry Operator I</td>
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<td>01070 - Document Preparation Clerk</td>
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<td>01300 - Scheduler, Maintenance</td>
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<td>01311 - Secretary I</td>
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<td>Library Aide/Clerk</td>
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<td>Library Information Technology Systems Admin</td>
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<td>Air Crew Training Devices Instructor (Pilot)</td>
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<td>Computer Based Training Specialist / Instructor</td>
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<tr>
<td>Occupation</td>
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<tr>
<td>15060 - Educational Technologist</td>
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<tr>
<td>15070 - Flight Instructor (Pilot)</td>
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<td>15080 - Graphic Artist</td>
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<td>15110 - Test Proctor</td>
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<td>15120 - Tutor</td>
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<td>16000 - Laundry, Dry-Cleaning, Pressing And Related</td>
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<td>Occupations</td>
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<td>16010 - Assembler</td>
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<td>16040 - Dry Cleaner</td>
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<td>16110 - Presser, Machine, Drycleaning</td>
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<td>16220 - Tailor</td>
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<td>16250 - Washer, Machine</td>
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<td>21020 - Forklift Operator</td>
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<tr>
<td>21030 - Material Coordinator</td>
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<td>21071 - Order Filler</td>
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<td>Transportation/Mobile Equipment Operation Occupations</td>
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<td>Taxi Driver</td>
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<td>Truckdriver, Light</td>
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<td>Recycling Specialist</td>
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<td>Sales Clerk</td>
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<td>Survey Party Chief</td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** $3.16 per hour or $126.40 per week or $547.73 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 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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 regrading 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.


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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (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 and computes a proposed rate.

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification, job description, and rationale for proposed wage rate, 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 insure 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.