

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE J	PAGE OF PAGES 1   12
2. AMENDMENT/MODIFICATION NO. 0001		3. EFFECTIVE DATE 06-Dec-2005	4. REQUISITION/PURCHASE REQ. NO. W42HEM-5322-4011		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)  <b>See Item 6</b>		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				X	9A. AMENDMENT OF SOLICITATION NO. W912P8-06-T-0017
				X	9B. DATED (SEE ITEM 11) 05-Dec-2005
					10A. MOD. OF CONTRACT/ORDER NO.
					10B. DATED (SEE ITEM 13)
CODE		FACILITY CODE			
<b>11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS</b>					
<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 type="checkbox"/> is extended, <input checked="" 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 _____ 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)					
<b>13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.</b>					
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 correct the Inspection and Acceptance Section as well as to correct the Delivery Information Section. Although a DoL Wage Rate Determination cannot be given at this time, attached is a recommended Wage Rate Determination for Louisiana, to be used as a reference until it is known where the work will be performed. The Contractor performance location will determine a new DoL Wage Rate Determination, which will be added to the contract at the time of award.					
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)		07-Dec-2005

## SECTION SF 30 BLOCK 14 CONTINUATION PAGE

**SUMMARY OF CHANGES**

## SECTION SF 1449 - CONTINUATION SHEET

## SUPPLIES OR SERVICES AND PRICES

## CLIN 0001

The FSC code R708 has been added.

The PROG code S10 has been added.

The WSC Equipment code 000 has been added.

The SIC code 8743 has been added.

The NAICS code 541820 has been added.

## DELIVERIES AND PERFORMANCE

The following Delivery Schedule item for CLIN 0001 has been changed from:

DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	UIC
18-NOV-2005	1	CONTRACTING DIV- CHIEF CORPS OF ENGINEERS P. O. BOX 60267 NEW ORLEANS LA 70160-0267 FOB: Destination	

To:

DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	UIC
31-DEC-2006	1	COASTAL RESTORATION BRANCH CORPS OF ENGINEERS P. O. BOX 60267 NEW ORLEANS LA 70160-0267 FOB: Destination	

## INSPECTION AND ACCEPTANCE

The Acceptance/Inspection Schedule for CLIN 0001 has been changed from:

INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
N/A	N/A	N/A	N/A

To:

INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
Destination	Government	Destination	Government

The following have been modified:

DOL WAGE RATE DETERMINATION

PLEASE NOTE: This award will be subject to the rules and regulations of the Service Contract Act. At this time, Department of Labor Wage Rates are currently unavailable for this solicitation and will be incorporated at the time of award. The rates are based upon the area where the work will be performed. Since that information will not be known until the award is made, it cannot be incorporated at this time. Upon award, this clause will be updated to incorporate those requirements into the award.

The following Wage Rate Determination is being incorporated as a reference:

94-2233 LA, NEW ORLEANS

WAGE DETERMINATION NO: 94-2233 REV (25) AREA: LA, NEW ORLEANS

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2234

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

William W.Gross | Division of | Wage Determination No.: 1994-2233
Director | Wage Determinations | Revision No.: 25
                                        | Date Of Revision: 05/23/2005
    
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State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.99
01012 - Accounting Clerk II	10.12
01013 - Accounting Clerk III	11.90
01014 - Accounting Clerk IV	14.38
01030 - Court Reporter	16.26
01050 - Dispatcher, Motor Vehicle	14.82
01060 - Document Preparation Clerk	11.90
01070 - Messenger (Courier)	10.01
01090 - Duplicating Machine Operator	11.90
01110 - Film/Tape Librarian	12.02
01115 - General Clerk I	6.62
01116 - General Clerk II	9.06
01117 - General Clerk III	9.89
01118 - General Clerk IV	11.84
01120 - Housing Referral Assistant	16.65
01131 - Key Entry Operator I	10.18
01132 - Key Entry Operator II	11.83
01191 - Order Clerk I	10.59

01192 - Order Clerk II	12.60
01261 - Personnel Assistant (Employment) I	9.28
01262 - Personnel Assistant (Employment) II	11.12
01263 - Personnel Assistant (Employment) III	14.41
01264 - Personnel Assistant (Employment) IV	15.75
01270 - Production Control Clerk	16.80
01290 - Rental Clerk	12.40
01300 - Scheduler, Maintenance	12.40
01311 - Secretary I	13.36
01312 - Secretary II	14.84
01313 - Secretary III	16.65
01314 - Secretary IV	19.66
01315 - Secretary V	22.88
01320 - Service Order Dispatcher	13.10
01341 - Stenographer I	13.43
01342 - Stenographer II	14.98
01400 - Supply Technician	19.66
01420 - Survey Worker (Interviewer)	11.88
01460 - Switchboard Operator-Receptionist	8.99
01510 - Test Examiner	14.84
01520 - Test Proctor	14.84
01531 - Travel Clerk I	10.75
01532 - Travel Clerk II	11.37
01533 - Travel Clerk III	12.00
01611 - Word Processor I	10.92
01612 - Word Processor II	12.95
01613 - Word Processor III	14.73
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.44
03041 - Computer Operator I	11.44
03042 - Computer Operator II	12.87
03043 - Computer Operator III	14.85
03044 - Computer Operator IV	16.48
03045 - Computer Operator V	18.28
03071 - Computer Programmer I (1)	18.77
03072 - Computer Programmer II (1)	21.62
03073 - Computer Programmer III (1)	26.77
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.18
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.49
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.07
05010 - Automotive Glass Installer	14.71
05040 - Automotive Worker	14.71
05070 - Electrician, Automotive	15.73
05100 - Mobile Equipment Servicer	12.65
05130 - Motor Equipment Metal Mechanic	16.63
05160 - Motor Equipment Metal Worker	14.71
05190 - Motor Vehicle Mechanic	16.63
05220 - Motor Vehicle Mechanic Helper	11.63
05250 - Motor Vehicle Upholstery Worker	13.69
05280 - Motor Vehicle Wrecker	14.71
05310 - Painter, Automotive	15.73
05340 - Radiator Repair Specialist	14.71

05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	16.63
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.86
07010 - Baker	9.73
07041 - Cook I	8.17
07042 - Cook II	9.50
07070 - Dishwasher	6.86
07130 - Meat Cutter	10.81
07250 - Waiter/Waitress	6.70
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	7.96
11060 - Elevator Operator	7.62
11090 - Gardener	10.49
11121 - House Keeping Aid I	6.86
11122 - House Keeping Aid II	7.62
11150 - Janitor	8.10
11210 - Laborer, Grounds Maintenance	8.73
11240 - Maid or Houseman	6.86
11270 - Pest Controller	11.08
11300 - Refuse Collector	9.56
11330 - Tractor Operator	10.11
11360 - Window Cleaner	9.08
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.16
12071 - Licensed Practical Nurse I	12.27
12072 - Licensed Practical Nurse II	14.29
12073 - Licensed Practical Nurse III	15.58
12100 - Medical Assistant	10.07
12130 - Medical Laboratory Technician	14.43
12160 - Medical Record Clerk	13.28
12190 - Medical Record Technician	16.38
12221 - Nursing Assistant I	7.90
12222 - Nursing Assistant II	8.89
12223 - Nursing Assistant III	9.69
12224 - Nursing Assistant IV	10.87
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	10.87
12311 - Registered Nurse I	20.30
12312 - Registered Nurse II	26.31
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.86
12315 - Registered Nurse III, Anesthetist	33.86
12316 - Registered Nurse IV	40.57
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.34
13011 - Exhibits Specialist I	16.73
13012 - Exhibits Specialist II	20.55

13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	16.73
13042 - Illustrator II	20.55
13043 - Illustrator III	25.07
13047 - Librarian	19.20
13050 - Library Technician	13.07
13071 - Photographer I	13.59
13072 - Photographer II	16.73
13073 - Photographer III	20.55
13074 - Photographer IV	25.07
13075 - Photographer V	30.40
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.41
15030 - Counter Attendant	7.41
15040 - Dry Cleaner	9.47
15070 - Finisher, Flatwork, Machine	7.41
15090 - Presser, Hand	7.41
15100 - Presser, Machine, Drycleaning	7.41
15130 - Presser, Machine, Shirts	7.41
15160 - Presser, Machine, Wearing Apparel, Laundry	7.41
15190 - Sewing Machine Operator	10.16
15220 - Tailor	10.84
15250 - Washer, Machine	8.10
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	16.80
21030 - Material Expediter	16.80
21040 - Material Handling Laborer	14.29
21050 - Order Filler	10.32
21071 - Forklift Operator	13.56
21080 - Production Line Worker (Food Processing)	13.10
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)	11.69
21210 - Tools and Parts Attendant	13.56
21400 - Warehouse Specialist	13.56
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.35
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft Quality Control Inspector	23.50
23060 - Aircraft Servicer	18.39
23070 - Aircraft Worker	19.78
23100 - Appliance Mechanic	15.53
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	19.21
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	14.66
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician, Maintenance I	19.07
23182 - Electronics Technician, Maintenance II	20.08
23183 - Electronics Technician, Maintenance III	21.26
23260 - Fabric Worker	13.57

23290 - Fire Alarm System Mechanic	16.88
23310 - Fire Extinguisher Repairer	12.46
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	14.42
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.01
23430 - Heavy Equipment Mechanic	17.49
23440 - Heavy Equipment Operator	16.88
23460 - Instrument Mechanic	18.82
23470 - Laborer	9.68
23500 - Locksmith	15.77
23530 - Machinery Maintenance Mechanic	20.93
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	10.95
23640 - Millwright	20.01
23700 - Office Appliance Repairer	15.77
23740 - Painter, Aircraft	15.77
23760 - Painter, Maintenance	16.92
23790 - Pipefitter, Maintenance	17.89
23800 - Plumber, Maintenance	16.92
23820 - Pneudraulic Systems Mechanic	16.88
23850 - Rigger	16.88
23870 - Scale Mechanic	14.66
23890 - Sheet-Metal Worker, Maintenance	16.88
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	16.88
23965 - Well Driller	16.88
23970 - Woodcraft Worker	16.88
23980 - Woodworker	11.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24600 - Chore Aid	6.83
24630 - Homemaker	14.78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.40
25040 - Sewage Plant Operator	14.81
25070 - Stationary Engineer	17.40
25190 - Ventilation Equipment Tender	11.70
25210 - Water Treatment Plant Operator	14.81
27000 - Protective Service Occupations	
(not set) - Police Officer	14.96
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	8.15
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	19.58
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	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	23.18
29040 - Civil Engineering Technician	21.48
29061 - Drafter I	14.84
29062 - Drafter II	17.03
29063 - Drafter III	19.46
29064 - Drafter IV	23.42
29081 - Engineering Technician I	15.87
29082 - Engineering Technician II	17.53
29083 - Engineering Technician III	19.69
29084 - Engineering Technician IV	23.86
29085 - Engineering Technician V	29.19
29086 - Engineering Technician VI	32.57
29090 - Environmental Technician	22.92
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	18.86
29210 - Laboratory Technician	19.83
29240 - Mathematical Technician	23.14
29361 - Paralegal/Legal Assistant I	15.50
29362 - Paralegal/Legal Assistant II	20.47
29363 - Paralegal/Legal Assistant III	25.05
29364 - Paralegal/Legal Assistant IV	30.33
29390 - Photooptics Technician	24.56
29480 - Technical Writer	23.99
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)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.65
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	12.43
31300 - Taxi Driver	8.57
31361 - Truckdriver, Light Truck	12.54
31362 - Truckdriver, Medium Truck	14.51
31363 - Truckdriver, Heavy Truck	15.01
31364 - Truckdriver, Tractor-Trailer	15.01
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.02
99030 - Cashier	7.18
99041 - Carnival Equipment Operator	9.86
99042 - Carnival Equipment Repairer	10.73
99043 - Carnival Worker	7.24

99050 - Desk Clerk	8.82
99095 - Embalmer	19.16
99300 - Lifeguard	10.52
99310 - Mortician	22.06
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.52
99500 - Recreation Specialist	12.20
99510 - Recycling Worker	13.02
99610 - Sales Clerk	10.01
99620 - School Crossing Guard (Crosswalk Attendant)	8.06
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	17.37
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.78
99660 - Surveying Aide	12.84
99690 - Swimming Pool Operator	12.17
99720 - Vending Machine Attendant	11.07
99730 - Vending Machine Repairer	13.99
99740 - Vending Machine Repairer Helper	11.07

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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 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 \*\*

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.

(End of Summary of Changes)