



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

OCT 21 2002

03-PRO-0043

Mr. E. K. Thomson, President
Fluor Hanford, Inc.
Richland, Washington 99352

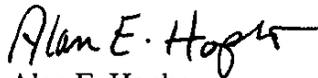
Dear Mr. Thomson:

CONTRACT NO. DE-AC06-96RL13200 – CONTRACT MODIFICATION M168,
DEPARTMENT OF LABOR WAGE DETERMINATION AND EXTENSION OF SPECIAL
BANKING AGREEMENT

Enclosed for your files is a fully executed signed original of Contract Modification M168.

This modification incorporates the latest Department of Labor Wage Determination applicable to this contract and incorporates Modification 2 to the Special Bank Account Agreement, which extended the Agreement through September 30, 2003. Should you have any questions, please contact me on (509) 376-2031.

Sincerely,


Alan E. Hopko
Contracting Officer

PRO:AEH

Enclosure

cc: J. L. Jacobsen, FHI

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. M168	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)		
6. ISSUED BY U.S. Department of Energy Richland Operations Office 825 Jadwin Avenue, MSIN A7-80 Richland, WA 99352	CODE	7. ADMINISTERED BY (If other than Item 6)		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No. Street, county, State and ZIP Code) Fluor Daniel Hanford, Inc. 2420 Stevens Center PO Box 1000 Richland, WA 99352				(✓)	9A. AMENDMENT OF SOLICITATION NO.
					9B. DATED (SEE ITEM 11)
					10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC06-96RL-13200
					10B. DATED (SEE ITEM 13) 08/06/96
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 one (1) copy 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 DATA 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 data specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

N/A \$0.00

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).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 52.222-41 Service Contract Act of 1965, As Amended (May 1989)
	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.)

As described in page 2, this modification:

Incorporates Modification 2 to the Special Banking Agreement in Contract Section J, Appendix N, and
 Incorporates Wage Determinations and clarifies the applicability of the Determinations.

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) Alan E. Hopko Contract Specialist	
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)	10/21/92

- A. This Modification adds the attached Special Bank Account Agreement Modification Number 2, with updated replacement page J-N-1, to contract Section J, Appendix N. (In Modification Number 2, the DOE exercised its option and extended the Special Bank Account Agreement through September 30, 2003.)
- B. This Modification also incorporates the attached Department of Labor (DOL) Wage Determinations as Attachment 9 to Section J, Appendix M. Appendix M is also updated with replacement pages J-M-1 and J-M-2, and new page J-M-10. The DOL Wage Determinations are as follows:
1. The DOL issued Wage Determination 98-0109 (Revision 6) dated September 23, 2002. Wage Determination 98-0109 includes two Collective Bargaining Agreements. The period of applicability of Wage Determination 98-109 is as stated in the Collective Bargaining Agreements.
 2. Contract Modification M139 dated January 17, 2002, stated that Wage Determination 94-2569 (Revision 15) would be applicable from August 6, 2001 to August 6, 2002. During this period, the DOL increased the Service Contract Act Health and Welfare (H&W) single benefit rate. Effective June 1, 2002, the new SCA H&W single benefit rate became \$2.15 per hour, or \$86.00 per week, or \$372.67 per month.
 3. The DOL issued Wage Determination 94-2569 (Revision 18) dated October 10, 2002, to update Wage Determination 94-2569 (Revision 15). Wage Determination 94-2569 (Revision 18) is applicable from August 6, 2002 to August 6, 2003.
 4. The DOL issued Wage Determination 94-2570 (Revision 12) dated October 10, 2002 to update Wage Determination 94-2570 (Revision 6). Wage Determination 94-2570 (Revision 12) is applicable from August 6, 2002 to August 6, 2003.

**PART III – LIST OF DOCUMENTS
EXHIBITS AND OTHER ATTACHMENTS**

SECTION J

APPENDIX M

**WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT**

(The following wage determinations apply)

<u>Att. #</u>	<u>Wage Determination #</u>	<u>Application Period</u>	<u>Mod. #</u>	<u># of Pages</u>
1	94-2570, Rev. 3	8/6/96 to 8/6/97	Original	22
2	94-2569, Rev. 3	8/6/96 to 8/6/97	M074	11
3	94-2569, Rev. 5 94-2570, Rev. 4	8/6/97 to 8/6/98 8/6/97 to 8/6/98	M074 M074	22
4	94-2569, Rev. 8	8/6/98 to 8/6/99	M074	14
5	98-109, Rev. 0 94-2570, Rev. 6	Per Collective Bargaining Agreements 8/6/98 to 8/6/00	M039 M039	17
6	98-0109, Rev. 1 94-2569, Rev.10	Per Collective Bargaining Agreements 8/6/99 to 8/6/00	M089 M089	14
7	98-0109, Rev. 5 94-2569, Rev. 10 94-2570, Rev. 6	Per Collective Bargaining Agreements 8/6/00 to 8/6/01 8/6/00 to 8/6/01	M101 M101 M101	13
8	98-0109, Rev. 5 94-2569, Rev. 15 94-2570, Rev. 6	Per Collective Bargaining Agreements 8/6/01 to 8/6/02 8/6/01 to 8/6/02	M139 M139 M139	12

<u>Att. #</u>	<u>Wage Determination #</u>	<u>Application Period</u>	<u>Mod. #</u>	<u># of Pages</u>
9	98-0109, Rev. 6	Per Collective Bargaining Agreements	M168	26
	94-2569, Rev. 18	8/6/02 to 8/6/03	M168	
	94-2570, Rev. 12	8/6/02 to 8/6/03	M168	

(Note: Of the above wage determinations, the following were issued to FH subcontractors under the Blanket Wage Determination Program with the identified application dates).

<u>Wage Determination #</u>	<u>Application Date</u>
94-2569, Rev. 3	2/28/96 to 2/28/97
94-2569, Rev. 5	2/28/97 to 2/28/98
94-2569, Rev. 8	2/28/98 to 2/28/99

SECTION J
APPENDIX M
Attachment 9

<u>Wage Determination #</u>	<u>Application Period</u>	<u># of Pages (Including Cover Page)</u>
98-0109, Rev. 6	Per Collective Bargaining Agreements	26
94-2569, Rev. 18	8/6/02 to 8/6/03	
94-2570, Rev. 12	8/6/02 to 8/6/03	

(pages issued in Mod M168)

Note: Electronic copy can be found at:
<http://www.hanford.gov/phmc/contract/mods/m168/m168.pdf>

STANDARD FORM 98
Rev. Feb. 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS
ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(See Instructions on Reverse)

1. NOTICE NO.
A 2507732

MAIL TO:

Administrator
Wage and Hour Division
U.S. Department of Labor
Washington, D.C. 20210

2. Estimated solicitation date (use numerals)

Month Day Year

3. Estimated date bids or proposals to be opened or negotiations begun (use numerals)

Month Day Year

4. Date contract performance to begin (use numerals)
Contract Anniversary

Month 08 Day 06 Year 2002 - 2003

5. PLACE(S) OF PERFORMANCE

Hanford Site
Richland
Benton County
Washington 99352

①

WA

6. SERVICES TO BE PERFORMED (describe)

Operations, Management, and Integration
at the Department of Energy Hanford Site

Misc

7. INFORMATION ABOUT PERFORMANCE

- A. Services now performed by a contractor
B. Services now performed by Federal employees
C. Services not presently being performed

8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE

a. Name and address of incumbent contractor

Fluor Hanford, Inc.

2420 Stevens Center, P. O. Box 1000

Richland, WA 99352

b. Number(s) of any wage determination(s) on incumbent's contract

98-109 (Rev. 5) 94-2570 (Rev. 6)

94-2569 (Rev. 15)

2002
AUG 12 PM

c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). Important: Attach copies of current applicable collective bargaining agreements

Hanford Atomic Metal Trades Council (HAMTC)

Office of Professional Employees International Union (OPEIU)

RESPONSE TO NOTICE
(by Department of Labor)

- A. The attached wage determination(s) listed below apply to procurement.

98-109 (R.6)

- B. As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.

- C. From information supplied, the Service Contract Act does not apply (see attached explanation).

- D. Notice returned for additional information (see attached explanation).

Signed:

[Signature]

(U.S. Department of Labor)

SEP 23 2002
(Date)

9. OFFICIAL SUBMITTING NOTICE

SIGNED:

Alan E. Hopko

DATE

08/05/02

TYPE OR PRINT NAME

Alan E. Hopko

TELEPHONE NO.

(509)376-2031

10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.

Alan E. Hopko
Office of Procurement Services
MS A7-80
P. O. Box 550
Richland, WA 99352

ENERGY

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO.
A 2507732

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT

13. NUMBER OF
EMPLOYEES
IN EACH CLASS

14. HOURLY WAGE RATE
THAT WOULD BE
PAID IF FEDERALLY
EMPLOYED

Hanford Atomic Metal Trades Council (HAMTC)

See attached 2002 Labor Agreement

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.: 1998-0109
Revision No.: 6
Date of Last Revision: 09/19/2002

State: Washington

Area: Washington County of Benton

Employed on US Department of Energy contract for Operations, Management and Intergation at the Department of Energy Hanford Site Services.

Collective Bargaining Agreement between Fluor Hanford, Inc. and Handford Atomic Mental Trades Council (HAMTC) effective April 1, 2002 through March 31, 2007.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(See Instructions on Reverse)

1. NOTICE NO.
A 2507733

MAIL TO:

Administrator
Wage and Hour Division
U.S. Department of Labor
Washington, D.C. 20210

2. Estimated solicitation date (use numerals)

Month 02	Day 06	Year 02
02	06	03

3. Estimated date bids or proposals to be opened or negotiations begun (use numerals)

Month 02	Day 06	Year 02
02	06	03

4. Date contract performance to begin (use numerals)

Month 02	Day 06	Year 02
02	06	03

5. PLACE(S) OF PERFORMANCE

Benton County
Richland, WA 99352

WA

6. SERVICES TO BE PERFORMED (describe)

Blanket Wage Determination

Gen

2002 AUG 29 AM 10:53

7. INFORMATION ABOUT PERFORMANCE

- A. Services now performed by a contractor
 B. Services now performed by Federal employees
 C. Services not presently being performed

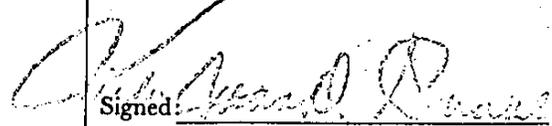
8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE

a. Name and address of incumbent contractor	b. Number(s) of any wage determination(s) in incumbent's contract
US Department of Energy	94-2569 (Rev. 15)
Richland, WA 99352	94-2570 (Rev. 6)

c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). Important: Attach copies of current applicable collective bargaining agreements

RESPONSE TO NOTICE
(by Department of Labor)

- A. The attached wage determination(s) listed below apply to procurement.
 1444-2569 (1P)
 1794-2570 (12)
- B. As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.
- C. From information supplied, the Service Contract Act does not apply (see attached explanation).
- D. Notice returned for additional information (see attached explanation).

Signed: 
 (U.S. Department of Labor)
 OCT 10 2002
 (Date)

9. OFFICIAL SUBMITTING NOTICE

SIGNED: Alan E. Hopko	DATE 08/05/02
TYPE OR PRINT NAME Alan E. Hopko Contracting Officer	TELEPHONE NO. (509)376-2031

10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.

Alan E. Hopko
US Department of Energy
MS A7-80, Office of Procurement Services
P.O. Box 550
Richland, WA 99352

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO.

A 2507733

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT

13. NUMBER OF
EMPLOYEES
IN EACH CLASS

14. HOURLY WAGE RATE
THAT WOULD BE
PAID IF FEDERALLY
EMPLOYED

Non-exempt, non-bargaining
Employees

Varies

Request for separate area wide determination

See attached classification listing.

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.: 1994-2569
Revision No.: 18
Date of Last Revision: 07/26/2002

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

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

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.21
01012	Accounting Clerk II	10.07
01013	Accounting Clerk III	11.67
01014	Accounting Clerk IV	15.25
01030	Court Reporter	12.35
01050	Dispatcher, Motor Vehicle	12.50
01060	Document Preparation Clerk	10.34
01070	Messenger (Courier)	7.93
01090	Duplicating Machine Operator	10.34
01110	Film/Tape Librarian	11.04
01115	General Clerk I	8.06
01116	General Clerk II	8.98
01117	General Clerk III	10.52
01118	General Clerk IV	11.79
01120	Housing Referral Assistant	16.17
01131	Key Entry Operator I	9.58
01132	Key Entry Operator II	10.46
01191	Order Clerk I	9.16
01192	Order Clerk II	10.99
01261	Personnel Assistant (Employment) I	10.46
01262	Personnel Assistant (Employment) II	11.74
01263	Personnel Assistant (Employment) III	13.13
01264	Personnel Assistant (Employment) IV	15.67
01270	Production Control Clerk	14.74
01290	Rental Clerk	11.04
01300	Scheduler, Maintenance	12.57
01311	Secretary I	12.28
01312	Secretary II	13.73
01313	Secretary III	16.38
01314	Secretary IV	18.36
01315	Secretary V	20.32
01320	Service Order Dispatcher	12.71

01341	Stenographer I	10.27
01342	Stenographer II	12.38
01400	Supply Technician	18.36
01420	Survey Worker (Interviewer)	11.84
01460	Switchboard Operator-Receptionist	9.93
01510	Test Examiner	13.73
01520	Test Proctor	13.73
01531	Travel Clerk I	11.25
01532	Travel Clerk II	12.08
01533	Travel Clerk III	12.91
01611	Word Processor I	9.84
01612	Word Processor II	11.05
01613	Word Processor III	12.36
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	9.14
03041	Computer Operator I	11.56
03042	Computer Operator II	14.27
03043	Computer Operator III	18.04
03044	Computer Operator IV	20.86
03045	Computer Operator V	22.37
03071	Computer Programmer I (1)	16.46
03072	Computer Programmer II (1)	19.44
03073	Computer Programmer III (1)	23.06
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	21.49
03102	Computer Systems Analyst II (1)	25.22
03103	Computer Systems Analyst III (1)	27.08
03160	Peripheral Equipment Operator	12.29
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	18.71
05010	Automotive Glass Installer	16.84
05040	Automotive Worker	16.84
05070	Electrician, Automotive	17.78
05100	Mobile Equipment Servicer	14.95
05130	Motor Equipment Metal Mechanic	18.71
05160	Motor Equipment Metal Worker	16.84
05190	Motor Vehicle Mechanic	18.71
05220	Motor Vehicle Mechanic Helper	14.00
05250	Motor Vehicle Upholstery Worker	15.88
05280	Motor Vehicle Wrecker	16.84
05310	Painter, Automotive	17.78
05340	Radiator Repair Specialist	16.84
05370	Tire Repairer	14.44
05400	Transmission Repair Specialist	18.71
07000	Food Preparation and Service Occupations	
	Food Service Worker	9.89

07010	Baker	15.66
07041	Cook I	13.97
07042	Cook II	15.66
07070	Dishwasher	9.89
07130	Meat Cutter	15.66
07250	Waiter/Waitress	11.04
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.78
09040	Furniture Handler	11.71
09070	Furniture Refinisher	17.78
09100	Furniture Refinisher Helper	14.00
09110	Furniture Repairer, Minor	15.88
09130	Upholsterer	17.78
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.89
11060	Elevator Operator	10.88
11090	Gardener	15.35
11121	House Keeping Aid I	8.76
11122	House Keeping Aid II	9.89
11150	Janitor	10.88
11210	Laborer, Grounds Maintenance	12.13
11240	Maid or Houseman	8.77
11270	Pest Controller	16.25
11300	Refuse Collector	10.88
11330	Tractor Operator	14.51
11360	Window Cleaner	12.14
12000	Health Occupations	
12020	Dental Assistant	12.23
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	11.24
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	12.36
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.63
12222	Nursing Assistant II	8.57
12223	Nursing Assistant III	9.35
12224	Nursing Assistant IV	10.49
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	15.84
12312	Registered Nurse II	19.39
12313	Registered Nurse II, Specialist	19.39

12314	Registered Nurse III	23.46
12315	Registered Nurse III, Anesthetist	23.46
12316	Registered Nurse IV	28.10
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.29
13011	Exhibits Specialist I	14.11
13012	Exhibits Specialist II	16.84
13013	Exhibits Specialist III	18.48
13041	Illustrator I	14.11
13042	Illustrator II	16.84
13043	Illustrator III	18.48
13047	Librarian	21.01
13050	Library Technician	12.35
13071	Photographer I	13.15
13072	Photographer II	16.89
13073	Photographer III	18.48
13074	Photographer IV	20.50
13075	Photographer V	22.76
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.15
15030	Counter Attendant	8.15
15040	Dry Cleaner	9.11
15070	Finisher, Flatwork, Machine	8.15
15090	Presser, Hand	8.15
15100	Presser, Machine, Drycleaning	8.15
15130	Presser, Machine, Shirts	8.15
15160	Presser, Machine, Wearing Apparel, Laundry	8.15
15190	Sewing Machine Operator	10.80
15220	Tailor	11.83
15250	Washer, Machine	8.89
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	17.78
19040	Tool and Die Maker	21.55
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	14.96
21020	Material Coordinator	13.76
21030	Material Expediter	13.76
21040	Material Handling Laborer	9.23
21050	Order Filler	11.28
21071	Forklift Operator	11.50
21080	Production Line Worker (Food Processing)	12.34
21100	Shipping/Receiving Clerk	10.69
21130	Shipping Packer	11.23
21140	Store Worker I	9.17
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.33

21210	Tools and Parts Attendant	12.32
21400	Warehouse Specialist	12.76
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.66
23040	Aircraft Mechanic Helper	14.00
23050	Aircraft Quality Control Inspector	19.68
23060	Aircraft Servicer	15.88
23070	Aircraft Worker	16.84
23100	Appliance Mechanic	17.78
23120	Bicycle Repairer	14.44
23125	Cable Splicer	18.71
23130	Carpenter, Maintenance	17.78
23140	Carpet Layer	16.84
23160	Electrician, Maintenance	20.13
23181	Electronics Technician, Maintenance I	16.75
23182	Electronics Technician, Maintenance II	20.50
23183	Electronics Technician, Maintenance III	21.58
23260	Fabric Worker	15.88
23290	Fire Alarm System Mechanic	18.71
23310	Fire Extinguisher Repairer	14.95
23340	Fuel Distribution System Mechanic	18.71
23370	General Maintenance Worker	16.84
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.71
23430	Heavy Equipment Mechanic	20.02
23440	Heavy Equipment Operator	16.64
23460	Instrument Mechanic	18.71
23470	Laborer	9.89
23500	Locksmith	17.78
23530	Machinery Maintenance Mechanic	18.71
23550	Machinist, Maintenance	18.71
23580	Maintenance Trades Helper	14.00
23640	Millwright	18.71
23700	Office Appliance Repairer	17.78
23740	Painter, Aircraft	17.78
23760	Painter, Maintenance	17.78
23790	Pipefitter, Maintenance	21.52
23800	Plumber, Maintenance	20.45
23820	Pneudraulic Systems Mechanic	18.71
23850	Rigger	18.71
23870	Scale Mechanic	16.84
23890	Sheet-Metal Worker, Maintenance	18.71
23910	Small Engine Mechanic	16.84
23930	Telecommunication Mechanic I	19.18
23931	Telecommunication Mechanic II	20.17
23950	Telephone Lineman	18.71
23960	Welder, Combination, Maintenance	18.71
23965	Well Driller	18.71
23970	Woodcraft Worker	18.71

23980	Woodworker	14.95
24000	Personal Needs Occupations	
24570	Child Care Attendant	9.13
24580	Child Care Center Clerk	12.40
24600	Chore Aid	9.10
24630	Homemaker	13.13
25000	Plant and System Operation Occupations	
25010	Boiler Tender	18.77
25040	Sewage Plant Operator	20.52
25070	Stationary Engineer	18.77
25190	Ventilation Equipment Tender	18.71
25210	Water Treatment Plant Operator	17.71
27000	Protective Service Occupations	
	Police Officer	23.61
27004	Alarm Monitor	12.57
27006	Corrections Officer	18.00
27010	Court Security Officer	19.14
27040	Detention Officer	18.00
27070	Firefighter	18.02
27101	Guard I	9.61
27102	Guard II	12.07
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	15.51
28020	Hatch Tender	15.51
28030	Line Handler	15.51
28040	Stevedore I	13.98
28050	Stevedore II	16.38
29000	Technical Occupations	
21150	Graphic Artist	19.54
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.46
29024	Archeological Technician II	15.04
29025	Archeological Technician III	18.64
29030	Cartographic Technician	21.05
29035	Computer Based Training (CBT) Specialist/ Instructor	22.47
29040	Civil Engineering Technician	19.39
29061	Drafter I	10.83
29062	Drafter II	12.17
29063	Drafter III	15.64
29064	Drafter IV	18.64
29081	Engineering Technician I	13.26
29082	Engineering Technician II	14.88

29083	Engineering Technician III	17.97
29084	Engineering Technician IV	21.05
29085	Engineering Technician V	26.52
29086	Engineering Technician VI	35.66
29090	Environmental Technician	16.49
29100	Flight Simulator/Instructor (Pilot)	23.38
29160	Instructor	18.88
29210	Laboratory Technician	15.69
29240	Mathematical Technician	18.31
29361	Paralegal/Legal Assistant I	13.37
29362	Paralegal/Legal Assistant II	16.51
29363	Paralegal/Legal Assistant III	18.39
29364	Paralegal/Legal Assistant IV	24.43
29390	Photooptics Technician	20.14
29480	Technical Writer	17.05
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	17.44
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.69
29622	Weather Observer, Upper Air (3)	15.69
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.40
31260	Parking and Lot Attendant	8.86
31290	Shuttle Bus Driver	12.63
31300	Taxi Driver	11.88
31361	Truckdriver, Light Truck	11.48
31362	Truckdriver, Medium Truck	12.18
31363	Truckdriver, Heavy Truck	14.75
31364	Truckdriver, Tractor-Trailer	14.75
99000	Miscellaneous Occupations	
99020	Animal Caretaker	12.19
99030	Cashier	8.22
99041	Carnival Equipment Operator	13.21
99042	Carnival Equipment Repairer	14.11
99043	Carnival Worker	9.89
99050	Desk Clerk	9.13
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.66
99500	Recreation Specialist	12.64
99510	Recycling Worker	14.39

99610	Sales Clerk	10.30
99620	School Crossing Guard (Crosswalk Attendant)	10.88
99630	Sport Official	8.95
99658	Survey Party Chief (Chief of Party)	17.04
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.65
99660	Surveying Aide	10.70
99690	Swimming Pool Operator	16.20
99720	Vending Machine Attendant	13.52
99730	Vending Machine Repairer	16.20
99740	Vending Machine Repairer Helper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 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(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.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

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

Wage Determination No.: 1994-2570
Revision No.: 12
Date of Last Revision: 07/26/2002

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.21
01012	Accounting Clerk II	10.07
01013	Accounting Clerk III	11.67
01014	Accounting Clerk IV	15.25
01030	Court Reporter	12.35
01050	Dispatcher, Motor Vehicle	12.50
01060	Document Preparation Clerk	10.34
01070	Messenger (Courier)	7.93
01090	Duplicating Machine Operator	10.34
01110	Film/Tape Librarian	11.04
01115	General Clerk I	8.06
01116	General Clerk II	8.98
01117	General Clerk III	10.52
01118	General Clerk IV	11.79
01120	Housing Referral Assistant	16.17
01131	Key Entry Operator I	9.58
01132	Key Entry Operator II	10.46
01191	Order Clerk I	9.16
01192	Order Clerk II	10.99
01261	Personnel Assistant (Employment) I	10.46
01262	Personnel Assistant (Employment) II	11.74
01263	Personnel Assistant (Employment) III	13.13
01264	Personnel Assistant (Employment) IV	15.67
01270	Production Control Clerk	14.74
01290	Rental Clerk	11.04
01300	Scheduler, Maintenance	12.57
01311	Secretary I	12.28
01312	Secretary II	13.73
01313	Secretary III	16.38
01314	Secretary IV	18.36
01315	Secretary V	20.32
01320	Service Order Dispatcher	12.71

01341	Stenographer I	10.27
01342	Stenographer II	12.38
01400	Supply Technician	18.36
01420	Survey Worker (Interviewer)	11.84
01460	Switchboard Operator-Receptionist	9.93
01510	Test Examiner	13.73
01520	Test Proctor	13.73
01531	Travel Clerk I	11.25
01532	Travel Clerk II	12.08
01533	Travel Clerk III	12.91
01611	Word Processor I	9.84
01612	Word Processor II	11.05
01613	Word Processor III	12.36
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	9.14
03041	Computer Operator I	11.56
03042	Computer Operator II	14.27
03043	Computer Operator III	18.04
03044	Computer Operator IV	20.86
03045	Computer Operator V	22.37
03071	Computer Programmer I (1)	16.46
03072	Computer Programmer II (1)	19.44
03073	Computer Programmer III (1)	23.06
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	21.49
03102	Computer Systems Analyst II (1)	25.22
03103	Computer Systems Analyst III (1)	27.08
03160	Peripheral Equipment Operator	12.29
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	18.71
05010	Automotive Glass Installer	16.84
05040	Automotive Worker	16.84
05070	Electrician, Automotive	17.78
05100	Mobile Equipment Servicer	14.95
05130	Motor Equipment Metal Mechanic	18.71
05160	Motor Equipment Metal Worker	16.84
05190	Motor Vehicle Mechanic	18.71
05220	Motor Vehicle Mechanic Helper	14.00
05250	Motor Vehicle Upholstery Worker	15.88
05280	Motor Vehicle Wrecker	16.84
05310	Painter, Automotive	17.78
05340	Radiator Repair Specialist	16.84
05370	Tire Repairer	14.44
05400	Transmission Repair Specialist	18.71
07000	Food Preparation and Service Occupations	
	Food Service Worker	9.89

07010	Baker	15.66
07041	Cook I	13.97
07042	Cook II	15.66
07070	Dishwasher	9.89
07130	Meat Cutter	15.66
07250	Waiter/Waitress	11.04
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.78
09040	Furniture Handler	11.71
09070	Furniture Refinisher	17.78
09100	Furniture Refinisher Helper	14.00
09110	Furniture Repairer, Minor	15.88
09130	Upholsterer	17.78
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.89
11060	Elevator Operator	10.88
11090	Gardener	15.35
11121	House Keeping Aid I	8.76
11122	House Keeping Aid II	9.89
11150	Janitor	10.88
11210	Laborer, Grounds Maintenance	12.13
11240	Maid or Houseman	8.77
11270	Pest Controller	16.25
11300	Refuse Collector	10.88
11330	Tractor Operator	14.51
11360	Window Cleaner	12.14
12000	Health Occupations	
12020	Dental Assistant	12.23
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	11.24
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	12.36
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.63
12222	Nursing Assistant II	8.57
12223	Nursing Assistant III	9.35
12224	Nursing Assistant IV	10.49
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	15.84
12312	Registered Nurse II	19.39
12313	Registered Nurse II, Specialist	19.39

12314	Registered Nurse III	23.46
12315	Registered Nurse III, Anesthetist	23.46
12316	Registered Nurse IV	28.10
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.29
13011	Exhibits Specialist I	14.11
13012	Exhibits Specialist II	16.84
13013	Exhibits Specialist III	18.48
13041	Illustrator I	14.11
13042	Illustrator II	16.84
13043	Illustrator III	18.48
13047	Librarian	21.01
13050	Library Technician	12.35
13071	Photographer I	13.15
13072	Photographer II	16.89
13073	Photographer III	18.48
13074	Photographer IV	20.50
13075	Photographer V	22.76
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.15
15030	Counter Attendant	8.15
15040	Dry Cleaner	9.11
15070	Finisher, Flatwork, Machine	8.15
15090	Presser, Hand	8.15
15100	Presser, Machine, Drycleaning	8.15
15130	Presser, Machine, Shirts	8.15
15160	Presser, Machine, Wearing Apparel, Laundry	8.15
15190	Sewing Machine Operator	10.80
15220	Tailor	11.83
15250	Washer, Machine	8.89
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	17.78
19040	Tool and Die Maker	21.55
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	14.96
21020	Material Coordinator	13.76
21030	Material Expediter	13.76
21040	Material Handling Laborer	9.23
21050	Order Filler	11.28
21071	Forklift Operator	11.50
21080	Production Line Worker (Food Processing)	12.34
21100	Shipping/Receiving Clerk	10.69
21130	Shipping Packer	11.23
21140	Store Worker I	9.17
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.33

21210	Tools and Parts Attendant	
21400	Warehouse Specialist	12.32
		12.76
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.66
23040	Aircraft Mechanic Helper	14.00
23050	Aircraft Quality Control Inspector	19.68
23060	Aircraft Servicer	15.88
23070	Aircraft Worker	16.84
23100	Appliance Mechanic	17.78
23120	Bicycle Repairer	14.44
23125	Cable Splicer	18.71
23130	Carpenter, Maintenance	17.78
23140	Carpet Layer	16.84
23160	Electrician, Maintenance	20.13
23181	Electronics Technician, Maintenance I	16.75
23182	Electronics Technician, Maintenance II	20.50
23183	Electronics Technician, Maintenance III	21.58
23260	Fabric Worker	15.88
23290	Fire Alarm System Mechanic	18.71
23310	Fire Extinguisher Repairer	14.95
23340	Fuel Distribution System Mechanic	18.71
23370	General Maintenance Worker	16.84
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.71
23430	Heavy Equipment Mechanic	20.02
23440	Heavy Equipment Operator	16.64
23460	Instrument Mechanic	18.71
23470	Laborer	9.89
23500	Locksmith	17.78
23530	Machinery Maintenance Mechanic	18.71
23550	Machinist, Maintenance	18.71
23580	Maintenance Trades Helper	14.00
23640	Millwright	18.71
23700	Office Appliance Repairer	17.78
23740	Painter, Aircraft	17.78
23760	Painter, Maintenance	17.78
23790	Pipefitter, Maintenance	21.52
23800	Plumber, Maintenance	20.45
23820	Pneudraulic Systems Mechanic	18.71
23850	Rigger	18.71
23870	Scale Mechanic	16.84
23890	Sheet-Metal Worker, Maintenance	18.71
23910	Small Engine Mechanic	16.84
23930	Telecommunication Mechanic I	19.18
23931	Telecommunication Mechanic II	20.17
23950	Telephone Lineman	18.71
23960	Welder, Combination, Maintenance	18.71
23965	Well Driller	18.71
23970	Woodcraft Worker	18.71

23980	Woodworker	14.95
24000	Personal Needs Occupations	
24570	Child Care Attendant	9.13
24580	Child Care Center Clerk	12.40
24600	Chore Aid	9.10
24630	Homemaker	13.13
25000	Plant and System Operation Occupations	
25010	Boiler Tender	18.77
25040	Sewage Plant Operator	20.52
25070	Stationary Engineer	18.77
25190	Ventilation Equipment Tender	18.71
25210	Water Treatment Plant Operator	17.71
27000	Protective Service Occupations	
	Police Officer	23.61
27004	Alarm Monitor	12.57
27006	Corrections Officer	18.00
27010	Court Security Officer	19.14
27040	Detention Officer	18.00
27070	Firefighter	18.02
27101	Guard I	9.61
27102	Guard II	12.07
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	15.51
28020	Hatch Tender	15.51
28030	Line Handler	15.51
28040	Stevedore I	13.98
28050	Stevedore II	16.38
29000	Technical Occupations	
21150	Graphic Artist	19.54
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.46
29024	Archeological Technician II	15.04
29025	Archeological Technician III	18.64
29030	Cartographic Technician	21.05
29035	Computer Based Training (CBT) Specialist/ Instructor	22.47
29040	Civil Engineering Technician	19.39
29061	Drafter I	10.83
29062	Drafter II	12.17
29063	Drafter III	15.64
29064	Drafter IV	18.64
29081	Engineering Technician I	13.26
29082	Engineering Technician II	14.88

29083	Engineering Technician III	17.97
29084	Engineering Technician IV	21.05
29085	Engineering Technician V	26.52
29086	Engineering Technician VI	35.66
29090	Environmental Technician	16.49
29100	Flight Simulator/Instructor (Pilot)	23.38
29160	Instructor	18.88
29210	Laboratory Technician	15.69
29240	Mathematical Technician	18.31
29361	Paralegal/Legal Assistant I	13.37
29362	Paralegal/Legal Assistant II	16.51
29363	Paralegal/Legal Assistant III	18.39
29364	Paralegal/Legal Assistant IV	24.43
29390	Photooptics Technician	20.14
29480	Technical Writer	17.05
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	17.44
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.69
29622	Weather Observer, Upper Air (3)	15.69
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.40
31260	Parking and Lot Attendant	8.86
31290	Shuttle Bus Driver	12.63
31300	Taxi Driver	11.88
31361	Truckdriver, Light Truck	11.48
31362	Truckdriver, Medium Truck	12.18
31363	Truckdriver, Heavy Truck	14.75
31364	Truckdriver, Tractor-Trailer	14.75
99000	Miscellaneous Occupations	
99020	Animal Caretaker	12.19
99030	Cashier	8.22
99041	Carnival Equipment Operator	13.21
99042	Carnival Equipment Repairer	14.11
99043	Carnival Worker	9.89
99050	Desk Clerk	9.13
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.66
99500	Recreation Specialist	12.64
99510	Recycling Worker	14.39

99610	Sales Clerk	
99620	School Crossing Guard (Crosswalk Attendant)	10.30
99630	Sport Official	10.88
99658	Survey Party Chief (Chief of Party)	8.95
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.04
99660	Surveying Aide	14.65
99690	Swimming Pool Operator	10.70
99720	Vending Machine Attendant	16.20
99730	Vending Machine Repairer	13.52
99740	Vending Machine Repairer Helper	16.20
		13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 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(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.

**PART III - LIST OF DOCUMENTS
EXHIBITS AND OTHER ATTACHMENTS**

SECTION J

APPENDIX N

**SPECIAL BANK ACCOUNT AGREEMENT FOR USE WITH
THE CHECKS – PAID METHOD OF LETTER OF CREDIT
FINANCING**

OCTOBER 1, 2000, THROUGH SEPTEMBER 30, 2003
(consisting of eight pages including this cover page)

FLUOR HANFORD, INC.
CONTRACT NO. 402794-A-C3

MODIFICATION 2

SCHEDULE

I. RECITALS

This is a modification to Contract 402794-A-C3, between the UNITED STATES OF AMERICA, represented by the Department of Energy (hereinafter referred to as DOE); FLUOR HANFORD, INC, corporation/legal entity existing under the laws of the State of Washington (hereinafter referred to as the Recipient); and U. S. Bank, a banking corporation under the laws of the State of Washington located in Richland, Washington (hereinafter referred to as the Bank).

There is now in full force and effect between the parties a contract (Contract 402794-A-C3) entered into on September 21, 2000.

DOE hereby exercises its option and extends the term of this agreement by one year, from October 1, 2002 to September 30, 2003.

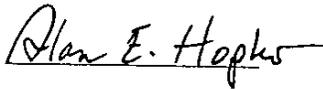
II. COVENANTS

1. COVENANTS, Section 7 is deleted and replace with the following:

This Agreement, with all its provisions and covenants, shall be in effect for a term of three years, beginning on the first day of October, 2000 and extending through the thirtieth day of September, 2003, or through the option periods should DOE exercise the options to extend the agreement further in accordance with the provision of 7.a. below. The exercise of any or all of the option periods is the unilateral right of the DOE.

2. It is understood and agreed that all other terms and conditions of Contract 402794-A-C3 shall remain unchanged.

III SIGNATURE



By: Alan E. Hopko

Title: Contracting Officer

Date: September 20, 2002

Task Detail Report

10/21/2002 02:11 PM

Task #: DOE-PRO-2003-0043 - Closed (10/21/2002)**Parent Task #:****Subject:** Concur:Contract Mod M168, Dept of Labor
Wage Determination & Extension**Category:** None**Due Date:****Originator:** Ullom, Ann M**Reference #:****Deliverable:** None**Status:** Closed**Priority:** High**Originator Phone:** (509)376-7736**Assigned By:** Self**Assigned Role:** Originator**Assigned Date:** 10/17/2002**Assigned Due Date:****Routing Lists:** **Concurrence List - Inactive** Sieracki, Sally A - Approve - Approve - 10/18/2002 08:45**Instructions:**

bcc: PRO Off File

PRO Rdg File

RLCC Rdg File

A. E. Hopko, PRO

Record Note: None

Alan\executed M168

 Final List - Inactive Hopko, Alan E - Approve - Approve - 10/21/2002 11:17**Instructions:**

None

Attachments: 1. executed M168.doc**Comments****Task Due Date History:**

Date Modified

Task Due Date

Modified By

-- End of Report --

RECEIVED

OCT 22 2002

DOE-RL/RLCC