

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE J	PAGE OF PAGES 1 11
2. AMENDMENT/MODIFICATION NO. 0001	3. EFFECTIVE DATE 11-Mar-2004	4. REQUISITION/PURCHASE REQ. NO. W42HEM-4037-5271	5. PROJECT NO.(If applicable)	
6. ISSUED BY USACE, CONTRACTING DIVISION ATTN: CEMVN-CT, ROOM 172 7400 LEAKE AVE. NEW ORLEANS LA 70118-3651	CODE W912P8	7. ADMINISTERED BY (If other than item 6) See Item 6		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)		X	9A. AMENDMENT OF SOLICITATION NO. W912P8-04-T-0037	
		X	9B. DATED (SEE ITEM 11) 10-Mar-2004	
			10A. MOD. OF CONTRACT/ORDER NO.	
			10B. DATED (SEE ITEM 13)	
CODE	FACILITY CODE			
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input checked="" type="checkbox"/> is extended, <input type="checkbox"/> is not extended.				
Offer 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 <u>1</u> 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 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.				
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 <input type="checkbox"/> is not, <input type="checkbox"/> 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.) The purpose of this amendment is to clarify the following: 1. The North American Industrial Classification System Code for this acquisition. 2. Information Data Sheet for Ucrete. 3. Time Limit to accomplish the work. 4. Special Provision Clause. 5. SF-1449 Instructions for block 27a. 6. Replace Wage Determination No. 94-2233 REV (22) 7. Note to Offerors				
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)		
		TEL: _____ EMAIL: _____		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED	
_____ (Signature of person authorized to sign)		BY _____ (Signature of Contracting Officer)	11-Mar-2004	

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

The following items are applicable to this modification:LIST OF CLARIFICATIONS

The following clarifications for this acquisition are provided:

1. Reference Block 10 entitled "This Acquisition IS". The NAICS code for this procurement is 238330.
2. Technical Data and Salient characteristics of Ucrete.
3. Page 4 of 39, Paragraph 4.3 entitled "Time Limit to Accomplish Work". Insert the following; and the floor must be ready to be walked on 06:30 am Monday morning.
4. In accordance with contract clause, 52.228-5, Insurance – Work on a Government Installation, the contractor shall maintain the following minimum amounts of liability insurance during performance of the work under this contract:

Employer's Liability
Minimum Coverage - \$100,000.00

General Liability
Minimum Coverage - \$500,000.00

Automobile Liability
Minimum Coverage - \$200,000.00/BI/Person
\$500,000.00/BI/Occurrence
\$20,000.00/PD/Occurrence

5. SF 1449 Reference Block 27a entitled "Solicitation Incorporates By Reference Clause 52.212-1 and 52.212-4 are checked.
6. Delete Wage Determination No. 94-2233 REV (22) bottom of page 25 thru 39 and Replace with current pages.
7. Quote due date is extended until 3:00 pm CST on 16 Mar 2004, Offeror's may mail or Fax quotes to the POC designated the synopsis.

UCRETE® FAST FLOOR

Polyurethane-concrete flooring system

Description

Ucrete® Fast Floor employs a three-component polyurethane-concrete material (Ucrete® MF) over a two-component fluid-applied polyurethane primer (FF Primer). This flowable, monolithic flooring system is applied at a depth of 1/8" (3mm) or greater; it has a semi-matte smooth finish.

Features Benefits

- Physical properties greatly exceed concrete's Tough, durable surface
- Compatible technology High bond strength at the Ucrete®-primer bond line
- Two-step application 24 hour installation time
- Wide in-service temperature range Ideal for hot or cold environments; resistant to (-50 to 180° F [-45 to 82° C]) continuous hot water cleaning
- Self-leveling properties Simplifies application
- Coefficient of thermal expansion more Prevents shearing at the bond line comparable to concrete than epoxy systems
- Solvent free Low odor; VOC compliant
- Cementitious polyurethane Excellent impact and abrasion resistance; tolerates a wide range of organic and inorganic acids, alkalis, and salts
- Slip resistant Meets ADA recommendations

Test Data

Comprehensive strength, 6,700 (46.2) ASTM C 579 psi (MPa)

Flexural strength, psi (MPa) 2,600 (17.9) ASTM C 580

Tensile strength, psi (MPa) 1,000 (6.9) ASTM C 307

Modulus of elasticity, psi (MPa) 1.7×10^5 (1,170) ASTM C 469

Coefficient of thermal expansion, 2.2×10^{-5} (4.0×10^{-5}) ASTM C 531 in/in/° F (cm/cm/° C)

Thermal conductivity, 6 (0.9) ASTM C 177

BTU-in/hr-ft²-°F (W/mK)

Density, lb/ft³ (g/cm³) 123 (1.97) ASTM C 905

Water absorption, % < 0.1 ASTM C 413

Resistance to fungi growth Passes ASTM G 21

Abrasion resistance, mg loss; 0.07 ASTM D 4060 CS-17 wheel, 1,000 g load, 1,000 cycles

Impact resistance, No visible damage or ASTM D 2794 min. 160 in-lbs deterioration

Resistance to elevated temperatures No flow or softening MIL-D-3134

Compressive modulus, psi (MPa) 1.5×10^5 (1,030) ASTM C 469

Adhesion, psi (MPa) 350 (3.5) ASTM D 4541

Concrete and primer failure

Coefficient of friction Passes ADA recommendations ASTM D 2047

wet and dry

Chemical Resistance

In accordance with ASTM D 1308, Ucrete® Fast Floor will resist exposure for up to 7 days at 72° F (22° C) for the following chemicals.

- Dilute mineral acids, including hydrochloric (< 35%), phosphoric (< 50%), and sulfuric (< 30%)
- Some dilute organic acids, such as acetic (30%), formic, citric, and uric
- Fats, oils, and sugars
- Mineral oils, diesel fuel, kerosene, and gasoline
- Most organic solvents, including aliphatic and aromatic hydrocarbons and alcohol

NOTE: Full chemical resistance is achieved after curing for 48 hours. For chemical resistance to a specific compound, consult the Ucrete®

Chemical Resistance Guide. Contact your local Degussa representative for more information.

Technical Data

Composition

Ucrete® Fast Floor is a three-component polyurethane-cementitious material over a two-component

polyurethane primer.

Compliances

- USDA accepted for use in federally inspected meat and poultry plants in the USA
- Ministry of Agriculture, Canada; accepted for use in food establishments in Canada
- British Standard Specifications (BSS) for use in the U.K.
- Meets ADA recommendations for a slipresistant surface

UCRETE® PRODUCT DATA

03043 - Computer Operator III	12.50
03044 - Computer Operator IV	13.87
03045 - Computer Operator V	15.38
03071 - Computer Programmer I (1)	15.51
03072 - Computer Programmer II (1)	17.86
03073 - Computer Programmer III (1)	22.13
03074 - Computer Programmer IV (1)	26.59
03101 - Computer Systems Analyst I (1)	19.15
03102 - Computer Systems Analyst II (1)	25.02
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.49
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.66
05010 - Automotive Glass Installer	13.85
05040 - Automotive Worker	13.85
05070 - Electrician, Automotive	14.81
05100 - Mobile Equipment Servicer	11.91
05130 - Motor Equipment Metal Mechanic	15.66
05160 - Motor Equipment Metal Worker	13.85
05190 - Motor Vehicle Mechanic	15.66
05220 - Motor Vehicle Mechanic Helper	10.95
05250 - Motor Vehicle Upholstery Worker	12.89
05280 - Motor Vehicle Wrecker	13.85
05310 - Painter, Automotive	14.81
05340 - Radiator Repair Specialist	13.85
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	15.66
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.86
07010 - Baker	9.47
07041 - Cook I	8.17
07042 - Cook II	9.50
07070 - Dishwasher	6.86
07130 - Meat Cutter	10.49
07250 - Waiter/Waitress	6.09
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09070 - Furniture Refinisher	14.81
09100 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.37
11060 - Elevator Operator	7.37
11090 - Gardener	10.32
11121 - House Keeping Aid I	6.86
11122 - House Keeping Aid II	7.62
11150 - Janitor	7.78
11210 - Laborer, Grounds Maintenance	8.59
11240 - Maid or Houseman	6.68
11270 - Pest Controller	11.08
11300 - Refuse Collector	7.90
11330 - Tractor Operator	9.95
11360 - Window Cleaner	8.72
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.87
12071 - Licensed Practical Nurse I	11.00
12072 - Licensed Practical Nurse II	12.82
12073 - Licensed Practical Nurse III	13.97
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	13.12
12160 - Medical Record Clerk	11.18
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.48
12222 - Nursing Assistant II	8.41
12223 - Nursing Assistant III	9.18
12224 - Nursing Assistant IV	10.29
12250 - Pharmacy Technician	12.19

12280 - Phlebotomist	10.55
12311 - Registered Nurse I	17.60
12312 - Registered Nurse II	22.82
12313 - Registered Nurse II, Specialist	25.53
12314 - Registered Nurse III	29.36
12315 - Registered Nurse III, Anesthetist	29.36
12316 - Registered Nurse IV	35.18
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.71
13011 - Exhibits Specialist I	15.97
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.79
13041 - Illustrator I	15.97
13042 - Illustrator II	18.68
13043 - Illustrator III	22.79
13047 - Librarian	18.30
13050 - Library Technician	10.80
13071 - Photographer I	13.59
13072 - Photographer II	15.97
13073 - Photographer III	18.68
13074 - Photographer IV	22.79
13075 - Photographer V	27.64
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.95
15030 - Counter Attendant	6.95
15040 - Dry Cleaner	8.86
15070 - Finisher, Flatwork, Machine	6.95
15090 - Presser, Hand	6.95
15100 - Presser, Machine, Drycleaning	6.95
15130 - Presser, Machine, Shirts	6.95
15160 - Presser, Machine, Wearing Apparel, Laundry	6.95
15190 - Sewing Machine Operator	9.50
15220 - Tailor	10.14
15250 - Washer, Machine	7.59
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.10
19040 - Tool and Die Maker	18.42
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.07
21020 - Material Coordinator	15.11
21030 - Material Expediter	15.11
21040 - Material Handling Laborer	14.29
21050 - Order Filler	10.32
21071 - Forklift Operator	12.42
21080 - Production Line Worker (Food Processing)	10.83
21100 - Shipping/Receiving Clerk	11.87
21130 - Shipping Packer	11.87
21140 - Store Worker I	8.63
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	10.32
21210 - Tools and Parts Attendant	12.42
21400 - Warehouse Specialist	12.42
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.61
23040 - Aircraft Mechanic Helper	13.72
23050 - Aircraft Quality Control Inspector	20.62
23060 - Aircraft Servicer	16.13
23070 - Aircraft Worker	17.35
23100 - Appliance Mechanic	15.01
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	18.01
23130 - Carpenter, Maintenance	14.81
23140 - Carpet Layer	13.85
23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician, Maintenance I	17.68
23182 - Electronics Technician, Maintenance II	18.62
23183 - Electronics Technician, Maintenance III	19.72
23260 - Fabric Worker	12.89
23290 - Fire Alarm System Mechanic	16.30
23310 - Fire Extinguisher Repairer	12.41
23340 - Fuel Distribution System Mechanic	17.23

23370 - General Maintenance Worker	13.95
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.01
23430 - Heavy Equipment Mechanic	15.90
23440 - Heavy Equipment Operator	15.42
23460 - Instrument Mechanic	18.82
23470 - Laborer	8.80
23500 - Locksmith	14.81
23530 - Machinery Maintenance Mechanic	17.30
23550 - Machinist, Maintenance	18.45
23580 - Maintenance Trades Helper	10.95
23640 - Millwright	17.85
23700 - Office Appliance Repairer	15.00
23740 - Painter, Aircraft	15.76
23760 - Painter, Maintenance	14.81
23790 - Pipefitter, Maintenance	17.37
23800 - Plumber, Maintenance	16.43
23820 - Pneudraulic Systems Mechanic	16.04
23850 - Rigger	15.66
23870 - Scale Mechanic	13.97
23890 - Sheet-Metal Worker, Maintenance	15.66
23910 - Small Engine Mechanic	15.93
23930 - Telecommunication Mechanic I	20.06
23931 - Telecommunication Mechanic II	21.10
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	15.66
23965 - Well Driller	16.04
23970 - Woodcraft Worker	16.04
23980 - Woodworker	11.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24600 - Chore Aid	6.32
24630 - Homemaker	14.78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.13
25040 - Sewage Plant Operator	14.81
25070 - Stationary Engineer	16.13
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	14.81
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	10.52
27006 - Corrections Officer	10.87
27010 - Court Security Officer	12.33
27040 - Detention Officer	10.87
27070 - Firefighter	12.98
27101 - Guard I	7.41
27102 - Guard II	11.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.85
28020 - Hatch Tender	18.07
28030 - Line Handler	18.07
28040 - Stevedore I	14.62
28050 - Stevedore II	16.79
29000 - Technical Occupations	
21150 - Graphic Artist	17.80
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	14.70
29024 - Archeological Technician II	16.43
29025 - Archeological Technician III	20.35
29030 - Cartographic Technician	23.42
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.47
29040 - Civil Engineering Technician	20.55
29061 - Drafter I	14.84
29062 - Drafter II	17.03
29063 - Drafter III	19.46
29064 - Drafter IV	23.42
29081 - Engineering Technician I	15.26

29082 - Engineering Technician II	16.86
29083 - Engineering Technician III	18.94
29084 - Engineering Technician IV	22.59
29085 - Engineering Technician V	27.64
29086 - Engineering Technician VI	30.84
29090 - Environmental Technician	22.92
29100 - Flight Simulator/Instructor (Pilot)	26.99
29160 - Instructor	18.86
29210 - Laboratory Technician	16.39
29240 - Mathematical Technician	21.92
29361 - Paralegal/Legal Assistant I	13.08
29362 - Paralegal/Legal Assistant II	17.28
29363 - Paralegal/Legal Assistant III	21.14
29364 - Paralegal/Legal Assistant IV	25.59
29390 - Photooptics Technician	21.92
29480 - Technical Writer	21.81
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	16.21
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.33
29622 - Weather Observer, Upper Air (3)	13.33
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.75
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	10.27
31300 - Taxi Driver	8.57
31361 - Truckdriver, Light Truck	11.48
31362 - Truckdriver, Medium Truck	13.28
31363 - Truckdriver, Heavy Truck	14.33
31364 - Truckdriver, Tractor-Trailer	14.33
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.29
99030 - Cashier	7.18
99041 - Carnival Equipment Operator	9.78
99042 - Carnival Equipment Repairer	10.64
99043 - Carnival Worker	7.18
99050 - Desk Clerk	8.82
99095 - Embalmer	18.23
99300 - Lifeguard	9.72
99310 - Mortician	18.23
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.70
99500 - Recreation Specialist	12.20
99510 - Recycling Worker	10.76
99610 - Sales Clerk	8.95
99620 - School Crossing Guard (Crosswalk Attendant)	6.66
99630 - Sport Official	9.47
99658 - Survey Party Chief (Chief of Party)	14.82
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.46
99660 - Surveying Aide	10.95
99690 - Swimming Pool Operator	11.83
99720 - Vending Machine Attendant	10.76
99730 - Vending Machine Repairer	13.60
99740 - Vending Machine Repairer Helper	10.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a 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 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 **

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) 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.

&&&&&&&&&