

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT	1. CONTRACT ID CODE	PAGE OF PAGES
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2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY	CODE	7. ADMINISTERED BY (If other than Item 6)	CODE
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)	(X)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
		10A. MODIFICATION OF CONTRACT/ORDER NO.
		10B. DATED (SEE ITEM 11)
CODE		FACILITY CODE

11. THIS ITEM ONLY 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 ACKNOWLEDGMENT 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 your 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 ONLY APPLIES TO MODIFICATION 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:
	D. OTHER (Specify type of modification and authority)

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

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

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
15B. CONTRACTOR/OFFEROR	16B. UNITED STATES OF AMERICA
15C. DATE SIGNED	16C. DATE SIGNED
(Signature of person authorized to sign)	(Signature of Contracting Officer)

This amendment is issued to extend the solicitation due date to provide an updated Attachment (6) and to provide answers to questions received.

1. The date specified for receipt of offers is extended to August 02, 2005.
2. Attachment (6) Dept. Of Labor Wage Determination dated 11 Mar 05, Revision No: 25 is replaced with Department of Labor Wage Determination dated 23 May 05, Revision No: 26 which is included as an attachment to this modification.
3. Responses to Questions are provided below:

QUESTION 1. I noticed that the Wage Determination listed in the solicitation has since been revised. There is a revision #26 issued on May 23, 2005. While the hourly wage is still the same for Guard I, the Health and Welfare Benefit has been raised from \$2.59 per hour to \$2.87 per hour. Should we incorporate this new Wage Determination into our bid prices or bid it on Revision #25 and it will be adjusted upon award of the contract?

ANSWER 1. Yes. See Number 2 above regarding the incorporation of revision No: 26 of the Wage Rate Determination.

QUESTION 2. What hours do the current guards work?

ANSWER 2. The current guards are working 12-hour shifts. The shifts are from 5 am – 5 pm and from 5 pm – 5 am. The guards cover the ship 24 hours per day, 7 days per week.

QUESTION 3. How many key stations are there on the ship.

ANSWER 3. There are 10 key stations located around the ship.

QUESTION 4. Under the new contract, will the contractor have to utilize the same sort of key system for the guard to check in at each station?

ANSWER 4. No. Any comparable automated system that is verifiable may be used to accomplish this task.

QUESTION 5. What facilities are available to the Guard-on-Duty during their shifts?

ANSWER 5. The Guard's Office, the mess hall and the head will all be made available 24 hours per day.

QUESTION 6. Are the Guards able to carry cell phones on the ship?

ANSWER 6. No cell phones are allowed on the ship.

QUESTION 7. How are the guards under the current contract being transported to the ship?

ANSWER 7. The current contractor provides a private boat, docked at a private facility, with an operator to transport the guards back and forth from the ship. No Government transportation of the guards is provided to the contractor.

94-2009

N00173-05-R-TB01, Amendment No: 0004, Attachment No: 1

94-2009 AL, MOBILE

WAGE DETERMINATION NO: 94-2009 REV (26) AREA: AL, MOBILE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD: 94-2010

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 Division of
Director Wage Determinations

Wage Determination No. : 1994-2009
Revision No. : 26
Date Of Revision: 05/23/2005

State: Alabama

Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington, Escambia, Mobile, Monroe, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.84
01012 - Accounting Clerk II	10.70
01013 - Accounting Clerk III	13.82
01014 - Accounting Clerk IV	15.61
01030 - Court Reporter	14.57
01050 - Dispatcher, Motor Vehicle	13.81
01060 - Document Preparation Clerk	11.03
01070 - Messenger (Courier)	8.11
01090 - Duplicating Machine Operator	11.03
01110 - Film/Tape Librarian	10.09
01115 - General Clerk I	9.52
01116 - General Clerk II	10.19
01117 - General Clerk III	11.30
01118 - General Clerk IV	12.90
01120 - Housing Referral Assistant	17.22
01131 - Key Entry Operator I	9.47
01132 - Key Entry Operator II	11.44
01191 - Order Clerk I	10.10
01192 - Order Clerk II	12.18
01261 - Personnel Assistant (Employment) I	14.25
01262 - Personnel Assistant (Employment) II	17.24
01263 - Personnel Assistant (Employment) III	20.67
01264 - Personnel Assistant (Employment) IV	24.58
01270 - Production Control Clerk	15.42
01290 - Rental Clerk	11.07
01300 - Scheduler, Maintenance	12.97
01311 - Secretary I	12.97
01312 - Secretary II	14.57
01313 - Secretary III	16.24
01314 - Secretary IV	18.05
01315 - Secretary V	19.99
01320 - Service Order Dispatcher	12.35

01341 - Stenographer I	10. 27
01342 - Stenographer II	12. 97
01400 - Supply Technician	18. 05
01420 - Survey Worker (Interviewer)	12. 03
01460 - Switchboard Operator-Receptionist	8. 91
01510 - Test Examiner	14. 57
01520 - Test Proctor	14. 57
01531 - Travel Clerk I	9. 69
01532 - Travel Clerk II	10. 28
01533 - Travel Clerk III	10. 75
01611 - Word Processor I	10. 69
01612 - Word Processor II	11. 86
01613 - Word Processor III	14. 88
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11. 98
03041 - Computer Operator I	12. 59
03042 - Computer Operator II	14. 04
03043 - Computer Operator III	16. 99
03044 - Computer Operator IV	17. 81
03045 - Computer Operator V	20. 93
03071 - Computer Programmer I (1)	14. 66
03072 - Computer Programmer II (1)	18. 00
03073 - Computer Programmer III (1)	24. 43
03074 - Computer Programmer IV (1)	25. 63
03101 - Computer Systems Analyst I (1)	20. 44
03102 - Computer Systems Analyst II (1)	24. 99
03103 - Computer Systems Analyst III (1)	27. 62
03160 - Peripheral Equipment Operator	12. 59
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16. 74
05010 - Automotive Glass Installer	13. 41
05040 - Automotive Worker	13. 41
05070 - Electrician, Automotive	14. 94
05100 - Mobile Equipment Servicer	11. 70
05130 - Motor Equipment Metal Mechanic	14. 94
05160 - Motor Equipment Metal Worker	13. 41
05190 - Motor Vehicle Mechanic	14. 94
05220 - Motor Vehicle Mechanic Helper	11. 12
05250 - Motor Vehicle Upholstery Worker	13. 41
05280 - Motor Vehicle Wrecker	13. 41
05310 - Painter, Automotive	14. 88
05340 - Radiator Repair Specialist	14. 36
05370 - Tire Repairer	11. 30
05400 - Transmission Repair Specialist	14. 94
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7. 32
07010 - Baker	9. 93
07041 - Cook I	9. 19
07042 - Cook II	10. 40
07070 - Dishwasher	6. 63
07130 - Meat Cutter	10. 93
07250 - Waiter/Waitress	6. 44
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14. 36
09040 - Furniture Handler	11. 23
09070 - Furniture Refinisher	14. 50
09100 - Furniture Refinisher Helper	11. 23
09110 - Furniture Repairer, Minor	12. 79
09130 - Upholsterer	14. 36
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8. 30
11060 - Elevator Operator	7. 91
11090 - Gardener	9. 86

11121 - House Keeping Aid I	7. 29
11122 - House Keeping Aid II	7. 91
11150 - Janitor	8. 43
11210 - Laborer, Grounds Maintenance	8. 64
11240 - Maid or Houseman	7. 29
11270 - Pest Controller	12. 08
11300 - Refuse Collector	8. 43
11330 - Tractor Operator	10. 08
11360 - Window Cleaner	9. 20
12000 - Health Occupations	
12020 - Dental Assistant	12. 02
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12. 50
12071 - Licensed Practical Nurse I	11. 61
12072 - Licensed Practical Nurse II	13. 05
12073 - Licensed Practical Nurse III	14. 58
12100 - Medical Assistant	11. 57
12130 - Medical Laboratory Technician	14. 14
12160 - Medical Record Clerk	12. 87
12190 - Medical Record Technician	13. 54
12221 - Nursing Assistant I	7. 56
12222 - Nursing Assistant II	8. 92
12223 - Nursing Assistant III	9. 25
12224 - Nursing Assistant IV	10. 39
12250 - Pharmacy Technician	12. 19
12280 - Phlebotomist	11. 35
12311 - Registered Nurse I	18. 09
12312 - Registered Nurse II	22. 14
12313 - Registered Nurse II, Specialist	22. 14
12314 - Registered Nurse III	26. 79
12315 - Registered Nurse III, Anesthetist	26. 79
12316 - Registered Nurse IV	32. 10
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18. 06
13011 - Exhibits Specialist I	15. 68
13012 - Exhibits Specialist II	19. 43
13013 - Exhibits Specialist III	23. 74
13041 - Illustrator I	17. 30
13042 - Illustrator II	20. 21
13043 - Illustrator III	24. 71
13047 - Librarian	19. 79
13050 - Library Technician	11. 95
13071 - Photographer I	13. 54
13072 - Photographer II	15. 68
13073 - Photographer III	18. 75
13074 - Photographer IV	22. 92
13075 - Photographer V	27. 74
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7. 44
15030 - Counter Attendant	7. 44
15040 - Dry Cleaner	8. 61
15070 - Finisher, Flatwork, Machine	7. 44
15090 - Presser, Hand	7. 44
15100 - Presser, Machine, Drycleaning	7. 52
15130 - Presser, Machine, Shirts	7. 44
15160 - Presser, Machine, Wearing Apparel, Laundry	7. 44
15190 - Sewing Machine Operator	9. 13
15220 - Tailor	9. 66
15250 - Washer, Machine	7. 77
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool room)	15. 97
19040 - Tool and Die Maker	19. 22
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14. 67

21020 - Material Coordinator	14.81
21030 - Material Expediter	14.81
21040 - Material Handling Laborer	9.67
21050 - Order Filler	10.71
21071 - Forklift Operator	14.06
21080 - Production Line Worker (Food Processing)	12.95
21100 - Shipping/Receiving Clerk	11.52
21130 - Shipping Packer	11.52
21140 - Store Worker I	9.81
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.93
21210 - Tools and Parts Attendant	12.95
21400 - Warehouse Specialist	12.95
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	16.40
23040 - Aircraft Mechanic Helper	11.53
23050 - Aircraft Quality Control Inspector	17.25
23060 - Aircraft Servicer	13.69
23070 - Aircraft Worker	14.68
23100 - Appliance Mechanic	16.39
23120 - Bicycle Repairer	11.30
23125 - Cable Splicer	19.81
23130 - Carpenter, Maintenance	15.37
23140 - Carpet Layer	14.75
23160 - Electrician, Maintenance	16.73
23181 - Electronics Technician, Maintenance I	17.33
23182 - Electronics Technician, Maintenance II	21.64
23183 - Electronics Technician, Maintenance III	22.12
23260 - Fabric Worker	13.59
23290 - Fire Alarm System Mechanic	15.82
23310 - Fire Extinguisher Repairer	12.53
23340 - Fuel Distribution System Mechanic	17.32
23370 - General Maintenance Worker	13.78
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.97
23430 - Heavy Equipment Mechanic	16.40
23440 - Heavy Equipment Operator	15.10
23460 - Instrument Mechanic	17.18
23470 - Laborer	9.27
23500 - Locksmith	15.37
23530 - Machinery Maintenance Mechanic	20.10
23550 - Machinist, Maintenance	15.60
23580 - Maintenance Trades Helper	11.12
23640 - Millwright	17.46
23700 - Office Appliance Repairer	15.51
23740 - Painter, Aircraft	14.98
23760 - Painter, Maintenance	15.90
23790 - Pipefitter, Maintenance	19.36
23800 - Plumber, Maintenance	16.33
23820 - Pneumatic Systems Mechanic	16.40
23850 - Rigger	16.40
23870 - Scale Mechanic	14.57
23890 - Sheet-Metal Worker, Maintenance	14.94
23910 - Small Engine Mechanic	14.57
23930 - Telecommunication Mechanic I	18.92
23931 - Telecommunication Mechanic II	19.89
23950 - Telephone Lineman	18.92
23960 - Welder, Combination, Maintenance	15.33
23965 - Well Driller	16.40
23970 - Woodcraft Worker	16.40
23980 - Woodworker	12.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.02
24580 - Child Care Center Clerk	10.30
24600 - Chore Aid	7.09

24630 - Homemaker	11. 11
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20. 21
25040 - Sewage Plant Operator	15. 82
25070 - Stationary Engineer	20. 21
25190 - Ventilation Equipment Tender	11. 45
25210 - Water Treatment Plant Operator	15. 48
27000 - Protective Service Occupations	
(not set) - Police Officer	14. 97
27004 - Alarm Monitor	11. 63
27006 - Corrections Officer	12. 81
27010 - Court Security Officer	13. 28
27040 - Detention Officer	12. 81
27070 - Firefighter	13. 04
27101 - Guard I	9. 33
27102 - Guard II	11. 26
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15. 69
28020 - Hatch Tender	15. 69
28030 - Line Handler	15. 69
28040 - Stevedore I	14. 66
28050 - Stevedore II	18. 17
29000 - Technical Occupations	
21150 - Graphic Artist	20. 90
29010 - Air Traffic Control Specialist, Center (2)	31. 49
29011 - Air Traffic Control Specialist, Station (2)	21. 71
29012 - Air Traffic Control Specialist, Terminal (2)	23. 92
29023 - Archeological Technician I	13. 84
29024 - Archeological Technician II	15. 48
29025 - Archeological Technician III	19. 24
29030 - Cartographic Technician	21. 13
29035 - Computer Based Training (CBT) Specialist/ Instructor	21. 78
29040 - Civil Engineering Technician	20. 17
29061 - Drafter I	12. 47
29062 - Drafter II	14. 01
29063 - Drafter III	15. 68
29064 - Drafter IV	19. 43
29081 - Engineering Technician I	14. 07
29082 - Engineering Technician II	15. 80
29083 - Engineering Technician III	17. 68
29084 - Engineering Technician IV	21. 76
29085 - Engineering Technician V	26. 76
29086 - Engineering Technician VI	32. 38
29090 - Environmental Technician	19. 37
29100 - Flight Simulator/Instructor (Pilot)	26. 36
29160 - Instructor	19. 29
29210 - Laboratory Technician	18. 69
29240 - Mathematical Technician	20. 94
29361 - Paralegal/Legal Assistant I	13. 61
29362 - Paralegal/Legal Assistant II	16. 75
29363 - Paralegal/Legal Assistant III	20. 66
29364 - Paralegal/Legal Assistant IV	24. 97
29390 - Photooptics Technician	21. 13
29480 - Technical Writer	21. 61
29491 - Unexploded Ordnance (UXO) Technician I	20. 02
29492 - Unexploded Ordnance (UXO) Technician II	24. 22
29493 - Unexploded Ordnance (UXO) Technician III	29. 03
29494 - Unexploded (UXO) Safety Escort	20. 02
29495 - Unexploded (UXO) Sweep Personnel	20. 02
29620 - Weather Observer, Senior (3)	16. 54
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15. 77
29622 - Weather Observer, Upper Air (3)	15. 77
31000 - Transportation/ Mobile Equipment Operation Occupations	

31030 - Bus Driver	12.47
31260 - Parking and Lot Attendant	7.66
31290 - Shuttle Bus Driver	11.58
31300 - Taxi Driver	8.96
31361 - Truckdriver, Light Truck	15.18
31362 - Truckdriver, Medium Truck	10.73
31363 - Truckdriver, Heavy Truck	13.59
31364 - Truckdriver, Tractor-Trailer	15.18
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.66
99030 - Cashier	8.57
99041 - Carnival Equipment Operator	8.97
99042 - Carnival Equipment Repairer	9.59
99043 - Carnival Worker	7.05
99050 - Desk Clerk	8.02
99095 - Embalmer	19.02
99300 - Lifeguard	10.52
99310 - Mortician	19.02
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.79
99500 - Recreation Specialist	11.11
99510 - Recycling Worker	9.95
99610 - Sales Clerk	10.05
99620 - School Crossing Guard (Crosswalk Attendant)	8.35
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	14.13
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.58
99660 - Surveying Aide	9.18
99690 - Swimming Pool Operator	11.59
99720 - Vending Machine Attendant	10.73
99730 - Vending Machine Repairer	11.59
99740 - Vending Machine Repairer Helper	10.73

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a 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 11 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 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

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

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

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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(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.