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

MAY 1 2 1999

99-PRO-495

Mr. R. D. Hanson, President
Fluor Daniel Hanford, Inc.
Richland, Washington 99352

Dear Mr. Hanson:

CONTRACT NO. DE-AC06-96RL13200 CONTRACT MODIFICATION M074, SERVICE CONTRACT ACT WAGE DETERMINATIONS

Enclosed for your files is a fully executed original Contract Modification Number M074.

Should you have any questions, please contact me at (509) 376-7265, or Alan Hopko at (509) 376-2031.

Sincerely,

Marcia N. Roske
Contracting Officer

PRO:AEH

Enclosure

# MODIFICATION DISTRIBUTION LIST

**Contract Number: DE-AC06-96RL13200** **Date Distributed: 5/12/99**
**Modification Number: M074** **Distributed by: AEH**

Original signed copy to FDH
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E:\Rosie\Mod distribution list2rg

OMB Approval 2700-0042

# AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE



2. AMENDMENT/MODIFICATION NO.: M074

3. EFFECTIVE DATE: See Block 16C

4. REQUISITION/PURCHASE REQ. NO.

5. PROJECT NO. (If applicable)

6. ISSUED BY (CODE):
U.S. Department of Energy
Richland Operations Office
825 Jadwin Avenue, MSIN A7-80
Richland, WA 99352

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

CODE | FACILITY CODE

(✓) 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

## 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 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)
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 2 copies to the issuing office.

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

This modification incorporates Wage Determinations and clarifies the applicability of the Determinations as described on page 2.

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.

Reviewed
Approved
LEGAL

15A. NAME AND TITLE OF SIGNER (Type or print)
Ron D. Hanson
President and
Chief Executive Officer

15B. CONTRACTOR/OFFEROR
(Signature of person authorized to sign)

15C. DATE SIGNED
5/6/99

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
MARCIA N. ROSKE, CONTRACTING OFFICER

16B. UNITED STATES OF AMERICA
BY (Signature of Contracting Officer)

16C. DATE SIGNED
5/12/99

This modification incorporates applicable Department of Labor (DOL) Wage Determinations into this contract and provides clarification regarding the period of applicability of Wage Determinations as follows:

A. Wage Determination 94-2570 (Revision 3) was included in the basic contract awarded on August 6, 1996, and was applicable from date of award to the contract's first anniversary date, August 6, 1997. Attachment 1 to this Modification, Wage Determination 94-2569 Revision 3, is hereby incorporated into contract Section J, Appendix M. Wage Determination 94-2569 (Revision 3) is also applicable from August 6, 1996 to August 6, 1997.

B. Attachment 2 to this Modification, Wage Determinations 94-2569 (Revision 5) and 94-2570 (Revision 4), became applicable on the first anniversary date of the contract, August 6, 1997. Attachment 2 to this Modification is hereby incorporated into Contract Section J, Appendix M, and is applicable from August 6, 1997 to August 6, 1998.

C. Attachment 3 to this Modification, Wage Determination 94-2569 (Revision 8), is hereby incorporated into Contract Section J, Appendix M, and is applicable from the contract's second anniversary date, August 6, 1998, to August 6, 1999.

D. Contract Modification M039 dated September 25, 1998 incorporated Wage Determinations 94-2570 (Revision 6) and 98-109. Wage Determination 94-2570 (Revision 6) is applicable from August 6, 1998 to August 6, 1999. Wage Determination 98-109 includes three Collective Bargaining Agreements. The period of applicability of this Wage Determination 98-109 is as stated in the Collective Bargaining Agreements.

E. This modification also incorporates those wage determinations issued to FDH subcontractors under the Blanket Wage Determination Program. The schedule for the BWD is as follows:

02/28/96-02/28/97---- 94-92569(R3)
02/28/97-02/28/98---- 94-2569(R5)
02/28/98-02/29/99---- 94-2569 (R8)

Fluor Daniel Hanford, Inc.
DE-AC06-96RL13200
Modification M074
Attachment 1

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 2338285

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)

| Month | Day | Year |
|---|---|---|
| | | |

5. PLACE(S) OF PERFORMANCE

BENTON COUNTY
RICHLAND, WA 99352

WA

6. SERVICES TO BE PERFORMED (describe)

SEE ATTACHED EXHIBIT A @ B
BLANKET WAGE DETERMINATION PACKAGE

LHG

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

U. S. DEPARTMENT OF ENERGY

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

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

9. OFFICIAL SUBMITTING NOTICE

SIGNED: Sharon D. Ruehl

DATE: 6 Dec 95

TYPE OR PRINT NAME: SHARON D. RUEHL
BLANKET WAGE DETERMINATION COORDINATOR

TELEPHONE NO.: 509-376-4872

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.

RECEIVED
MAR 11 1996
HUMAN RESOURCES

DEPARTMENT OF ENERGY
SHARON D. RUEHL
BLANKET WAGE DETERMINATION COORDINATOR
P. O. BOX 550-MSIN A1-55
RICHLAND, WA 99352

## RESPONSE TO NOTICE

*(by Department of Labor)*

A. ☐ The attached wage determination(s) listed below apply to procurement.
94-2569(3)
94-2570(3)

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: Clarence D. Strain
(U.S. Department of Labor)

(Date)
FEB 28 1996

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

Alan L. Moss
Director
Division of
Wage Determinations

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

Wage Determination No.: 94-2569
Revision No.: 3
Date of Last Revision: 08/09/1995

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| **ADMINISTRATIVE SUPPORT AND CLERICAL:** | |
| 01011 Accounting Clerk I | $ 7.20 |
| 01012 Accounting Clerk II | $ 8.00 |
| 01013 Accounting Clerk III | $ 9.53 |
| 01014 Accounting Clerk IV | $ 11.50 |
| 01030 Court Reporter | $ 10.01 |
| 01050 Dispatcher, Motor Vehicle | $ 8.30 |
| 01060 Document Preparation Clerk | $ 8.30 |
| 01090 Duplicating Machine Operator | $ 8.30 |
| 01110 Film/Tape Librarian | $ 8.61 |
| 01115 General Clerk I | $ 6.75 |
| 01116 General Clerk II | $ 7.50 |
| 01117 General Clerk III | $ 8.50 |
| 01118 General Clerk IV | $ 9.53 |
| 01120 Housing Referral Assistant | $ 11.74 |
| 01131 Key Entry Operator I | $ 7.73 |
| 01132 Key Entry Operator II | $ 8.58 |
| 01191 Order Clerk I | $ 7.73 |
| 01192 Order Clerk II | $ 9.58 |
| 01220 Order Filler | $ 10.90 |
| 01261 Personnel Assistant (Employment) I | $ 8.50 |
| 01262 Personnel Assistant (Employment) II | $ 9.53 |
| 01263 Personnel Assistant (Employment) III | $ 10.01 |
| 01264 Personnel Assistant (Employment) IV | $ 11.74 |
| 01270 Production Control Clerk | $ 11.74 |
| 01290 Rental Clerk | $ 8.61 |
| 01300 Scheduler, Maintenance | $ 8.61 |
| 01311 Secretary I | $ 8.61 |
| 01312 Secretary II | $ 10.01 |
| 01313 Secretary III | $ 11.74 |
| 01314 Secretary IV | $ 12.62 |
| 01315 Secretary V | $ 14.04 |
| 01320 Service Order Dispatcher | $ 8.61 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 12.62 |

| | | |
|---|---|---|
| 01420 | Survey Worker(Interviewer) | $ 10.01 |
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01531 | Travel Clerk I | $ 7.57 |
| 01532 | Travel Clerk II | $ 7.96 |
| 01533 | Travel Clerk III | $ 8.51 |
| 01551 | Typist I | $ 7.13 |
| 01552 | Typist II | $ 8.30 |
| 01611 | Word Processor I | $ 8.30 |
| 01612 | Word Processor II | $ 9.25 |
| 01613 | Word Processor III | $ 10.01 |

**AUTOMATIC DATA PROCESSING:**

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.57 |
| 03041 | Computer Operator I | $ 8.57 |
| 03042 | Computer Operator II | $ 10.54 |
| 03043 | Computer Operator III | $ 12.04 |
| 03044 | Computer Operator IV | $ 13.39 |
| 03045 | Computer Operator V | $ 14.86 |
| 03071 | Computer Programmer I 1/ | $ 11.02 |
| 03072 | Computer Programmer II 1/ | $ 13.36 |
| 03073 | Computer Programmer III 1/ | $ 16.14 |
| 03074 | Computer Programmer IV 1/ | $ 19.54 |
| 03101 | Computer Systems Analyst I 1/ | $ 16.14 |
| 03102 | Computer Systems Analyst II 1/ | $ 19.54 |
| 03103 | Computer Systems Analyst III 1/ | $ 21.00 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

**AUTOMOTIVE SERVICE:**

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 16.08 |
| 05010 | Automotive Glass Installer | $ 14.47 |
| 05040 | Automotive Worker | $ 14.47 |
| 05070 | Electrician, Automotive | $ 15.28 |
| 05100 | Mobile Equipment Servicer | $ 13.02 |
| 05130 | Motor Equipment Metal Mechanic | $ 16.08 |
| 05160 | Motor Equipment Metal Worker | $ 14.47 |
| 05190 | Motor Vehicle Mechanic | $ 16.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 12.22 |
| 05250 | Motor Vehicle Upholstery Worker | $ 13.67 |
| 05280 | Motor Vehicle Wrecker | $ 14.47 |
| 05310 | Painter, Automotive | $ 15.28 |
| 05340 | Radiator Repair Specialist | $ 14.47 |
| 05370 | Tire Repairer | $ 13.02 |
| 05400 | Transmission Repair Specialist | $ 16.08 |

**FOOD PREPARATION AND SERVICE:**

| | | |
|---|---|---|
| 07010 | Baker | $ 13.16 |
| 07041 | Cook I | $ 11.74 |
| 07042 | Cook II | $ 13.16 |
| 07070 | Dishwasher | $ 8.31 |
| 07100 | Food Service Worker | $ 8.31 |
| 07130 | Meat Cutter | $ 13.16 |
| 07250 | Waiter/Waitress | $ 9.22 |

**FURNITURE MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 15.28 |
| 09040 | Furniture Handler | $ 10.29 |
| 09070 | Furniture Refinisher | $ 15.28 |
| 09100 | Furniture Refinisher Helper | $ 12.22 |
| 09110 | Furniture Repairer, Minor | $ 13.67 |
| 09130 | Upholsterer | $ 15.28 |

**GENERAL SERVICES AND SUPPORT:**

| | | |
|---|---|---|
| 11030 | Cleaner, Vehicles | $ 8.31 |
| 11060 | Elevator Operator | $ 8.31 |
| 11090 | Gardener | $ 11.74 |
| 11121 | Housekeeping Aide I | $ 8.31 |
| 11122 | Housekeeping Aide II | $ 8.96 |
| 11150 | Janitor | $ 8.31 |
| 11180 | Laborer | $ 8.31 |
| 11210 | Laborer, Grounds Maintenance | $ 9.22 |
| 11240 | Maid or Houseman | $ 8.02 |
| 11270 | Pest Controller | $ 12.41 |
| 11300 | Refuse Collector | $ 8.31 |
| 11360 | Window Cleaner | $ 9.22 |

**HEALTH:**

| | | |
|---|---|---|
| 12010 | Ambulance Driver | $ 10.43 |
| 12040 | Emergency Medical Technician | $ 10.43 |
| 12070 | Licensed Practical Nurse | $ 9.33 |
| 12100 | Medical Assistant | $ 8.34 |
| 12130 | Medical Laboratory Technician | $ 8.34 |
| 12160 | Medical Record Clerk | $ 8.34 |
| 12190 | Medical Record Technician | $ 11.57 |
| 12220 | Nursing Assistant | $ 7.43 |
| 12250 | Pharmacy Technician | $ 10.40 |
| 12280 | Phlebotomist | $ 8.34 |
| 12311 | Registered Nurse I | $ 11.57 |
| 12312 | Registered Nurse II | $ 14.14 |
| 12313 | Registered Nurse II, Specialist | $ 14.14 |
| 12314 | Registered Nurse III | $ 17.10 |
| 12315 | Registered Nurse III, Anesthetist | $ 17.10 |
| 12316 | Registered Nurse IV | $ 20.50 |

**INFORMATION AND ARTS:**

| | | |
|---|---|---|
| 13002 | Audiovisual Librarian | $ 12.45 |
| 13011 | Exhibits Specialist I | $ 10.79 |
| 13012 | Exhibits Specialist II | $ 12.86 |
| 13013 | Exhibits Specialist III | $ 14.11 |
| 13041 | Illustrator I | $ 10.79 |
| 13042 | Illustrator II | $ 12.86 |
| 13043 | Illustrator III | $ 14.11 |
| 13050 | Library Technician | $ 10.61 |
| 13071 | Photographer I | $ 10.79 |
| 13072 | Photographer II | $ 12.86 |
| 13073 | Photographer III | $ 14.11 |
| 13074 | Photographer IV | $ 15.66 |
| 13075 | Photographer V | $ 17.38 |

**LAUNDRY, DRY CLEANING, PRESSING:**

| | | |
|---|---|---|
| 15010 | Assembler | $ 5.41 |
| 15030 | Counter Attendant | $ 5.41 |
| 15040 | Dry Cleaner | $ 7.11 |
| 15070 | Finisher, Flatwork, Machine | $ 5.41 |
| 15090 | Presser, Hand | $ 5.41 |
| 15100 | Presser, Machine, Dry Cleaning | $ 5.41 |
| 15130 | Presser, Machine, Shirts | $ 5.41 |
| 15160 | Presser, Machine, Wearing Apparel, Laundry | $ 5.41 |
| 15190 | Sewing Machine Operator | $ 7.66 |
| 15220 | Tailor | $ 8.24 |
| 15250 | Washer, Machine | $ 5.97 |

**MACHINE TOOL OPERATION AND REPAIR:**

| | | |
|---|---|---|
| 19010 | Machine-tool Operator (Toolroom) | $ 15.28 |
| 19040 | Tool and Die Maker | $ 18.49 |

**MATERIALS HANDLING AND PACKING:**

| | | |
|---|---|---|
| 21010 | Fuel Distribution System Operator | $ 13.72 |
| 21020 | Material Coordinator | $ 10.51 |
| 21030 | Material Expediter | $ 10.51 |
| 21040 | Material Handling Laborer | $ 8.20 |
| 21071 | Forklift Operator | $ 9.30 |
| 21100 | Shipping/Receiving Clerk | $ 9.50 |
| 21130 | Shipping Packer | $ 8.65 |
| 21150 | Stock Clerk | $ 8.65 |
| 21210 | Tools and Parts Attendant | $ 9.30 |
| 21400 | Warehouse Specialist | $ 9.30 |

**MECHANICS AND MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 23010 | Aircraft Mechanic | $ 16.08 |
| 23040 | Aircraft Mechanic Helper | $ 12.22 |
| 23060 | Aircraft Servicer | $ 13.67 |
| 23070 | Aircraft Worker | $ 14.47 |
| 23100 | Appliance Mechanic | $ 15.28 |
| 23120 | Bicycle Repairer | $ 13.07 |
| 23125 | Cable Splicer | $ 16.08 |
| 23130 | Carpenter, Maintenance | $ 15.28 |
| 23140 | Carpet Layer | $ 14.47 |
| 23160 | Electrician, Maintenance | $ 16.08 |
| 23181 | Electronics Technician, Maintenance I | $ 14.47 |
| 23182 | Electronics Technician, Maintenance II | $ 16.72 |
| 23183 | Electronics Technician, Maintenance III | $ 17.52 |
| 23260 | Fabric Worker | $ 13.67 |
| 23290 | Fire Alarm System Mechanic | $ 16.08 |
| 23310 | Fire Extinguisher Repairer | $ 13.02 |
| 23340 | Fuel Distribution System Mechanic | $ 16.08 |
| 23370 | General Maintenance Worker | $ 13.72 |
| 23400 | Heating, Refrigeration and Air Conditioning Mechanic | $ 16.08 |

| | | |
|---|---|---|
| 23430 | Heavy Equipment Mechanic | $ 16.08 |
| 23460 | Instrument Mechanic | $ 16.08 |
| 23500 | Locksmith | $ 15.28 |
| 23530 | Machinery Maintenance Mechanic | $ 16.08 |
| 23550 | Machinist, Maintenance | $ 16.08 |
| 23580 | Maintenance Trades Helper | $ 12.22 |
| 23640 | Millwright | $ 16.08 |
| 23700 | Office Appliance Repairer | $ 15.28 |
| 23740 | Painter, Aircraft | $ 15.28 |
| 23760 | Painter, Maintenance | $ 15.28 |
| 23790 | Pipefitter, Maintenance | $ 16.08 |
| 23800 | Plumber, Maintenance | $ 15.28 |
| 23820 | Pneudraulic Systems Mechanic | $ 16.08 |
| 23850 | Rigger | $ 16.08 |
| 23870 | Scale Mechanic | $ 14.47 |
| 23890 | Sheet-metal Worker, Maintenance | $ 16.08 |
| 23910 | Small Engine Mechanic | $ 14.47 |
| 23930 | Telecommunications Mechanic I | $ 16.08 |
| 23940 | Telecomunications Mechanic II | $ 16.88 |
| 23950 | Telephone Lineman | $ 16.08 |
| 23960 | Welder, Combination, Maintenance | $ 16.08 |
| 23965 | Well Driller | $ 16.08 |
| 23970 | Woodcraft Worker | $ 16.08 |
| 23980 | Woodworker | $ 13.02 |

**PERSONAL NEEDS:**

| | | |
|---|---|---|
| 24570 | Child Care Attendant | $ 8.34 |
| 24600 | Chore Aide | $ 8.02 |
| 24630 | Homemaker | $ 11.57 |

**PLANT AND SYSTEM OPERATION:**

| | | |
|---|---|---|
| 25010 | Boiler Tender | $ 16.08 |
| 25040 | Sewage Plant Operator | $ 15.28 |
| 25070 | Stationary Engineer | $ 16.08 |
| 25190 | Ventilation Equipment Tender | $ 12.22 |
| 25210 | Water Treatment Plant Operator | $ 15.28 |

**PROTECTIVE SERVICE:**

| | | |
|---|---|---|
| 27004 | Alarm Monitor | $ 9.60 |
| 27010 | Court Security Officer | $ 16.91 |
| 27040 | Detention Officer | $ 16.91 |
| 27070 | Firefighter | $ 14.87 |
| 27101 | Guard I | $ 7.65 |
| 27102 | Guard II | $ 9.60 |
| 27130 | Police Officer | $ 18.95 |

**TECHNICAL:**

| | | |
|---|---|---|
| 29020 | Archeological Technician | $ 15.38 |
| 29030 | Cartographic Technician | $ 15.38 |
| 29040 | Civil Engineering Technician | $ 15.38 |
| 29061 | Drafter I | $ 10.27 |
| 29062 | Drafter II | $ 11.55 |
| 29063 | Drafter III | $ 12.82 |
| 29064 | Drafter IV | $ 15.38 |
| 29070 | Embalmer | $ 14.14 |
| 29081 | Engineering Technician I | $ 10.27 |

| | | |
|---|---|---|
| 29082 | Engineering Technician II | $ 11.55 |
| 29083 | Engineering Technician III | $ 12.82 |
| 29084 | Engineering Technician IV | $ 15.38 |
| 29085 | Engineering Technician V | $ 18.92 |
| 29086 | Engineering Technician VI | $ 23.27 |
| 29090 | Environmental Technician | $ 15.38 |
| 29210 | Laboratory Technician | $ 12.45 |
| 29240 | Mathematical Technician | $ 15.38 |
| 29330 | Mortician | $ 14.14 |
| 29390 | Photooptics Technician | $ 15.38 |
| 29480 | Technical Writer | $ 14.32 |
| 29620 | Weather Observer, Senior 2/ | $ 13.39 |
| 29621 | Weather Observer, Combined 2/ Upper Air and Surface Programs | $ 12.04 |
| 29622 | Weather Observer, Upper Air 2/ | $ 12.04 |

**TRANSPORTATION/MOBILE EQUIPMENT OPERATION:**

| | | |
|---|---|---|
| 31030 | Bus Driver | $ 11.11 |
| 31100 | Driver Messenger | $ 10.01 |
| 31200 | Heavy Equipment Operator | $ 16.08 |
| 31290 | Shuttle Bus Driver | $ 10.44 |
| 31300 | Taxi Driver | $ 10.43 |
| 31361 | Truckdriver, Light Truck | $ 10.44 |
| 31362 | Truckdriver, Medium Truck | $ 11.11 |
| 31363 | Truckdriver, Heavy Truck | $ 12.08 |
| 36364 | Truckdriver, Tractor-Trailer | $ 12.08 |

**MISCELLANEOUS:**

| | | |
|---|---|---|
| 99005 | Aircraft Quality Control Inspector | $ 16.88 |
| 99020 | Animal Caretaker | $ 10.16 |
| 99030 | Cashier | $ 6.81 |
| 99040 | Child Care Center Clerk | $ 10.40 |
| 99050 | Desk Clerk | $ 8.34 |
| 99260 | Instructor | $ 14.14 |
| 99300 | Lifeguard | $ 7.43 |
| 99350 | Park Attendant (Aide) | $ 9.33 |
| 99400 | Photofinishing Worker | $ 7.43 |
| 99500 | Recreation Specialist | $ 11.57 |
| 99510 | Recycling Worker | $ 10.99 |
| 99610 | Sales Clerk | $ 7.43 |
| 99630 | Sports Official | $ 7.43 |
| 99658 | Survey Party Chief | $ 13.02 |
| 99659 | Surveying Technician | $ 12.02 |
| 99660 | Surveying Aide | $ 9.14 |
| 99690 | Swimming Pool Operator | $ 13.16 |
| 99720 | Vending Machine Attendant | $ 10.99 |
| 99730 | Vending Machine Repairer | $ 13.16 |
| 99740 | Vending Machine Repairer Helper | $ 10.99 |

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**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

HEALTH & WELFARE: $0.90 per hour or $36.00 per week or $156.00 per

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; 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. 4.173)

HOLIDAYS: 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)

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 29 CFR 4.156)

2/ APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

**** 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 $4.25 per week (or $.85 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 Titles 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 First Supplement December 1993, 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

Alan L. Moss
Director

Division of
Wage Determinations

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

Wage Determination No.: 94-2570
Revision No.: 3
Date of Last Revision: 08/09/1995

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| **ADMINISTRATIVE SUPPORT AND CLERICAL:** | |
| 01011 Accounting Clerk I | $ 7.20 |
| 01012 Accounting Clerk II | $ 8.00 |
| 01013 Accounting Clerk III | $ 9.53 |
| 01014 Accounting Clerk IV | $ 11.50 |
| 01030 Court Reporter | $ 10.01 |
| 01050 Dispatcher, Motor Vehicle | $ 8.30 |
| 01060 Document Preparation Clerk | $ 8.30 |
| 01090 Duplicating Machine Operator | $ 8.30 |
| 01110 Film/Tape Librarian | $ 8.61 |
| 01115 General Clerk I | $ 6.75 |
| 01116 General Clerk II | $ 7.50 |
| 01117 General Clerk III | $ 8.50 |
| 01118 General Clerk IV | $ 9.53 |
| 01120 Housing Referral Assistant | $ 11.74 |
| 01131 Key Entry Operator I | $ 7.73 |
| 01132 Key Entry Operator II | $ 8.58 |
| 01191 Order Clerk I | $ 7.73 |
| 01192 Order Clerk II | $ 9.58 |
| 01220 Order Filler | $ 10.00 |
| 01261 Personnel Assistant (Employment) I | $ 5.50 |
| 01262 Personnel Assistant (Employment) II | $ 9.53 |
| 01263 Personnel Assistant (Employment) III | $ 10.01 |
| 01264 Personnel Assistant (Employment) IV | $ 11.74 |
| 01270 Production Control Clerk | $ 11.74 |
| 01290 Rental Clerk | $ 8.61 |
| 01300 Scheduler, Maintenance | $ 8.61 |
| 01311 Secretary I | $ 8.61 |
| 01312 Secretary II | $ 10.01 |
| 01313 Secretary III | $ 11.74 |
| 01314 Secretary IV | $ 12.62 |
| 01315 Secretary V | $ 14.04 |
| 01320 Service Order Dispatcher | $ 8.61 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 12.62 |

| | | |
|---|---|---|
| 01420 | Survey Worker(Interviewer) | $ 10.01 |
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01531 | Travel Clerk I | $ 7.57 |
| 01532 | Travel Clerk II | $ 7.96 |
| 01533 | Travel Clerk III | $ 8.51 |
| 01551 | Typist I | $ 7.13 |
| 01552 | Typist II | $ 8.30 |
| 01611 | Word Processor I | $ 8.30 |
| 01612 | Word Processor II | $ 9.25 |
| 01613 | Word Processor III | $ 10.01 |

AUTOMATIC DATA PROCESSING:

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.57 |
| 03041 | Computer Operator I | $ 8.57 |
| 03042 | Computer Operator II | $ 10.54 |
| 03043 | Computer Operator III | $ 12.04 |
| 03044 | Computer Operator IV | $ 13.39 |
| 03045 | Computer Operator V | $ 14.86 |
| 03071 | Computer Programmer I 1/ | $ 11.02 |
| 03072 | Computer Programmer II 1/ | $ 13.36 |
| 03073 | Computer Programmer III 1/ | $ 16.14 |
| 03074 | Computer Programmer IV 1/ | $ 19.54 |
| 03101 | Computer Systems Analyst I 1/ | $ 16.14 |
| 03102 | Computer Systems Analyst II 1/ | $ 19.54 |
| 03103 | Computer Systems Analyst III 1/ | $ 21.00 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

AUTOMOTIVE SERVICE:

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 16.08 |
| 05010 | Automotive Glass Installer | $ 14.47 |
| 05040 | Automotive Worker | $ 14.47 |
| 05070 | Electrician, Automotive | $ 15.28 |
| 05100 | Mobile Equipment Servicer | $ 13.02 |
| 05130 | Motor Equipment Metal Mechanic | $ 16.08 |
| 05160 | Motor Equipment Metal Worker | $ 14.47 |
| 05190 | Motor Vehicle Mechanic | $ 16.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 12.22 |
| [illegible] | Motor Vehicle Upholstery Worker | $ 13.67 |
| 05250 | Motor Vehicle Wrecker | $ 14.47 |
| 05310 | Painter, Automotive | $ 15.28 |
| 05340 | Radiator Repair Specialist | $ 14.47 |
| 05370 | Tire Repairer | $ 13.02 |
| 05400 | Transmission Repair Specialist | $ 16.08 |

FOOD PREPARATION AND SERVICE:

| | | |
|---|---|---|
| 07010 | Baker | $ 13.16 |
| 07041 | Cook I | $ 11.74 |
| 07042 | Cook II | $ 13.16 |
| 07070 | Dishwasher | $ 8.31 |
| 07100 | Food Service Worker | $ 8.31 |
| 07130 | Meat Cutter | $ 13.16 |
| 07250 | Waiter/Waitress | $ 9.22 |

FURNITURE MAINTENANCE AND REPAIR:

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 15.28 |
| 09040 | Furniture Handler | $ 10.29 |
| 09070 | Furniture Refinisher | $ 15.28 |
| 09100 | Furniture Refinisher Helper | $ 12.22 |
| 09110 | Furniture Repairer, Minor | $ 13.67 |
| 09130 | Upholsterer | $ 15.28 |

GENERAL SERVICES AND SUPPORT:

| | | |
|---|---|---|
| 11030 | Cleaner, Vehicles | $ 8.31 |
| 11060 | Elevator Operator | $ 8.31 |
| 11090 | Gardener | $ 11.74 |
| 11121 | Housekeeping Aide I | $ 8.31 |
| 11122 | Housekeeping Aide II | $ 8.96 |
| 11150 | Janitor | $ 8.31 |
| 11180 | Laborer | $ 8.31 |
| 11210 | Laborer, Grounds Maintenance | $ 9.22 |
| 11240 | Maid or Houseman | $ 8.02 |
| 11270 | Pest Controller | $ 12.41 |
| 11300 | Refuse Collector | $ 8.31 |
| 11360 | Window Cleaner | $ 9.22 |

HEALTH:

| | | |
|---|---|---|
| 12010 | Ambulance Driver | $ 10.43 |
| 12040 | Emergency Medical Technician | $ 10.43 |
| 12070 | Licensed Practical Nurse | $ 9.33 |
| 12100 | Medical Assistant | $ 8.34 |
| 12130 | Medical Laboratory Technician | $ 8.34 |
| 12160 | Medical Record Clerk | $ 8.34 |
| 12190 | Medical Record Technician | $ 11.57 |
| 12220 | Nursing Assistant | $ 7.43 |
| 12250 | Pharmacy Technician | $ 10.40 |
| 12280 | Phlebotomist | $ 8.34 |
| 12311 | Registered Nurse I | $ 11.57 |
| 12312 | Registered Nurse II | $ 14.14 |
| 12313 | Registered Nurse II, Specialist | $ 14.14 |
| 12314 | Registered Nurse III | $ 17.10 |
| 12315 | Registered Nurse III, Anesthetist | $ 17.10 |
| 12316 | Registered Nurse IV | $ 20.50 |

INFORMATION AND ARTS:

| | | |
|---|---|---|
| 13002 | Audiovisual Librarian | $ 12.45 |
| 13011 | Exhibits Specialist I | $ 10.79 |
| 13012 | Exhibits Specialist II | $ 12.86 |
| 13013 | Exhibits Specialist III | $ 14.11 |
| 13041 | Illustrator I | $ 10.79 |
| 13042 | Illustrator II | $ 12.86 |
| 13043 | Illustrator III | $ 14.11 |
| 13050 | Library Technician | $ 10.61 |
| 13071 | Photographer I | $ 10.79 |
| 13072 | Photographer II | $ 12.86 |
| 13073 | Photographer III | $ 14.11 |
| 13074 | Photographer IV | $ 15.66 |
| 13075 | Photographer V | $ 17.38 |

LAUNDRY, DRY CLEANING, PRESSING:

| | | |
|---|---|---|
| 15010 | Assembler | $ 5.41 |
| 15030 | Counter Attendant | $ 5.41 |
| 15040 | Dry Cleaner | $ 7.11 |
| 15070 | Finisher, Flatwork, Machine | $ 5.41 |
| 15090 | Presser, Hand | $ 5.41 |
| 15100 | Presser, Machine, Dry Cleaning | $ 5.41 |
| 15130 | Presser, Machine, Shirts | $ 5.41 |
| 15160 | Presser, Machine, Wearing Apparel, Laundry | $ 5.41 |
| 15190 | Sewing Machine Operator | $ 7.66 |
| 15220 | Tailor | $ 8.24 |
| 15250 | Washer, Machine | $ 5.97 |

MACHINE TOOL OPERATION AND REPAIR:

| | | |
|---|---|---|
| 19010 | Machine-tool Operator (Toolroom) | $ 15.28 |
| 19040 | Tool and Die Maker | $ 18.49 |

MATERIALS HANDLING AND PACKING:

| | | |
|---|---|---|
| 21010 | Fuel Distribution System Operator | $ 13.72 |
| 21020 | Material Coordinator | $ 10.51 |
| 21030 | Material Expediter | $ 10.51 |
| 21040 | Material Handling Laborer | $ 8.20 |
| 21071 | Forklift Operator | $ 9.30 |
| 21100 | Shipping/Receiving Clerk | $ 9.50 |
| 21130 | Shipping Packer | $ 8.65 |
| 21150 | Stock Clerk | $ 8.65 |
| 21210 | Tools and Parts Attendant | $ 9.30 |
| 21400 | Warehouse Specialist | $ 9.30 |

MECHANICS AND MAINTENANCE AND REPAIR:

| | | |
|---|---|---|
| 23010 | Aircraft Mechanic | $ 16.08 |
| 23040 | Aircraft Mechanic Helper | $ 12.22 |
| 23060 | Aircraft Servicer | $ 13.67 |
| 23070 | Aircraft Worker | $ 14.47 |
| 23100 | Appliance Mechanic | $ 15.28 |
| 23120 | Bicycle Repairer | $ 13.07 |
| 23125 | Cable Splicer | $ 16.08 |
| 23130 | Carpenter, Maintenance | $ 15.28 |
| 23140 | Carpet Layer | $ 14.47 |
| 23160 | Electrician, Maintenance | $ 16.08 |
| 23181 | Electronics Technician, Maintenance I | $ 14.47 |
| 23182 | Electronics Technician, Maintenance II | $ 16.72 |
| 23183 | Electronics Technician, Maintenance III | $ 17.52 |
| 23260 | Fabric Worker | $ 13.67 |
| 23290 | Fire Alarm System Mechanic | $ 16.08 |
| 23310 | Fire Extinguisher Repairer | $ 13.02 |
| 23340 | Fuel Distribution System Mechanic | $ 16.08 |
| 23370 | General Maintenance Worker | $ 13.72 |
| 23400 | Heating, Refrigeration and Air Conditioning Mechanic | $ 16.08 |

| | | |
|---|---|---|
| 23430 | Heavy Equipment Mechanic | $ 16.08 |
| 23460 | Instrument Mechanic | $ 16.08 |
| 23500 | Locksmith | $ 15.28 |
| 23530 | Machinery Maintenance Mechanic | $ 16.08 |
| 23550 | Machinist, Maintenance | $ 16.08 |
| 23580 | Maintenance Trades Helper | $ 12.22 |
| 23640 | Millwright | $ 16.08 |
| 23700 | Office Appliance Repairer | $ 15.28 |
| 23740 | Painter, Aircraft | $ 15.28 |
| 23760 | Painter, Maintenance | $ 15.28 |
| 23790 | Pipefitter, Maintenance | $ 16.08 |
| 23800 | Plumber, Maintenance | $ 15.28 |
| 23820 | Pneudraulic Systems Mechanic | $ 16.08 |
| 23850 | Rigger | $ 16.08 |
| 23870 | Scale Mechanic | $ 14.47 |
| 23890 | Sheet-metal Worker, Maintenance | $ 16.08 |
| 23910 | Small Engine Mechanic | $ 14.47 |
| 23930 | Telecommunications Mechanic I | $ 16.08 |
| 23940 | Telecomunications Mechanic II | $ 16.88 |
| 23950 | Telephone Lineman | $ 16.08 |
| 23960 | Welder, Combination, Maintenance | $ 16.08 |
| 23965 | Well Driller | $ 16.08 |
| 23970 | Woodcraft Worker | $ 16.08 |
| 23980 | Woodworker | $ 13.02 |

PERSONAL NEEDS:

| | | |
|---|---|---|
| 24570 | Child Care Attendant | $ 8.34 |
| 24600 | Chore Aide | $ 8.02 |
| 24630 | Homemaker | $ 11.57 |

PLANT AND SYSTEM OPERATION:

| | | |
|---|---|---|
| 25010 | Boiler Tender | $ 16.08 |
| 25040 | Sewage Plant Operator | $ 15.28 |
| 25070 | Stationary Engineer | $ 15.28 |
| 25190 | Ventilation Equipment Tender | $ 12.22 |
| 25210 | Water Treatment Plant Operator | $ 15.28 |

PROTECTIVE SERVICE:

| | | |
|---|---|---|
| 27004 | Alarm Monitor | $ 9.60 |
| 27010 | Court Security Officer | $ 16.91 |
| 27040 | Detention Officer | $ 16.91 |
| 27070 | Firefighter | $ 14.87 |
| 27101 | Guard I | $ 7.65 |
| 27102 | Guard II | $ 9.60 |
| 27130 | Police Officer | $ 18.95 |

TECHNICAL:

| | | |
|---|---|---|
| 29010 | Air Traffic Control 2/ Specialist, Center | $ 22.24 |
| 29011 | Air Traffic Control 2/ Specialist, Station | $ 15.34 |
| 29012 | Air Traffic Control 2/ Specialist, Terminal | $ 16.89 |
| 29020 | Archeological Technician | $ 15.38 |
| 29030 | Cartographic Technician | $ 15.38 |
| 29040 | Civil Engineering Technician | $ 15.38 |

| | | |
|---|---|---|
| 29061 | Drafter I | $ 10.27 |
| 29062 | Drafter II | $ 11.55 |
| 29063 | Drafter III | $ 12.82 |
| 29064 | Drafter IV | $ 15.38 |
| 29070 | Embalmer | $ 14.14 |
| 29081 | Engineering Technician I | $ 10.27 |
| 29082 | Engineering Technician II | $ 11.55 |
| 29083 | Engineering Technician III | $ 12.82 |
| 29084 | Engineering Technician IV | $ 15.38 |
| 29085 | Engineering Technician V | $ 18.92 |
| 29086 | Engineering Technician VI | $ 23.27 |
| 29090 | Environmental Technician | $ 15.38 |
| 29210 | Laboratory Technician | $ 12.45 |
| 29240 | Mathematical Technician | $ 15.38 |
| 29330 | Mortician | $ 14.14 |
| 29390 | Photooptics Technician | $ 15.38 |
| 29480 | Technical Writer | $ 14.32 |
| 29620 | Weather Observer, Senior 3/ | $ 13.39 |
| 29621 | Weather Observer, Combined 3/ Upper Air and Surface Programs | $ 12.04 |
| 29622 | Weather Observer, Upper Air 3/ | $ 12.04 |

TRANSPORTATION/MOBILE EQUIPMENT OPERATION:

| | | |
|---|---|---|
| 31030 | Bus Driver | $ 11.11 |
| 31100 | Driver Messenger | $ 10.01 |
| 31200 | Heavy Equipment Operator | $ 16.08 |
| 31290 | Shuttle Bus Driver | $ 10.44 |
| 31300 | Taxi Driver | $ 10.43 |
| 31361 | Truckdriver, Light Truck | $ 10.44 |
| 31362 | Truckdriver, Medium Truck | $ 11.11 |
| 31363 | Truckdriver, Heavy Truck | $ 12.08 |
| 36364 | Truckdriver, Tractor-Trailer | $ 12.08 |

MISCELLANEOUS:

| | | |
|---|---|---|
| 99005 | Aircraft Quality Control Inspector | $ 16.88 |
| 99020 | Animal Caretaker | $ 10.16 |
| 99030 | Cashier | $ 6.81 |
| 99040 | Child Care Center Clerk | $ 10.40 |
| 99050 | Desk Clerk | $ 8.34 |
| 99260 | Instructor | $ 14.14 |
| 99300 | Lifeguard | $ 7.43 |
| 99350 | Park Attendant (Aide) | $ 9.33 |
| 99400 | Photofinishing Worker | $ 7.43 |
| 99500 | Recreation Specialist | $ 11.57 |
| 99510 | Recycling Worker | $ 10.99 |
| 99610 | Sales Clerk | $ 7.43 |
| 99630 | Sports Official | $ 7.43 |
| 99658 | Survey Party Chief | $ 13.02 |
| 99659 | Surveying Technician | $ 12.82 |
| 99660 | Surveying Aide | $ 9.14 |
| 99690 | Swimming Pool Operator | $ 13.16 |
| 99720 | Vending Machine Attendant | $ 10.99 |
| 99730 | Vending Machine Repairer | $ 13.16 |
| 99740 | Vending Machine Repairer Helper | $ 10.99 |

**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, 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. May include such benefits as severance pay.

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; 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. 4.173)

HOLIDAYS: 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)

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

*/ 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.

*/ APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

**** 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 $4.25 per week (or $.85 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 **

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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.

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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.

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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.

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 1637096

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 |
|---|---|---|
| 02 | 06 | 97 |
| 02 | 06 | 98 |

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

| Month | Day | Year |
|---|---|---|
| 02 | 06 | 97 |
| 02 | 06 | 98 |

4. Date contract performance to begin (use numerals)

| Month | Day | Year |
|---|---|---|
| 02 | 06 | 97 |
| 02 | 06 | 98 |

5. PLACE(S) OF PERFORMANCE

BENTON COUNTY
RICHLAND, WA 99352

WA

6. SERVICES TO BE PERFORMED (describe)

SEE ATTACHED EXHIBIT A & B
BLANKET WAGE DETERMINATION PACKAGE

Gen

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

U.S. DEPARTMENT OF ENERGY

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

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

9. OFFICIAL SUBMITTING NOTICE

SIGNED: Sharon D. Ruehl

DATE: 12/6/96

TYPE OR PRINT NAME: SHARON D. RUEHL
BWD COORDINATOR

TELEPHONE NO.: 509 376-4872

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.

US DEPARTMENT OF ENERGY
SHARON D. RUEHL, BWD COORDINATOR
P.O. BOX 550, MSIN A6-36
RICHLAND, WA 99352

RECEIVED
DOE-RL
FEB 3 1997
CONTRACTOR WORK FORCE PROGRAMS

## RESPONSE TO NOTICE

*(by Department of Labor)*

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

94-2569 (RS)
94-2570 (RS)

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: Claude D. Strain
(U.S. Department of Labor)

JAN 27 1997
(Date)

CONTINUOUS/MULTI YEAR CONTRACT WORKSHEET

BLANKET REQUEST

DATE: December 5, 1996

NUMBER: A1637096

| CONTRACT DATA INDUSTRY | PREVIOUS CONTRACT NO. | DESCRIPTION OF SERVICE | PLACE OF PERFORMANCE | CURRENT WAGE | DOL RESPONSE |
|---|---|---|---|---|---|
| (73)Business Svcs | DEAC0695RL13300 | Cost Estimating | Benton County Richland, WA | 94-2569(R3) | |
| (49)Sanitary Svcs | DEAC0690RL11948 | Janitorial Services | Same as above | 94-2569(R1) | |
| (49)Sanitary Svcs | DEAC0695RL13177 | Janitorial Services | Same as above | 94-2569(R1) | |
| (87)Miscellaneous | DEAC0693RL12367 | Environmental Services | Same as above | 94-2596(R3) | |
| (87)Miscellaneous | DEAC0696RL13200 | M&I Services | Same as above | 94-2570(R3) | |
| (89)Services NEC | DEAC0697RL13184 | Energy Savings | Same as above | 94-2569(R3) | |
| (87)Miscellaneous | DEAC0697RL13529 | Administrative/ Facilitation Services | Same as above | 94-2569(R3) | |
| (47)Transportation Svcs | DEAC0696RL13460 | Travel Services | Same as above | 94-2569(R3) | |

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

Alan L. Moss
Director

Division of
Wage Determinations

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

Wage Determination No.: 94-2569
Revision No.: 5
Date of Last Revision: 03/11/1996

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| **ADMINISTRATIVE SUPPORT AND CLERICAL:** | |
| 01011 Accounting Clerk I | $ 7.99 |
| 01012 Accounting Clerk II | $ 8.73 |
| 01013 Accounting Clerk III | $ 10.13 |
| 01014 Accounting Clerk IV | $ 13.23 |
| 01030 Court Reporter | $ 10.85 |
| 01050 Dispatcher, Motor Vehicle | $ 9.55 |
| 01060 Document Preparation Clerk | $ 9.08 |
| 01090 Duplicating Machine Operator | $ 9.08 |
| 01110 Film/Tape Librarian | $ 9.70 |
| 01115 General Clerk I | $ 6.97 |
| 01116 General Clerk II | $ 7.75 |
| 01117 General Clerk III | $ 9.08 |
| 01118 General Clerk IV | $ 10.18 |
| 01120 Housing Referral Assistant | $ 12.95 |
| 01131 Key Entry Operator I | $ 8.78 |
| 01132 Key Entry Operator II | $ 9.58 |
| 01191 Order Clerk I | $ 7.99 |
| 01192 Order Clerk II | $ 9.58 |
| 01220 Order Filler | $ 10.90 |
| 01261 Personnel Assistant (Employment) I | $ 8.64 |
| 01262 Personnel Assistant (Employment) II | $ 9.70 |
| 01263 Personnel Assistant (Employment) III | $ 10.85 |
| 01264 Personnel Assistant (Employment) IV | $ 12.95 |
| 01270 Production Control Clerk | $ 12.95 |
| 01290 Rental Clerk | $ 9.70 |
| 01300 Scheduler, Maintenance | $ 9.70 |
| 01311 Secretary I | $ 9.70 |
| 01312 Secretary II | $ 10.85 |
| 01313 Secretary III | $ 12.95 |
| 01314 Secretary IV | $ 14.50 |
| 01315 Secretary V | $ 16.05 |
| 01320 Service Order Dispatcher | $ 9.70 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 14.50 |

| | | |
|---|---|---|
| 01420 | Survey Worker(Interviewer) | $ 10.85 |
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01510 | Test Examiner | $ 10.85 |
| 01520 | Test Proctor | $ 10.85 |
| 01531 | Travel Clerk I | $ 7.80 |
| 01532 | Travel Clerk II | $ 8.20 |
| 01533 | Travel Clerk III | $ 8.77 |
| 01611 | Word Processor I | $ 8.64 |
| 01612 | Word Processor II | $ 9.70 |
| 01613 | Word Processor III | $ 10.85 |

**AUTOMATIC DATA PROCESSING:**

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.83 |
| 03041 | Computer Operator I | $ 8.83 |
| 03042 | Computer Operator II | $ 10.90 |
| 03043 | Computer Operator III | $ 13.78 |
| 03044 | Computer Operator IV | $ 15.93 |
| 03045 | Computer Operator V | $ 17.09 |
| 03071 | Computer Programmer I 1/ | $ 13.20 |
| 03072 | Computer Programmer II 1/ | $ 15.58 |
| 03073 | Computer Programmer III 1/ | $ 18.48 |
| 03074 | Computer Programmer IV 1/ | $ 22.78 |
| 03101 | Computer Systems Analyst I 1/ | $ 18.88 |
| 03102 | Computer Systems Analyst II 1/ | $ 22.15 |
| 03103 | Computer Systems Analyst III 1/ | $ 23.79 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

**AUTOMOTIVE SERVICE:**

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 18.08 |
| 05010 | Automotive Glass Installer | $ 16.27 |
| 05040 | Automotive Worker | $ 16.27 |
| 05070 | Electrician, Automotive | $ 17.18 |
| 05100 | Mobile Equipment Servicer | $ 14.44 |
| 05130 | Motor Equipment Metal Mechanic | $ 18.08 |
| 05160 | Motor Equipment Metal Worker | $ 16.27 |
| 05190 | Motor Vehicle Mechanic | $ 18.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 13.53 |
| 05250 | Motor Vehicle Upholstery Worker | $ 15.34 |
| 05280 | Motor Vehicle Wrecker | $ 16.27 |
| 05310 | Painter, Automotive | $ 17.18 |
| 05340 | Radiator Repair Specialist | $ 16.27 |
| 05370 | Tire Repairer | $ 14.44 |
| 05400 | Transmission Repair Specialist | $ 18.08 |

**FOOD PREPARATION AND SERVICE:**

| | | |
|---|---|---|
| 07010 | Baker | $ 15.13 |
| 07041 | Cook I | $ 13.50 |
| 07042 | Cook II | $ 15.13 |
| 07070 | Dishwasher | $ 9.56 |
| 07100 | Food Service Worker (Cafeteria Worker) | $ 9.56 |
| 07130 | Meat Cutter | $ 15.13 |
| 07250 | Waiter/Waitress | $ 10.67 |

**FURNITURE MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 17.18 |
| 09040 | Furniture Handler | $ 11.31 |
| 09070 | Furniture Refinisher | $ 17.18 |
| 09100 | Furniture Refinisher Helper | $ 13.53 |
| 09110 | Furniture Repairer, Minor | $ 15.34 |
| 09130 | Upholsterer | $ 17.18 |

**GENERAL SERVICES AND SUPPORT:**

| | | |
|---|---|---|
| 11030 | Cleaner, Vehicles | $ 9.56 |
| 11060 | Elevator Operator | $ 9.56 |
| 11090 | Gardener | $ 13.50 |
| 11121 | Housekeeping Aide I | $ 8.46 |
| 11122 | Housekeeping Aide II | $ 9.56 |
| 11150 | Janitor | $ 9.56 |
| 11180 | Laborer | $ 9.56 |
| 11210 | Laborer, Grounds Maintenance | $ 10.67 |
| 11240 | Maid or Houseman | $ 8.46 |
| 11270 | Pest Controller | $ 14.27 |
| 11300 | Refuse Collector | $ 9.56 |
| 11330 | Tractor Operator | $ 12.76 |
| 11360 | Window Cleaner | $ 10.67 |

**HEALTH:**

| | | |
|---|---|---|
| 12010 | Ambulance Driver | $ 11.09 |
| 12040 | Emergency Medical Technician | $ 11.09 |
| 12071 | Licensed Practical Nurse I | $ 7.61 |
| 12072 | Licensed Pratical Nurse II | $ 8.54 |
| 12073 | Licensed Pratical Nurse III | $ 9.55 |
| 12100 | Medical Assistant | $ 8.54 |
| 12130 | Medical Laboratory Technician | $ 8.54 |
| 12160 | Medical Record Clerk | $ 8.54 |
| 12190 | Medical Record Technician | $ 11.83 |
| 12221 | Nursing Assistant I | $ 6.20 |
| 12222 | Nursing Assistant II | $ 6.97 |
| 12223 | Nursing Assistant III | $ 7.61 |
| 12224 | Nursing Assistant IV | $ 8.54 |
| 12250 | Pharmacy Technician | $ 10.65 |
| 12280 | Phlebotomist | $ 8.54 |
| 12311 | Registered Nurse I | $ 11.83 |
| 12312 | Registered Nurse II | $ 14.47 |
| 12313 | Registered Nurse II, Specialist | $ 14.47 |
| 12314 | Registered Nurse III | $ 17.51 |
| 12315 | Registered Nurse III, Anesthetist | $ 17.51 |
| 12316 | Registered Nurse IV | $ 20.99 |

**INFORMATION AND ARTS:**

| | | |
|---|---|---|
| 13002 | Audiovisual Librarian | $ 14.31 |
| 13011 | Exhibits Specialist I | $ 12.40 |
| 13012 | Exhibits Specialist II | $ 14.79 |
| 13013 | Exhibits Specialist III | $ 16.23 |
| 13041 | Illustrator I | $ 12.40 |
| 13042 | Illustrator II | $ 14.79 |
| 13043 | Illustrator III | $ 16.23 |
| 13047 | Librarian | $ 16.05 |

| | |
|---|---|
| | $ 10.85 |
| | $ 11.55 |
| 3 | $ 14.83 |
| 1 | $ 16.23 |
| 3 | $ 18.01 |
| 3 | $ 19.99 |
| 4 | |
| 3 | |
| | $ 5.80 |
| | $ 5.80 |
| | $ 7.62 |
| 5 | $ 5.80 |
| 6 | $ 5.80 |
| 0 | $ 5.80 |
| 6 | $ 5.80 |
| 5 | $ 5.80 |
| 6 | |
| 6 | $ 8.22 |
| 7 | $ 8.84 |
| 6 | $ 6.41 |
| 7 | |
| 5 | |
| 6 | |
| 7 | $ 17.18 |
| | $ 20.82 |
| 9 | |
| 9 | |
| 1 | |
| 4 | $ 14.44 |
| 5 | |
| 4 | $ 12.09 |
| 4 | $ 12.09 |
| 4 | $ 8.92 |
| 3 | $ 9.83 |
| 0 | $ 11.92 |
| 7 | |
| 1 | $ 10.29 |
| 4 | $ 9.95 |
| 5 | $ 8.86 |
| 4 | $ 9.95 |
| 3 | |
| 7 | $ 10.70 |
| 7 | $ 11.92 |
| 1 | |
| 1 | |
| | $ 18.08 |
| 9 | $ 13.53 |
| | $ 15.34 |
| | $ 16.27 |
| | $ 17.18 |
| | $ 14.44 |
| 1 | $ 18.08 |
| 0 | $ 17.18 |
| 9 | $ 16.27 |
| 3 | $ 18.08 |
| 0 | $ 14.47 |
| 9 | |
| 3 | |
| 5 | $ 17.71 |

| | | |
|---|---|---|
| 99400 | Photofinishing Worker ( Photo Lab / Dark Room Technician ) | $ 7.86 |
| 99500 | Recreation Specialist | $ 12.21 |
| 99510 | Recycling Worker | $ 12.64 |
| 99610 | Sales Clerk | $ 7.86 |
| 99630 | Sports Official | $ 7.86 |
| 99658 | Survey Party Chief | $ 14.97 |
| 99659 | Surveying Technician | $ 12.87 |
| 99660 | Surveying Aide | $ 9.40 |
| 99690 | Swimming Pool Operator | $ 15.13 |
| 99720 | Vending Machine Attendant | $ 12.63 |
| 99730 | Vending Machine Repairer | $ 15.13 |
| 99740 | Vending Machine Repairer Helper | $ 12.63 |

**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

HEALTH & WELFARE: $0.90 per hour or $36.00 per week or $156.00 per 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; 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. 4.173)

HOLIDAYS: 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)

/

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

/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

**** 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 $4.25 per week (or $.85 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 Titles 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 Second Supplement, dated August 1995, 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

Alan L. Moss
Director

Division of
Wage Determinations

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

Wage Determination No.: 94-2570
Revision No.: 4
Date of Last Revision: 03/05/1996

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| **ADMINISTRATIVE SUPPORT AND CLERICAL:** | |
| 01011 Accounting Clerk I | $ 7.99 |
| 01012 Accounting Clerk II | $ 8.73 |
| 01013 Accounting Clerk III | $ 10.13 |
| 01014 Accounting Clerk IV | $ 13.23 |
| 01030 Court Reporter | $ 10.85 |
| 01050 Dispatcher, Motor Vehicle | $ 9.55 |
| 01060 Document Preparation Clerk | $ 9.08 |
| 01090 Duplicating Machine Operator | $ 9.08 |
| 01110 Film/Tape Librarian | $ 9.70 |
| 01115 General Clerk I | $ 6.97 |
| 01116 General Clerk II | $ 7.75 |
| 01117 General Clerk III | $ 9.08 |
| 01118 General Clerk IV | $ 10.28 |
| 01120 Housing Referral Assistant | $ 12.95 |
| 01131 Key Entry Operator I | $ 8.78 |
| 01132 Key Entry Operator II | $ 9.58 |
| 01191 Order Clerk I | $ 7.99 |
| 01192 Order Clerk II | $ 9.58 |
| 01220 Order Filler | $ 10.90 |
| 01261 Personnel Assistant (Employment) I | $ 8.64 |
| 01262 Personnel Assistant (Employment) II | $ 9.70 |
| 01263 Personnel Assistant (Employment) III | $ 10.85 |
| 01264 Personnel Assistant (Employment) IV | $ 12.95 |
| 01270 Production Control Clerk | $ 12.95 |
| 01290 Rental Clerk | $ 9.70 |
| 01300 Scheduler, Maintenance | $ 9.70 |
| 01311 Secretary I | $ 9.70 |
| 01312 Secretary II | $ 10.85 |
| 01313 Secretary III | $ 12.95 |
| 01314 Secretary IV | $ 14.50 |
| 01315 Secretary V | $ 16.05 |
| 01320 Service Order Dispatcher | $ 9.70 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 14.50 |

| | | |
|---|---|---|
| 01420 | Survey Worker(Interviewer) | $ 10.85 |
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01510 | Test Examiner | $ 10.85 |
| 01520 | Test Proctor | $ 10.85 |
| 01531 | Travel Clerk I | $ 7.80 |
| 01532 | Travel Clerk II | $ 8.20 |
| 01533 | Travel Clerk III | $ 8.77 |
| 01611 | Word Processor I | $ 8.64 |
| 01612 | Word Processor II | $ 9.70 |
| 01613 | Word Processor III | $ 10.85 |

**AUTOMATIC DATA PROCESSING:**

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.83 |
| 03041 | Computer Operator I | $ 8.83 |
| 03042 | Computer Operator II | $ 10.90 |
| 03043 | Computer Operator III | $ 13.78 |
| 03044 | Computer Operator IV | $ 15.93 |
| 03045 | Computer Operator V | $ 17.09 |
| 03071 | Computer Programmer I 1/ | $ 13.20 |
| 03072 | Computer Programmer II 1/ | $ 15.58 |
| 03073 | Computer Programmer III 1/ | $ 18.48 |
| 03074 | Computer Programmer IV 1/ | $ 22.78 |
| 03101 | Computer Systems Analyst I 1/ | $ 18.88 |
| 03102 | Computer Systems Analyst II 1/ | $ 22.15 |
| 03103 | Computer Systems Analyst III 1/ | $ 23.79 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

**AUTOMOTIVE SERVICE:**

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 18.08 |
| 05010 | Automotive Glass Installer | $ 16.27 |
| 05040 | Automotive Worker | $ 16.27 |
| 05070 | Electrician, Automotive | $ 17.18 |
| 05100 | Mobile Equipment Servicer | $ 14.44 |
| 05130 | Motor Equipment Metal Mechanic | $ 18.08 |
| 05160 | Motor Equipment Metal Worker | $ 16.27 |
| 05190 | Motor Vehicle Mechanic | $ 18.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 13.53 |
| 05250 | Motor Vehicle Upholstery Worker | $ 15.34 |
| 05280 | Motor Vehicle Wrecker | $ 16.27 |
| 05310 | Painter, Automotive | $ 17.18 |
| 05340 | Radiator Repair Specialist | $ 16.27 |
| 05370 | Tire Repairer | $ 14.44 |
| 05400 | Transmission Repair Specialist | $ 18.08 |

**FOOD PREPARATION AND SERVICE:**

| | | |
|---|---|---|
| 07010 | Baker | $ 15.13 |
| 07041 | Cook I | $ 13.50 |
| 07042 | Cook II | $ 15.13 |
| 07070 | Dishwasher | $ 9.56 |
| 07100 | Food Service Worker (Cafeteria Worker) | $ 9.56 |
| 07130 | Meat Cutter | $ 15.13 |
| 07250 | Waiter/Waitress | $ 10.67 |

**FURNITURE MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 17.18 |
| 09040 | Furniture Handler | $ 11.31 |
| 09070 | Furniture Refinisher | $ 17.18 |
| 09100 | Furniture Refinisher Helper | $ 13.53 |
| 09110 | Furniture Repairer, Minor | $ 15.34 |
| 09130 | Upholsterer | $ 17.18 |

**GENERAL SERVICES AND SUPPORT:**

| | | |
|---|---|---|
| 11030 | Cleaner, Vehicles | $ 9.56 |
| 11060 | Elevator Operator | $ 9.56 |
| 11090 | Gardener | $ 13.50 |
| 11121 | Housekeeping Aide I | $ 8.46 |
| 11122 | Housekeeping Aide II | $ 9.56 |
| 11150 | Janitor | $ 9.56 |
| 11180 | Laborer | $ 9.56 |
| 11210 | Laborer, Grounds Maintenance | $ 10.67 |
| 11240 | Maid or Houseman | $ 8.46 |
| 11270 | Pest Controller | $ 14.27 |
| 11300 | Refuse Collector | $ 9.56 |
| 11330 | Tractor Operator | $ 12.76 |
| 11360 | Window Cleaner | $ 10.67 |

**HEALTH:**

| | | |
|---|---|---|
| 12010 | Ambulance Driver | $ 11.09 |
| 12040 | Emergency Medical Technician | $ 11.09 |
| 12071 | Licensed Practical Nurse I | $ 7.61 |
| 12072 | Licensed Pratical Nurse II | $ 8.54 |
| 12073 | Licensed Pratical Nurse III | $ 9.55 |
| 12100 | Medical Assistant | $ 8.54 |
| 12130 | Medical Laboratory Technician | $ 8.54 |
| 12160 | Medical Record Clerk | $ 8.54 |
| 12190 | Medical Record Technician | $ 11.83 |
| 12221 | Nursing Assistant I | $ 6.20 |
| 12222 | Nursing Assistant II | $ 6.97 |
| 12223 | Nursing Assistant III | $ 7.61 |
| 12224 | Nursing Assistant IV | $ 8.54 |
| 12250 | Pharmacy Technician | $ 10.65 |
| 12280 | Phlebotomist | $ 8.54 |
| 12311 | Registered Nurse I | $ 11.83 |
| 12312 | Registered Nurse II | $ 14.47 |
| 12313 | Registered Nurse II, Specialist | $ 14.47 |
| 12314 | Registered Nurse III | $ 17.51 |
| 12315 | Registered Nurse III, Anesthetist | $ 17.51 |
| 12316 | Registered Nurse IV | $ 20.99 |

**INFORMATION AND ARTS:**

| | | |
|---|---|---|
| 13002 | Audiovisual Librarian | $ 14.31 |
| 13011 | Exhibits Specialist I | $ 12.40 |
| 13012 | Exhibits Specialist II | $ 14.79 |
| 13013 | Exhibits Specialist III | $ 16.23 |
| 13041 | Illustrator I | $ 12.40 |
| 13042 | Illustrator II | $ 14.79 |
| 13043 | Illustrator III | $ 16.23 |
| 13047 | Librarian | $ 16.05 |

| | | |
|---|---|---|
| 13050 | Library Technician | $ 10.85 |
| 13071 | Photographer I | $ 11.55 |
| 13072 | Photographer II | $ 14.83 |
| 13073 | Photographer III | $ 16.23 |
| 13074 | Photographer IV | $ 18.01 |
| 13075 | Photographer V | $ 19.99 |

**LAUNDRY, DRY CLEANING, PRESSING:**

| | | |
|---|---|---|
| 15010 | Assembler | $ 5.80 |
| 15030 | Counter Attendant | $ 5.80 |
| 15040 | Dry Cleaner | $ 7.62 |
| 15070 | Finisher, Flatwork, Machine | $ 5.80 |
| 15090 | Presser, Hand | $ 5.80 |
| 15100 | Presser, Machine, Dry Cleaning | $ 5.80 |
| 15130 | Presser, Machine, Shirts | $ 5.80 |
| 15160 | Presser, Machine, Wearing Apparel, Laundry | $ 5.80 |
| 15190 | Sewing Machine Operator | $ 8.22 |
| 15220 | Tailor | $ 8.84 |
| 15250 | Washer, Machine | $ 6.41 |

**MACHINE TOOL OPERATION AND REPAIR:**

| | | |
|---|---|---|
| 19010 | Machine-tool Operator (Toolroom) | $ 17.18 |
| 19040 | Tool and Die Maker | $ 20.82 |

**MATERIALS HANDLING AND PACKING:**

| | | |
|---|---|---|
| 21010 | Fuel Distribution System Operator | $ 14.44 |
| 21020 | Material Coordinator | $ 12.09 |
| 21030 | Material Expediter | $ 12.09 |
| 21040 | Material Handling Laborer | $ 8.92 |
| 21071 | Forklift Operator | $ 9.83 |
| 21080 | Production Line Worker (Food Processing) | $ 11.92 |
| 21100 | Shipping/Receiving Clerk | $ 10.29 |
| 21130 | Shipping Packer | $ 9.95 |
| 21140 | Store Worker I | $ 8.86 |
| 21150 | Stock Clerk ( Shelf Stocker; Store Worker II ) | $ 9.95 |
| 21210 | Tools and Parts Attendant | $ 10.70 |
| 21400 | Warehouse Specialist | $ 11.92 |

**MECHANICS AND MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 23010 | Aircraft Mechanic | $ 18.08 |
| 23040 | Aircraft Mechanic Helper | $ 13.53 |
| 23060 | Aircraft Servicer | $ 15.34 |
| 23070 | Aircraft Worker | $ 16.27 |
| 23100 | Appliance Mechanic | $ 17.18 |
| 23120 | Bicycle Repairer | $ 14.44 |
| 23125 | Cable Splicer | $ 18.08 |
| 23130 | Carpenter, Maintenance | $ 17.18 |
| 23140 | Carpet Layer | $ 16.27 |
| 23160 | Electrician, Maintenance | $ 18.08 |
| 23181 | Electronics Technician, Maintenance I | $ 14.47 |
| 23182 | Electronics Technician, Maintenance II | $ 17.71 |

| | | |
|---|---|---|
| 23183 | Electronics Technician, Maintenance III | $ 18.64 |
| 23260 | Fabric Worker | $ 15.34 |
| 23290 | Fire Alarm System Mechanic | $ 18.08 |
| 23310 | Fire Extinguisher Repairer | $ 14.44 |
| 23340 | Fuel Distribution System Mechanic | $ 18.08 |
| 23370 | General Maintenance Worker | $ 16.27 |
| 23400 | Heating, Refrigeration and Air Conditioning Mechanic | $ 18.08 |
| 23430 | Heavy Equipment Mechanic | $ 18.08 |
| 23460 | Instrument Mechanic | $ 18.08 |
| 23500 | Locksmith | $ 17.18 |
| 23530 | Machinery Maintenance Mechanic | $ 18.08 |
| 23550 | Machinist, Maintenance | $ 18.08 |
| 23580 | Maintenance Trades Helper | $ 13.53 |
| 23640 | Millwright | $ 18.08 |
| 23700 | Office Appliance Repairer | $ 17.18 |
| 23740 | Painter, Aircraft | $ 17.18 |
| 23760 | Painter, Maintenance | $ 17.18 |
| 23790 | Pipefitter, Maintenance | $ 18.08 |
| 23800 | Plumber, Maintenance | $ 17.18 |
| 23820 | Pneudraulic Systems Mechanic | $ 18.08 |
| 23850 | Rigger | $ 18.08 |
| 23870 | Scale Mechanic | $ 16.27 |
| 23890 | Sheet-metal Worker, Maintenance | $ 18.08 |
| 23910 | Small Engine Mechanic | $ 16.27 |
| 23930 | Telecommunications Mechanic I | $ 18.08 |
| 23940 | Telecomunications Mechanic II | $ 19.01 |
| 23950 | Telephone Lineman | $ 18.08 |
| 23960 | Welder, Combination, Maintenance | $ 18.08 |
| 23965 | Well Driller | $ 18.08 |
| 23970 | Woodcraft Worker | $ 18.08 |
| 23980 | Woodworker | $ 14.44 |

PERSONAL NEEDS:

| | | |
|---|---|---|
| 24570 | Child Care Attendant | $ 8.82 |
| 24600 | Chore Aide | $ 8.46 |
| 24630 | Homemaker | $ 12.21 |

PLANT AND SYSTEM OPERATION:

| | | |
|---|---|---|
| 25010 | Boiler Tender | $ 18.08 |
| 25040 | Sewage Plant Operator | $ 17.18 |
| 25070 | Stationary Engineer | $ 18.08 |
| 25190 | Ventilation Equipment Tender | $ 13.53 |
| 25210 | Water Treatment Plant Operator | $ 17.18 |

PROTECTIVE SERVICE:

| | | |
|---|---|---|
| 27004 | Alarm Monitor | $ 9.60 |
| 27010 | Court Security Officer | $ 16.91 |
| 27040 | Detention Officer | $ 16.91 |
| 27070 | Firefighter | $ 14.87 |
| 27101 | Guard I | $ 7.65 |
| 27102 | Guard II | $ 9.60 |
| 27130 | Police Officer | $ 18.95 |

**TECHNICAL:**

| | | |
|---|---|---|
| 29010 | Air Traffic Control 2/ Specialist, Center | $ 22.77 |
| 29011 | Air Traffic Control 2/ Specialist, Station | $ 15.71 |
| 29012 | Air Traffic Control 2/ Specialist, Terminal | $ 17.29 |
| 29020 | Archeological Technician | $ 17.68 |
| 29030 | Cartographic Technician | $ 17.68 |
| 29035 | Computer Based Training Specialist/Instructor | $ 18.88 |
| 29040 | Civil Engineering Technician | $ 17.68 |
| 29061 | Drafter I | $ 10.27 |
| 29062 | Drafter II | $ 11.55 |
| 29063 | Drafter III | $ 14.83 |
| 29064 | Drafter IV | $ 17.68 |
| 29070 | Embalmer | $ 14.47 |
| 29081 | Engineering Technician I | $ 11.14 |
| 29082 | Engineering Technician II | $ 12.50 |
| 29083 | Engineering Technician III | $ 15.10 |
| 29084 | Engineering Technician IV | $ 18.28 |
| 29085 | Engineering Technician V | $ 22.28 |
| 29086 | Engineering Technician VI | $ 26.96 |
| 29090 | Environmental Technician | $ 15.93 |
| 29100 | Flight Simulator/Instructor (Pilot) | $ 22.15 |
| 29150 | Graphic Artist | $ 18.88 |
| 29210 | Laboratory Technician | $ 13.78 |
| 29240 | Mathematical Technician | $ 17.69 |
| 29330 | Mortician | $ 14.47 |
| 29361 | Paralegal/Legal Assistant I | $ 11.74 |
| 29362 | Paralegal/Legal Assistant II | $ 14.50 |
| 29363 | Paralegal/Legal Assistant III | $ 16.15 |
| 29364 | Paralegal/Legal Assistant IV | $ 21.46 |
| 29390 | Photooptics Technician | $ 17.69 |
| 29480 | Technical Writer | $ 16.47 |
| 29620 | Weather Observer, Senior 3/ | $ 15.31 |
| 29621 | Weather Observer, Combined 3/ Upper Air and Surface Programs | $ 13.78 |
| 29622 | Weather Observer, Upper Air 3/ | $ 13.78 |

**RANSPORTATION/MOBILE EQUIPMENT PERATION:**

| | | |
|---|---|---|
| 31030 | Bus Driver | $ 11.77 |
| 31100 | Driver Messenger | $ 10.39 |
| 31200 | Heavy Equipment Operator | $ 16.08 |
| 31260 | Parking and Lot Attendant | $ 7.78 |
| 31290 | Shuttle Bus Driver | $ 11.09 |
| 31300 | Taxi Driver | $ 10.43 |
| 31361 | Truckdriver, Light Truck | $ 11.09 |
| 31362 | Truckdriver, Medium Truck | $ 11.77 |
| 31363 | Truckdriver, Heavy Truck | $ 13.86 |
| 31364 | Truckdriver, Tractor-Trailer | $ 13.86 |

**ISCELLANEOUS:**

| | | |
|---|---|---|
| 99005 | Aircraft Quality Control Inspector | $ 19.01 |
| 99020 | Animal Caretaker | $ 11.78 |

| | | |
|---|---|---|
| 99030 | Cashier | $ 7.19 |
| 99040 | Child Care Center Clerk | $ 10.52 |
| 99050 | Desk Clerk | $ 8.82 |
| 99260 | Instructor | $ 16.26 |
| 99300 | Lifeguard | $ 7.86 |
| 99350 | Park Attendant (Aide) | $ 9.86 |
| 99400 | Photofinishing Worker ( Photo Lab / Dark Room Technician ) | $ 7.86 |
| 99500 | Recreation Specialist | $ 12.21 |
| 99510 | Recycling Worker | $ 12.64 |
| 99610 | Sales Clerk | $ 7.86 |
| 99630 | Sports Official | $ 7.86 |
| 99658 | Survey Party Chief | $ 14.97 |
| 99659 | Surveying Technician | $ 12.87 |
| 99660 | Surveying Aide | $ 9.40 |
| 99690 | Swimming Pool Operator | $ 15.13 |
| 99720 | Vending Machine Attendant | $ 12.63 |
| 99730 | Vending Machine Repairer | $ 15.13 |
| 99740 | Vending Machine Repairer Helper | $ 12.63 |

**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, 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. May include such benefits as severance pay.

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; 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. 4.173)

HOLIDAYS: 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)

/

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

/

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/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

## ** 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 $4.25 per week (or $.85 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 Titles 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 Second Supplement, dated August 1995, 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.

Fluor Daniel Hanford, Inc.
DE-AC06-96RL13200
Modification M074
Attachment 2

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 1637096

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 |
|---|---|---|
| 02 02 | 06 06 | 97 98 |

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

| Month | Day | Year |
|---|---|---|
| 02 02 | 06 06 | 97 98 |

4. Date contract performance to begin (use numerals)

| Month | Day | Year |
|---|---|---|
| 02 02 | 05 05 | 97 98 |

5. PLACE(S) OF PERFORMANCE

BENTON COUNTY
RICHLAND, WA 99352

WA

6. SERVICES TO BE PERFORMED (describe)

SEE ATTACHED EXHIBIT A & B
BLANKET WAGE DETERMINATION PACKAGE

7. INFORMATION ABOUT PERFORMANCE

A. [X] 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

U.S. DEPARTMENT OF ENERGY

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

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

9. OFFICIAL SUBMITTING NOTICE

SIGNED: [signature]

DATE 12/6/96

TYPE OR PRINT NAME
SHARON D. RUEHL
BWD COORDINATOR

TELEPHONE NO.
509
375-4872

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.

US DEPARTMENT OF ENERGY
SHARON D. RUEHL, BWD COORDINATOR
P.O. BOX 550, MSIN A6-36
RICHLAND, WA 99352

RECEIVED
DOE-RL
FEB 3 1997
CONTRACTOR WORK FORCE PROGRAMS

## RESPONSE TO NOTICE

*(by Department of Labor)*

A. [X] The attached wage determination(s) listed below apply to procurement.
94-2569 (25)
94-2570 (24)

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)

JAN 27 1997
(Date)

CONTINUOUS/MULTI YEAR CONTRACT WORKSHEET

BLANKET REQUEST

DATE: December 5, 1996

NUMBER: A1637096

| CONTRACT DATA INDUSTRY | PREVIOUS CONTRACT NO. | DESCRIPTION OF SERVICE | PLACE OF PERFORMANCE | CURRENT WAGE | DOL RESPONSE |
|---|---|---|---|---|---|
| (73)Business Svcs | DEAC0695RL13300 | Cost Estimating | Benton County Richland, WA | 94-2569(R3) | |
| (49)Sanitary Svcs | DEAC0690RL11948 | Janitorial Services | Same as above | 94-2569(R1) | |
| (49)Sanitary Svcs | DEAC0695RL13177 | Janitorial Services | Same as above | 94-2569(R1) | |
| (87)Miscellaneous | DEAC0693RL12367 | Environmental Services | Same as above | 94-2596(R3) | |
| (87)Miscellaneous | DEAC0696RL13200 | M&I Services | Same as above | 94-2570(R3) | |
| (89)Services NEC | DEAC0697RL13184 | Energy Savings | Same as above | 94-2569(R3) | |
| (87)Miscellaneous | DEAC0697RL13529 | Administrative/ Facilitation Services | Same as above | 94-2569(R3) | |
| (47)Transportation Svcs | DEAC0696RL13460 | Travel Services | Same as above | 94-2569(R3) | |

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

Alan L. Moss
Director
Division of
Wage Determinations

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

Wage Determination No.: 94-2569
Revision No.: 5
Date of Last Revision: 03/11/1996

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| **ADMINISTRATIVE SUPPORT AND CLERICAL:** | |
| 01011 Accounting Clerk I | $ 7.99 |
| 01012 Accounting Clerk II | $ 8.73 |
| 01013 Accounting Clerk III | $ 10.13 |
| 01014 Accounting Clerk IV | $ 13.23 |
| 01030 Court Reporter | $ 10.85 |
| 01050 Dispatcher, Motor Vehicle | $ 9.55 |
| 01060 Document Preparation Clerk | $ 9.08 |
| 01090 Duplicating Machine Operator | $ 9.08 |
| 01110 Film/Tape Librarian | $ 9.70 |
| 01115 General Clerk I | $ 6.97 |
| 01116 General Clerk II | $ 7.75 |
| 01117 General Clerk III | $ 9.08 |
| 01118 General Clerk IV | $ 10.18 |
| 01120 Housing Referral Assistant | $ 12.95 |
| 01131 Key Entry Operator I | $ 8.78 |
| 01132 Key Entry Operator II | $ 9.58 |
| 01191 Order Clerk I | $ 7.99 |
| 01192 Order Clerk II | $ 9.58 |
| 01220 Order Filler | $ 10.90 |
| 01261 Personnel Assistant (Employment) I | $ 8.64 |
| 01262 Personnel Assistant (Employment) II | $ 9.70 |
| 01263 Personnel Assistant (Employment) III | $ 10.85 |
| 01264 Personnel Assistant (Employment) IV | $ 12.95 |
| 01270 Production Control Clerk | $ 12.95 |
| 01290 Rental Clerk | $ 9.70 |
| 01300 Scheduler, Maintenance | $ 9.70 |
| 01311 Secretary I | $ 9.70 |
| 01312 Secretary II | $ 10.85 |
| 01313 Secretary III | $ 12.95 |
| 01314 Secretary IV | $ 14.50 |
| 01315 Secretary V | $ 16.05 |
| 01320 Service Order Dispatcher | $ 9.70 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 14.50 |

| | | |
|---|---|---|
| 01420 | Survey Worker(Interviewer) | $ 10.85 |
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01510 | Test Examiner | $ 10.85 |
| 01520 | Test Proctor | $ 10.85 |
| 01531 | Travel Clerk I | $ 7.80 |
| 01532 | Travel Clerk II | $ 8.20 |
| 01533 | Travel Clerk III | $ 8.77 |
| 01611 | Word Processor I | $ 8.64 |
| 01612 | Word Processor II | $ 9.70 |
| 01613 | Word Processor III | $ 10.85 |

**AUTOMATIC DATA PROCESSING:**

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.83 |
| 03041 | Computer Operator I | $ 8.83 |
| 03042 | Computer Operator II | $ 10.90 |
| 03043 | Computer Operator III | $ 13.78 |
| 03044 | Computer Operator IV | $ 15.93 |
| 03045 | Computer Operator V | $ 17.09 |
| 03071 | Computer Programmer I 1/ | $ 13.20 |
| 03072 | Computer Programmer II 1/ | $ 15.58 |
| 03073 | Computer Programmer III 1/ | $ 18.48 |
| 03074 | Computer Programmer IV 1/ | $ 22.78 |
| 03101 | Computer Systems Analyst 1 1/ | $ 18.88 |
| 03102 | Computer Systems Analyst II 1/ | $ 22.15 |
| 03103 | Computer Systems Analyst III 1/ | $ 23.79 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

**AUTOMOTIVE SERVICE:**

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 18.08 |
| 05010 | Automotive Glass Installer | $ 16.27 |
| 05040 | Automotive Worker | $ 16.27 |
| 05070 | Electrician, Automotive | $ 17.18 |
| 05100 | Mobile Equipment Servicer | $ 14.44 |
| 05130 | Motor Equipment Metal Mechanic | $ 18.08 |
| 05160 | Motor Equipment Metal Worker | $ 16.27 |
| 05190 | Motor Vehicle Mechanic | $ 18.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 13.53 |
| 05250 | Motor Vehicle Upholstery Worker | $ 15.34 |
| 05280 | Motor Vehicle Wrecker | $ 16.27 |
| 05310 | Painter, Automotive | $ 17.18 |
| 05340 | Radiator Repair Specialist | $ 16.27 |
| 05370 | Tire Repairer | $ 14.44 |
| 05400 | Transmission Repair Specialist | $ 18.08 |

**FOOD PREPARATION AND SERVICE:**

| | | |
|---|---|---|
| 07010 | Baker | $ 15.13 |
| 07041 | Cook I | $ 13.50 |
| 07042 | Cook II | $ 15.13 |
| 07070 | Dishwasher | $ 9.56 |
| 07100 | Food Service Worker (Cafeteria Worker) | $ 9.56 |
| 07130 | Meat Cutter | $ 15.13 |
| 07250 | Waiter/Waitress | $ 10.67 |

**'URNITURE MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 17.18 |
| 09040 | Furniture Handler | $ 11.31 |
| 09070 | Furniture Refinisher | $ 17.18 |
| 09100 | Furniture Refinisher Helper | $ 13.53 |
| 09110 | Furniture Repairer, Minor | $ 15.34 |
| 09130 | Upholsterer | $ 17.18 |

**:ENERAL SERVICES AND SUPPORT:**

| | | |
|---|---|---|
| 11030 | Cleaner, Vehicles | $ 9.56 |
| 11060 | Elevator Operator | $ 9.56 |
| 11090 | Gardener | $ 13.50 |
| 11121 | Housekeeping Aide I | $ 8.46 |
| 11122 | Housekeeping Aide II | $ 9.56 |
| 11150 | Janitor | $ 9.56 |
| 11180 | Laborer | $ 9.56 |
| 11210 | Laborer, Grounds Maintenance | $ 10.67 |
| 11240 | Maid or Houseman | $ 8.46 |
| 11270 | Pest Controller | $ 14.27 |
| 11300 | Refuse Collector | $ 9.56 |
| 11330 | Tractor Operator | $ 12.76 |
| 11360 | Window Cleaner | $ 10.67 |

**:EALTH:**

| | | |
|---|---|---|
| 12010 | Ambulance Driver | $ 11.09 |
| 12040 | Emergency Medical Technician | $ 11.09 |
| 12071 | Licensed Practical Nurse I | $ 7.61 |
| 12072 | Licensed Pratical Nurse II | $ 8.54 |
| 12073 | Licensed Pratical Nurse III | $ 9.55 |
| 12100 | Medical Assistant | $ 8.54 |
| 12130 | Medical Laboratory Technician | $ 8.54 |
| 12160 | Medical Record Clerk | $ 8.54 |
| 12190 | Medical Record Technician | $ 11.83 |
| 12221 | Nursing Assistant I | $ 6.20 |
| 12222 | Nursing Assistant II | $ 6.97 |
| 12223 | Nursing Assistant III | $ 7.61 |
| 12224 | Nursing Assistant IV | $ 8.54 |
| 12250 | Pharmacy Technician | $ 10.65 |
| 12280 | Phlebotomist | $ 8.54 |
| 12311 | Registered Nurse I | $ 11.83 |
| 12312 | Registered Nurse II | $ 14.47 |
| 12313 | Registered Nurse II, Specialist | $ 14.47 |
| 12314 | Registered Nurse III | $ 17.51 |
| 12315 | Registered Nurse III, Anesthetist | $ 17.51 |
| 12316 | Registered Nurse IV | $ 20.99 |

**:NFORMATION AND ARTS:**

| | | |
|---|---|---|
| 13002 | Audiovisual Librarian | $ 14.31 |
| 13011 | Exhibits Specialist I | $ 12.40 |
| 13012 | Exhibits Specialist II | $ 14.79 |
| 13013 | Exhibits Specialist III | $ 16.23 |
| 13041 | Illustrator I | $ 12.40 |
| 13042 | Illustrator II | $ 14.79 |
| 13043 | Illustrator III | $ 16.23 |
| 13047 | Librarian | $ 16.05 |

| | | |
|---|---|---|
| 13050 | Library Technician | $ 10.85 |
| 13071 | Photographer I | $ 11.55 |
| 13072 | Photographer II | $ 14.83 |
| 13073 | Photographer III | $ 16.23 |
| 13074 | Photographer IV | $ 18.01 |
| 13075 | Photographer V | $ 19.99 |

**AUNDRY, DRY CLEANING, PRESSING:**

| | | |
|---|---|---|
| 15010 | Assembler | $ 5.80 |
| 15030 | Counter Attendant | $ 5.80 |
| 15040 | Dry Cleaner | $ 7.62 |
| 15070 | Finisher, Flatwork, Machine | $ 5.80 |
| 15090 | Presser, Hand | $ 5.80 |
| 15100 | Presser, Machine, Dry Cleaning | $ 5.80 |
| 15130 | Presser, Machine, Shirts | $ 5.80 |
| 15160 | Presser, Machine, Wearing Apparel, Laundry | $ 5.80 |
| 15190 | Sewing Machine Operator | $ 8.22 |
| 15220 | Tailor | $ 8.84 |
| 15250 | Washer, Machine | $ 6.41 |

**ACHINE TOOL OPERATION AND REPAIR:**

| | | |
|---|---|---|
| 19010 | Machine-tool Operator (Toolroom) | $ 17.18 |
| 19040 | Tool and Die Maker | $ 20.82 |

**ATERIALS HANDLING AND PACKING:**

| | | |
|---|---|---|
| 21010 | Fuel Distribution System Operator | $ 14.44 |
| 21020 | Material Coordinator | $ 12.09 |
| 21030 | Material Expediter | $ 12.09 |
| 21040 | Material Handling Laborer | $ 8.92 |
| 21071 | Forklift Operator | $ 9.83 |
| 21080 | Production Line Worker (Food Processing) | $ 11.92 |
| 21100 | Shipping/Receiving Clerk | $ 10.29 |
| 21130 | Shipping Packer | $ 9.55 |
| 21140 | Store Worker I | $ 8.86 |
| 21150 | Stock Clerk ( Shelf Stocker: Store Worker II ) | $ 9.95 |
| 21210 | Tools and Parts Attendant | $ 10.70 |
| 21400 | Warehouse Specialist | $ 11.92 |

**ECHANICS AND MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 23010 | Aircraft Mechanic | $ 18.08 |
| 23040 | Aircraft Mechanic Helper | $ 13.53 |
| 23060 | Aircraft Servicer | $ 15.34 |
| 23070 | Aircraft Worker | $ 16.27 |
| 23100 | Appliance Mechanic | $ 17.18 |
| 23120 | Bicycle Repairer | $ 14.44 |
| 23125 | Cable Splicer | $ 18.08 |
| 23130 | Carpenter, Maintenance | $ 17.18 |
| 23140 | Carpet Layer | $ 16.27 |
| 23160 | Electrician, Maintenance | $ 18.08 |
| 23181 | Electronics Technician, Maintenance I | $ 14.47 |
| 23182 | Electronics Technician, Maintenance II | $ 17.71 |

| | | |
|---|---|---|
| 23183 | Electronics Technician, Maintenance III | $ 18.64 |
| 23260 | Fabric Worker | $ 15.34 |
| 23290 | Fire Alarm System Mechanic | $ 18.08 |
| 23310 | Fire Extinguisher Repairer | $ 14.44 |
| 23340 | Fuel Distribution System Mechanic | $ 18.08 |
| 23370 | General Maintenance Worker | $ 16.27 |
| 23400 | Heating, Refrigeration and Air Conditioning Mechanic | $ 18.08 |
| 23430 | Heavy Equipment Mechanic | $ 18.08 |
| 23460 | Instrument Mechanic | $ 18.08 |
| 23500 | Locksmith | $ 17.18 |
| 23530 | Machinery Maintenance Mechanic | $ 18.08 |
| 23550 | Machinist, Maintenance | $ 18.08 |
| 23580 | Maintenance Trades Helper | $ 13.53 |
| 23640 | Millwright | $ 18.08 |
| 23700 | Office Appliance Repairer | $ 17.18 |
| 23740 | Painter, Aircraft | $ 17.18 |
| 23760 | Painter, Maintenance | $ 17.18 |
| 23790 | Pipefitter, Maintenance | $ 18.08 |
| 23800 | Plumber, Maintenance | $ 17.18 |
| 23820 | Pneudraulic Systems Mechanic | $ 18.08 |
| 23850 | Rigger | $ 18.08 |
| 23870 | Scale Mechanic | $ 16.27 |
| 23890 | Sheet-metal Worker, Maintenance | $ 18.08 |
| 23910 | Small Engine Mechanic | $ 16.27 |
| 23930 | Telecommunications Mechanic I | $ 18.08 |
| 23940 | Telecomunications Mechanic II | $ 19.01 |
| 23950 | Telephone Lineman | $ 18.08 |
| 23960 | Welder, Combination, Maintenance | $ 18.08 |
| 23965 | Well Driller | $ 18.08 |
| 23970 | Woodcraft Worker | $ 18.08 |
| 23980 | Woodworker | $ 14.44 |

PERSONAL NEEDS:

| | | |
|---|---|---|
| 24570 | Child Care Attendant | $ 8.82 |
| 24600 | Chore Aide | $ 8.46 |
| 24630 | Homemaker | $ 12.21 |

PLANT AND SYSTEM OPERATION:

| | | |
|---|---|---|
| 25010 | Boiler Tender | $ 18.08 |
| 25040 | Sewage Plant Operator | $ 17.18 |
| 25070 | Stationary Engineer | $ 18.08 |
| 25190 | Ventilation Equipment Tender | $ 13.53 |
| 25210 | Water Treatment Plant Operator | $ 17.18 |

PROTECTIVE SERVICE:

| | | |
|---|---|---|
| 27004 | Alarm Monitor | $ 9.60 |
| 27010 | Court Security Officer | $ 16.91 |
| 27040 | Detention Officer | $ 16.91 |
| 27070 | Firefighter | $ 14.87 |
| 27101 | Guard I | $ 7.65 |
| 27102 | Guard II | $ 9.60 |
| 27130 | Police Officer | $ 18.95 |

**TECHNICAL:**

| | | |
|---|---|---|
| 29020 | Archeological Technician | $ 17.68 |
| 29030 | Cartographic Technician | $ 17.68 |
| 29035 | Computer Based Training Specialist/Instructor | $ 18.88 |
| 29040 | Civil Engineering Technician | $ 17.68 |
| 29061 | Drafter I | $ 10.27 |
| 29062 | Drafter II | $ 11.55 |
| 29063 | Drafter III | $ 14.83 |
| 29064 | Drafter IV | $ 17.68 |
| 29070 | Embalmer | $ 14.47 |
| 29081 | Engineering Technician I | $ 11.14 |
| 29082 | Engineering Technician II | $ 12.50 |
| 29083 | Engineering Technician III | $ 15.10 |
| 29084 | Engineering Technician IV | $ 18.28 |
| 29085 | Engineering Technician V | $ 22.26 |
| 29086 | Engineering Technician VI | $ 26.96 |
| 29090 | Environmental Technician | $ 15.93 |
| 29100 | Flight Simulator/Instructor (Pilot) | $ 22.15 |
| 29150 | Graphic Artist | $ 18.88 |
| 29210 | Laboratory Technician | $ 13.78 |
| 29240 | Mathematical Technician | $ 17.69 |
| 29330 | Mortician | $ 14.47 |
| 29361 | Paralegal/Legal Assistant I | $ 11.74 |
| 29362 | Paralegal/Legal Assistant II | $ 14.50 |
| 29363 | Paralegal/Legal Assistant III | $ 16.15 |
| 29364 | Paralegal/Legal Assistant IV | $ 21.46 |
| 29390 | Photooptics Technician | $ 17.69 |
| 29480 | Technical Writer | $ 16.47 |
| 29620 | Weather Observer, Senior 2/ | $ 15.31 |
| 29621 | Weather Observer, Combined 2/ Upper Air and Surface Programs | $ 13.78 |
| 29622 | Weather Observer, Upper Air 2/ | $ 13.78 |

**TRANSPORTATION/MOBILE EQUIPMENT OPERATION:**

| | | |
|---|---|---|
| 31030 | Bus Driver | $ 11.77 |
| 31100 | Driver Messenger | $ 10.39 |
| 31200 | Heavy Equipment Operator | $ 16.08 |
| 31260 | Parking and Lot Attendant | $ 7.78 |
| 31290 | Shuttle Bus Driver | $ 11.09 |
| 31300 | Taxi Driver | $ 10.43 |
| 31361 | Truckdriver, Light Truck | $ 11.09 |
| 31362 | Truckdriver, Medium Truck | $ 11.77 |
| 31363 | Truckdriver, Heavy Truck | $ 13.86 |
| 36364 | Truckdriver, Tractor-Trailer | $ 13.86 |

**MISCELLANEOUS:**

| | | |
|---|---|---|
| 99005 | Aircraft Quality Control Inspector | $ 19.01 |
| 99020 | Animal Caretaker | $ 11.78 |
| 99030 | Cashier | $ 7.19 |
| 99040 | Child Care Center Clerk | $ 10.52 |
| 99050 | Desk Clerk | $ 8.82 |
| 99260 | Instructor | $ 16.26 |
| 99300 | Lifeguard | $ 7.86 |
| 99350 | Park Attendant (Aide) | $ 9.86 |

| | | |
|---|---|---|
| 99400 | Photofinishing Worker ( Photo Lab / Dark Room Technician ) | $ 7.86 |
| 99500 | Recreation Specialist | $ 12.21 |
| 99510 | Recycling Worker | $ 12.64 |
| 99610 | Sales Clerk | $ 7.86 |
| 99630 | Sports Official | $ 7.86 |
| 99658 | Survey Party Chief | $ 14.97 |
| 99659 | Surveying Technician | $ 12.87 |
| 99660 | Surveying Aide | $ 9.40 |
| 99690 | Swimming Pool Operator | $ 15.13 |
| 99720 | Vending Machine Attendant | $ 12.63 |
| 99730 | Vending Machine Repairer | $ 15.13 |
| 99740 | Vending Machine Repairer Helper | $ 12.63 |

**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

HEALTH & WELFARE: $0.90 per hour or $36.00 per week or $156.00 per 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; 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. 4.173)

HOLIDAYS: 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)

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 29 CFR 4.156)

2/ APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

**** 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 $4.25 per week (or $.85 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 Titles 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 Second Supplement, dated August 1995, 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

Alan L. Moss
Director

Division of
Wage Determinations

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

Wage Determination No.: 94-2570
Revision No.: 4
Date of Last Revision: 03/05/1996

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| **ADMINISTRATIVE SUPPORT AND CLERICAL:** | |
| 01011 Accounting Clerk I | $ 7.99 |
| 01012 Accounting Clerk II | $ 8.73 |
| 01013 Accounting Clerk III | $ 10.13 |
| 01014 Accounting Clerk IV | $ 13.23 |
| 01030 Court Reporter | $ 10.85 |
| 01050 Dispatcher, Motor Vehicle | $ 9.55 |
| 01060 Document Preparation Clerk | $ 9.08 |
| 01090 Duplicating Machine Operator | $ 9.08 |
| 01110 Film/Tape Librarian | $ 9.70 |
| 01115 General Clerk I | $ 6.97 |
| 01116 General Clerk II | $ 7.75 |
| 01117 General Clerk III | $ 9.08 |
| 01118 General Clerk IV | $ 10.18 |
| 01120 Housing Referral Assistant | $ 12.95 |
| 01131 Key Entry Operator I | $ 8.78 |
| 01132 Key Entry Operator II | $ 9.58 |
| 01191 Order Clerk I | $ 7.99 |
| 01192 Order Clerk II | $ 9.58 |
| 01220 Order Filler | $ 10.90 |
| 01261 Personnel Assistant (Employment) I | $ 8.64 |
| 01262 Personnel Assistant (Employment) II | $ 9.70 |
| 01263 Personnel Assistant (Employment) III | $ 10.85 |
| 01264 Personnel Assistant (Employment) IV | $ 12.95 |
| 01270 Production Control Clerk | $ 12.95 |
| 01290 Rental Clerk | $ 9.70 |
| 01300 Scheduler, Maintenance | $ 9.70 |
| 01311 Secretary I | $ 9.70 |
| 01312 Secretary II | $ 10.85 |
| 01313 Secretary III | $ 12.95 |
| 01314 Secretary IV | $ 14.50 |
| 01315 Secretary V | $ 16.05 |
| 01320 Service Order Dispatcher | $ 9.70 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 14.50 |

| | | |
|---|---|---|
| 01420 | Survey Worker(Interviewer) | $ 10.85 |
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01510 | Test Examiner | $ 10.85 |
| 01520 | Test Proctor | $ 10.85 |
| 01531 | Travel Clerk I | $ 7.80 |
| 01532 | Travel Clerk II | $ 8.20 |
| 01533 | Travel Clerk III | $ 8.77 |
| 01611 | Word Processor I | $ 8.64 |
| 01612 | Word Processor II | $ 9.70 |
| 01613 | Word Processor III | $ 10.85 |

**AUTOMATIC DATA PROCESSING:**

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.83 |
| 03041 | Computer Operator I | $ 8.83 |
| 03042 | Computer Operator II | $ 10.90 |
| 03043 | Computer Operator III | $ 13.78 |
| 03044 | Computer Operator IV | $ 15.93 |
| 03045 | Computer Operator V | $ 17.09 |
| 03071 | Computer Programmer I 1/ | $ 13.20 |
| 03072 | Computer Programmer II 1/ | $ 15.58 |
| 03073 | Computer Programmer III 1/ | $ 18.48 |
| 03074 | Computer Programmer IV 1/ | $ 22.78 |
| 03101 | Computer Systems Analyst I 1/ | $ 18.88 |
| 03102 | Computer Systems Analyst II 1/ | $ 22.15 |
| 03103 | Computer Systems Analyst III 1/ | $ 23.79 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

**AUTOMOTIVE SERVICE:**

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 18.08 |
| 05010 | Automotive Glass Installer | $ 16.27 |
| 05040 | Automotive Worker | $ 16.27 |
| 05070 | Electrician, Automotive | $ 17.18 |
| 05100 | Mobile Equipment Servicer | $ 14.44 |
| 05130 | Motor Equipment Metal Mechanic | $ 18.08 |
| 05160 | Motor Equipment Metal Worker | $ 16.27 |
| 05190 | Motor Vehicle Mechanic | $ 18.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 13.53 |
| 05250 | Motor Vehicle Upholstery Worker | $ 15.34 |
| 05280 | Motor Vehicle Wrecker | $ 16.27 |
| 05310 | Painter, Automotive | $ 17.18 |
| 05340 | Radiator Repair Specialist | $ 16.27 |
| 05370 | Tire Repairer | $ 14.44 |
| 05400 | Transmission Repair Specialist | $ 18.08 |

**FOOD PREPARATION AND SERVICE:**

| | | |
|---|---|---|
| 07010 | Baker | $ 15.13 |
| 07041 | Cook I | $ 13.50 |
| 07042 | Cook II | $ 15.13 |
| 07070 | Dishwasher | $ 9.56 |
| 07100 | Food Service Worker (Cafeteria Worker) | $ 9.56 |
| 07130 | Meat Cutter | $ 15.13 |
| 07250 | Waiter/Waitress | $ 10.67 |

**FURNITURE MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 17.18 |
| 09040 | Furniture Handler | $ 11.31 |
| 09070 | Furniture Refinisher | $ 17.18 |
| 09100 | Furniture Refinisher Helper | $ 13.53 |
| 09110 | Furniture Repairer, Minor | $ 15.34 |
| 09130 | Upholsterer | $ 17.18 |

**GENERAL SERVICES AND SUPPORT:**

| | | |
|---|---|---|
| 11030 | Cleaner, Vehicles | $ 9.56 |
| 11060 | Elevator Operator | $ 9.56 |
| 11090 | Gardener | $ 13.50 |
| 11121 | Housekeeping Aide I | $ 8.46 |
| 11122 | Housekeeping Aide II | $ 9.56 |
| 11150 | Janitor | $ 9.56 |
| 11180 | Laborer | $ 9.56 |
| 11210 | Laborer, Grounds Maintenance | $ 10.67 |
| 11240 | Maid or Houseman | $ 8.46 |
| 11270 | Pest Controller | $ 14.27 |
| 11300 | Refuse Collector | $ 9.56 |
| 11330 | Tractor Operator | $ 12.76 |
| 11360 | Window Cleaner | $ 10.67 |

**HEALTH:**

| | | |
|---|---|---|
| 12010 | Ambulance Driver | $ 11.09 |
| 12040 | Emergency Medical Technician | $ 11.09 |
| 12071 | Licensed Practical Nurse I | $ 7.61 |
| 12072 | Licensed Pratical Nurse II | $ 8.54 |
| 12073 | Licensed Pratical Nurse III | $ 9.55 |
| 12100 | Medical Assistant | $ 8.54 |
| 12130 | Medical Laboratory Technician | $ 8.54 |
| 12160 | Medical Record Clerk | $ 8.54 |
| 12190 | Medical Record Technician | $ 11.83 |
| 12221 | Nursing Assistant I | $ 6.20 |
| 12222 | Nursing Assistant II | $ 6.97 |
| 12223 | Nursing Assistant III | $ 7.61 |
| 12224 | Nursing Assistant IV | $ 8.54 |
| 12250 | Pharmacy Technician | $ 10.65 |
| 12280 | Phlebotomist | $ 8.54 |
| 12311 | Registered Nurse I | $ 11.83 |
| 12312 | Registered Nurse II | $ 14.47 |
| 12313 | Registered Nurse II, Specialist | $ 14.47 |
| 12314 | Registered Nurse III | $ 17.51 |
| 12315 | Registered Nurse III, Anesthetist | $ 17.51 |
| 12316 | Registered Nurse IV | $ 20.99 |

**INFORMATION AND ARTS:**

| | | |
|---|---|---|
| 13002 | Audiovisual Librarian | $ 14.31 |
| 13011 | Exhibits Specialist I | $ 12.40 |
| 13012 | Exhibits Specialist II | $ 14.79 |
| 13013 | Exhibits Specialist III | $ 16.23 |
| 13041 | Illustrator I | $ 12.40 |
| 13042 | Illustrator II | $ 14.79 |
| 13043 | Illustrator III | $ 16.23 |
| 13047 | Librarian | $ 16.05 |

| | | |
|---|---|---|
| 13050 | Library Technician | $ 10.85 |
| 13071 | Photographer I | $ 11.55 |
| 13072 | Photographer II | $ 14.83 |
| 13073 | Photographer III | $ 16.23 |
| 13074 | Photographer IV | $ 18.01 |
| 13075 | Photographer V | $ 19.99 |

**LAUNDRY, DRY CLEANING, PRESSING:**

| | | |
|---|---|---|
| 15010 | Assembler | $ 5.80 |
| 15030 | Counter Attendant | $ 5.80 |
| 15040 | Dry Cleaner | $ 7.62 |
| 15070 | Finisher, Flatwork, Machine | $ 5.80 |
| 15090 | Presser, Hand | $ 5.80 |
| 15100 | Presser, Machine, Dry Cleaning | $ 5.80 |
| 15130 | Presser, Machine, Shirts | $ 5.80 |
| 15160 | Presser, Machine, Wearing Apparel, Laundry | $ 5.80 |
| 15190 | Sewing Machine Operator | $ 8.22 |
| 15220 | Tailor | $ 8.84 |
| 15250 | Washer, Machine | $ 6.41 |

**MACHINE TOOL OPERATION AND REPAIR:**

| | | |
|---|---|---|
| 19010 | Machine-tool Operator (Toolroom) | $ 17.18 |
| 19040 | Tool and Die Maker | $ 20.82 |

**MATERIALS HANDLING AND PACKING:**

| | | |
|---|---|---|
| 21010 | Fuel Distribution System Operator | $ 14.44 |
| 21020 | Material Coordinator | $ 12.09 |
| 21030 | Material Expediter | $ 12.09 |
| 21040 | Material Handling Laborer | $ 8.92 |
| 21071 | Forklift Operator | $ 9.83 |
| 21080 | Production Line Worker (Food Processing) | $ 11.92 |
| 21100 | Shipping/Receiving Clerk | $ 10.29 |
| 21130 | Shipping Packer | $ 9.95 |
| 21140 | Store Worker I | $ 8.86 |
| 21150 | Stock Clerk ( Shelf Stocker; Store Worker II ) | $ 9.95 |
| 21210 | Tools and Parts Attendant | $ 10.70 |
| 21400 | Warehouse Specialist | $ 11.92 |

**MECHANICS AND MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 23010 | Aircraft Mechanic | $ 18.08 |
| 23040 | Aircraft Mechanic Helper | $ 13.53 |
| 23060 | Aircraft Servicer | $ 15.34 |
| 23070 | Aircraft Worker | $ 16.27 |
| 23100 | Appliance Mechanic | $ 17.18 |
| 23120 | Bicycle Repairer | $ 14.44 |
| 23125 | Cable Splicer | $ 18.08 |
| 23130 | Carpenter, Maintenance | $ 17.18 |
| 23140 | Carpet Layer | $ 16.27 |
| 23160 | Electrician, Maintenance | $ 18.08 |
| 23181 | Electronics Technician, Maintenance I | $ 14.47 |
| 23182 | Electronics Technician, Maintenance II | $ 17.71 |

| | | |
|---|---|---|
| 23183 | Electronics Technician, Maintenance III | $ 18.64 |
| 23260 | Fabric Worker | $ 15.34 |
| 23290 | Fire Alarm System Mechanic | $ 18.08 |
| 23310 | Fire Extinguisher Repairer | $ 14.44 |
| 23340 | Fuel Distribution System Mechanic | $ 18.08 |
| 23370 | General Maintenance Worker | $ 16.27 |
| 23400 | Heating, Refrigeration and Air Conditioning Mechanic | $ 18.08 |
| 23430 | Heavy Equipment Mechanic | $ 18.08 |
| 23460 | Instrument Mechanic | $ 18.08 |
| 23500 | Locksmith | $ 17.18 |
| 23530 | Machinery Maintenance Mechanic | $ 18.08 |
| 23550 | Machinist, Maintenance | $ 18.08 |
| 23580 | Maintenance Trades Helper | $ 13.53 |
| 23640 | Millwright | $ 18.08 |
| 23700 | Office Appliance Repairer | $ 17.18 |
| 23740 | Painter, Aircraft | $ 17.18 |
| 23760 | Painter, Maintenance | $ 17.18 |
| 23790 | Pipefitter, Maintenance | $ 18.08 |
| 23800 | Plumber, Maintenance | $ 17.18 |
| 23820 | Pneudraulic Systems Mechanic | $ 18.08 |
| 23850 | Rigger | $ 18.08 |
| 23870 | Scale Mechanic | $ 16.27 |
| 23890 | Sheet-metal Worker, Maintenance | $ 18.08 |
| 23910 | Small Engine Mechanic | $ 16.27 |
| 23930 | Telecommunications Mechanic I | $ 18.08 |
| 23940 | Telecomunications Mechanic II | $ 19.01 |
| 23950 | Telephone Lineman | $ 18.08 |
| 23960 | Welder, Combination, Maintenance | $ 18.08 |
| 23965 | Well Driller | $ 18.08 |
| 23970 | Woodcraft Worker | $ 18.08 |
| 23980 | Woodworker | $ 14.44 |

PERSONAL NEEDS:

| | | |
|---|---|---|
| 24570 | Child Care Attendant | $ 8.82 |
| 24600 | Chore Aide | $ 8.46 |
| 24630 | Homemaker | $ 12.21 |

PLANT AND SYSTEM OPERATION:

| | | |
|---|---|---|
| 25010 | Boiler Tender | $ 18.08 |
| 25040 | Sewage Plant Operator | $ 17.18 |
| 25070 | Stationary Engineer | $ 18.08 |
| 25190 | Ventilation Equipment Tender | $ 13.53 |
| 25210 | Water Treatment Plant Operator | $ 17.18 |

PROTECTIVE SERVICE:

| | | |
|---|---|---|
| 27004 | Alarm Monitor | $ 9.60 |
| 27010 | Court Security Officer | $ 16.91 |
| 27040 | Detention Officer | $ 16.91 |
| 27070 | Firefighter | $ 14.87 |
| 27101 | Guard I | $ 7.65 |
| 27102 | Guard II | $ 9.60 |
| 27130 | Police Officer | $ 18.95 |

**TECHNICAL:**

| | | |
|---|---|---|
| 29010 | Air Traffic Control 2/ Specialist, Center | $ 22.77 |
| 29011 | Air Traffic Control 2/ Specialist, Station | $ 15.71 |
| 29012 | Air Traffic Control 2/ Specialist, Terminal | $ 17.29 |
| 29020 | Archeological Technician | $ 17.68 |
| 29030 | Cartographic Technician | $ 17.68 |
| 29035 | Computer Based Training Specialist/Instructor | $ 18.88 |
| 29040 | Civil Engineering Technician | $ 17.68 |
| 29061 | Drafter I | $ 10.27 |
| 29062 | Drafter II | $ 11.55 |
| 29063 | Drafter III | $ 14.83 |
| 29064 | Drafter IV | $ 17.68 |
| 29070 | Embalmer | $ 14.47 |
| 29081 | Engineering Technician I | $ 11.14 |
| 29082 | Engineering Technician II | $ 12.50 |
| 29083 | Engineering Technician III | $ 15.10 |
| 29084 | Engineering Technician IV | $ 18.28 |
| 29085 | Engineering Technician V | $ 22.28 |
| 29086 | Engineering Technician VI | $ 26.96 |
| 29090 | Environmental Technician | $ 15.93 |
| 29100 | Flight Simulator/Instructor (Pilot) | $ 22.15 |
| 29150 | Graphic Artist | $ 18.88 |
| 29210 | Laboratory Technician | $ 13.78 |
| 29240 | Mathematical Technician | $ 17.69 |
| 29330 | Mortician | $ 14.47 |
| 29361 | Paralegal/Legal Assistant I | $ 11.74 |
| 29362 | Paralegal/Legal Assistant II | $ 14.50 |
| 29363 | Paralegal/Legal Assistant III | $ 16.15 |
| 29364 | Paralegal/Legal Assistant IV | $ 21.46 |
| 29390 | Photooptics Technician | $ 17.69 |
| 29480 | Technical Writer | $ 16.47 |
| 29620 | Weather Observer, Senior 3/ | $ 15.31 |
| 29621 | Weather Observer, Combined 3/ Upper Air and Surface Programs | $ 13.78 |
| 29622 | Weather Observer, Upper Air 3/ | $ 13.78 |

**TRANSPORTATION/MOBILE EQUIPMENT OPERATION:**

| | | |
|---|---|---|
| 31030 | Bus Driver | $ 11.77 |
| 31100 | Driver Messenger | $ 10.39 |
| 31200 | Heavy Equipment Operator | $ 16.08 |
| 31260 | Parking and Lot Attendant | $ 7.78 |
| 31290 | Shuttle Bus Driver | $ 11.09 |
| 31300 | Taxi Driver | $ 10.43 |
| 31361 | Truckdriver, Light Truck | $ 11.09 |
| 31362 | Truckdriver, Medium Truck | $ 11.77 |
| 31363 | Truckdriver, Heavy Truck | $ 13.86 |
| 36364 | Truckdriver, Tractor-Trailer | $ 13.86 |

**MISCELLANEOUS:**

| | | |
|---|---|---|
| 99005 | Aircraft Quality Control Inspector | $ 19.01 |
| 99020 | Animal Caretaker | $ 11.78 |

| | | |
|---|---|---|
| 99030 | Cashier | $ 7.19 |
| 99040 | Child Care Center Clerk | $ 10.52 |
| 99050 | Desk Clerk | $ 8.82 |
| 99260 | Instructor | $ 16.26 |
| 99300 | Lifeguard | $ 7.86 |
| 99350 | Park Attendant (Aide) | $ 9.86 |
| 99400 | Photofinishing Worker ( Photo Lab / Dark Room Technician ) | $ 7.86 |
| 99500 | Recreation Specialist | $ 12.21 |
| 99510 | Recycling Worker | $ 12.64 |
| 99610 | Sales Clerk | $ 7.86 |
| 99630 | Sports Official | $ 7.86 |
| 99658 | Survey Party Chief | $ 14.97 |
| 99659 | Surveying Technician | $ 12.87 |
| 99660 | Surveying Aide | $ 9.40 |
| 99690 | Swimming Pool Operator | $ 15.13 |
| 99720 | Vending Machine Attendant | $ 12.63 |
| 99730 | Vending Machine Repairer | $ 15.13 |
| 99740 | Vending Machine Repairer Helper | $ 12.63 |

**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, 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. May include such benefits as severance pay.

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; 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. 4.173)

HOLIDAYS: 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)

/

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

/

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/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

** 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 $4.25 per week (or $.85 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 Titles 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 Second Supplement, dated August 1995, 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.

Fluor Daniel Hanford, Inc.
DE-AC06-96RL13200
Modification M074
Attachment 3

Rev. Feb. 1979

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

# A SERVICE CONTRACT AND RESPONSE TO NOTICE

*(See Instructions on Reverse)*

A 1637073

MAIL TO:

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

2. Estimated solicitation date (see instructions)
1st Option

| Month | Day | Year |
|---|---|---|
| 02 | 06 | 98 |

3. Estimated date bids or proposals to be opened or negotiations begun (see instructions)

| Month | Day | Year |
|---|---|---|
| | | |

4. Date contract performance to begin (see instructions)

| Month | Day | Year |
|---|---|---|
| | | |

5. PLACE(S) OF PERFORMANCE

Benton/Franklin counties
Richland, WA

6. SERVICES TO BE PERFORMED (describe)

Integration, Management, Operation & Maintenance of Hanford Site

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 Daniel Hanford Team
2420 Stevens Center
Richland, WA 99352

b. Number(s) of any wage determination(s) in Incumbent's contract
94-2569(R5)
94-2570(R4)

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 (See Attached)

1. Hanford Atomic Trades Council (HATC)
2. Hanford Guards Union (HGU) Local 21
3. Office & Professional Employees International (OPEIU) Local 11

9. OFFICIAL SUBMITTING NOTICE

SIGNED: [signature]  DATE: 1/12/98

RECEIVED DOE-RL

TYPE OR PRINT NAME: Dominic Sansotta  TELEPHONE NO. 509 376-4872

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.

CONTRACTOR WORK FORCE PROGRAMS
Dominic Sansotta, Mgr-CWP
US Department of Energy
Richland Operations Office
PO Box 500, A6-36
Richland, WA 99352

## RESPONSE TO NOTICE

*(by Department of Labor)*

A. ☒ The attached wage determination(s) listed below apply to procurement.
98-109 94-2569 (8)
94-2570 (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)*

FEB 23 1998

SA-100

February 1973
U.S. DEPARTMENT OF LABOR
Employment Standards Administration

# NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE

(Attachment A)

11. NOTICE NO. A 1637073 (a)

| 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 (See Attached) | | |
| Hanford Guards Union (HGU)(See Attached) | | |
| Office & Professional Employees International (OPEIU) (See Attached) | | |

98—201

February 1973
U.S. DEPARTMENT OF LABOR
Employment Standards Administration

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

NOTICE NO.
A1637073
(b)

| 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 |
|---|---|---|
| Request for Area Wide for non-bargaining | | |
| Accounting Clerks I-IV | 15-30 | |
| Computer Operators I-V | 30-40 | |
| Pest Controller | 5-8 | |
| Illustrator I-III | 5-10 | |

99—201

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

William W. Gross, Division of
Director, Wage Determinations

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

Wage Determination No.: 94-2569
Revision No.: 8
Date of Last Revision: 07/01/1997

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| ADMINISTRATIVE SUPPORT AND CLERICAL: | |
| 01011 Accounting Clerk I | $ 7.99 |
| 01012 Accounting Clerk II | $ 8.73 |
| 01013 Accounting Clerk III | $ 10.13 |
| 01014 Accounting Clerk IV | $ 13.23 |
| 01030 Court Reporter | $ 10.95 |
| 01050 Dispatcher, Motor Vehicle | $ 9.85 |
| 01060 Document Preparation Clerk | $ 9.08 |
| 01070 Messenger (Courier) | $ 10.39 |
| 01090 Duplicating Machine Operator | $ 9.08 |
| 01110 Film/Tape Librarian | $ 9.70 |
| 01115 General Clerk I | $ 5.97 |
| 01116 General Clerk II | $ 7.75 |
| 01117 General Clerk III | $ 9.09 |
| 01118 General Clerk IV | $ 10.18 |
| 01120 Housing Referral Assistant | $ 12.95 |
| 01131 Key Entry Operator I | $ 8.78 |
| 01132 Key Entry Operator II | $ 9.58 |
| 01191 Order Clerk I | $ 7.95 |
| 01192 Order Clerk II | $ 9.58 |
| 01261 Personnel Assistant (Employment) I | $ 8.64 |
| 01262 Personnel Assistant (Employment) II | $ 9.70 |
| 01263 Personnel Assistant (Employment) III | $ 10.85 |
| 01264 Personnel Assistant (Employment) IV | $ 12.95 |
| 01270 Production Control Clerk | $ 12.95 |
| 01290 Rental Clerk | $ 9.70 |
| 01350 Scheduler, Maintenance | $ 9.70 |
| 01311 Secretary I | $ 9.70 |
| 01312 Secretary II | $ 10.85 |
| 01313 Secretary III | $ 12.95 |
| 01314 Secretary IV | $ 14.50 |
| 01315 Secretary V | $ 16.05 |
| 01320 Service Order Dispatcher | $ 9.70 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 14.50 |
| 01420 Survey Worker (Interviewer) | $ 10.85 |

| | | |
|---|---|---|
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01510 | Test Examiner | $ 10.85 |
| 01520 | Test Proctor | $ 10.85 |
| 01531 | Travel Clerk I | $ 7.60 |
| 01532 | Travel Clerk II | $ 8.20 |
| 01533 | Travel Clerk III | $ 8.77 |
| 01611 | Word Processor I | $ 8.64 |
| 01612 | Word Processor II | $ 9.70 |
| 01613 | Word Processor III | $ 10.85 |

AUTOMATIC DATA PROCESSING:

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.83 |
| 03041 | Computer Operator I | $ 8.83 |
| 03042 | Computer Operator II | $ 10.90 |
| 03043 | Computer Operator III | $ 13.78 |
| 03044 | Computer Operator IV | $ 15.93 |
| 03045 | Computer Operator V | $ 17.05 |
| 03071 | Computer Programmer I 1/ | $ 13.20 |
| 03072 | Computer Programmer II 1/ | $ 15.58 |
| 03073 | Computer Programmer III 1/ | $ 18.48 |
| 03074 | Computer Programmer IV 1/ | $ 22.78 |
| 03101 | Computer Systems Analyst I 1/ | $ 18.88 |
| 03102 | Computer Systems Analyst II 1/ | $ 22.15 |
| 03103 | Computer Systems Analyst III 1/ | $ 23.79 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

AUTOMOTIVE SERVICE:

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 18.08 |
| 05010 | Automotive Glass Installer | $ 16.27 |
| 05040 | Automotive Worker | $ 16.27 |
| 05070 | Electrician, Automotive | $ 17.18 |
| 05100 | Mobile Equipment Servicer | $ 14.44 |
| 05130 | Motor Equipment Metal Mechanic | $ 18.08 |
| 05160 | Motor Equipment Metal Worker | $ 16.27 |
| 05190 | Motor Vehicle Mechanic | $ 18.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 13.53 |
| 05250 | Motor Vehicle Upholstery Worker | $ 15.34 |
| 05280 | Motor Vehicle Wrecker | $ 16.27 |
| 05310 | Painter, Automotive | $ 17.18 |
| 05340 | Radiator Repair Specialist | $ 16.27 |
| 05370 | Tire Repairer | $ 14.44 |
| 05400 | Transmission Repair Specialist | $ 18.08 |

FOOD PREPARATION AND SERVICE:

| | | |
|---|---|---|
| 07010 | Baker | $ 15.13 |
| 07041 | Cook I | $ 13.50 |
| 07042 | Cook II | $ 15.13 |
| 07070 | Dishwasher | $ 5.56 |
| 07100 | Food Service Worker (Cafeteria Worker) | $ 5.56 |
| 07130 | Meat Cutter | $ 15.13 |
| 07250 | Waiter/Waitress | $ 10.67 |

FURNITURE MAINTENANCE AND REPAIR:

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 17.18 |
| 09040 | Furniture Handler | $ 11.31 |
| 09070 | Furniture Refinisher | $ 17.18 |

| | |
|---|---|
| 09100 Furniture Refinisher Helper | $ 13.53 |
| 09110 Furniture Repairer, Minor | $ 15.34 |
| 09130 Upholsterer | $ 17.18 |

GENERAL SERVICES AND SUPPORT:

| | |
|---|---|
| 11030 Cleaner, Vehicles | $ 5.55 |
| 11060 Elevator Operator | $ 5.55 |
| 11090 Gardener | $ 13.50 |
| 11121 Housekeeping Aide I | $ 8.45 |
| 11122 Housekeeping Aide II | $ 9.56 |
| 11150 Janitor | $ 9.56 |
| 11210 Laborer, Grounds Maintenance | $ 10.67 |
| 11240 Maid or Houseman | $ 8.46 |
| 11270 Pest Controller | $ 14.27 |
| 11300 Refuse Collector | $ 9.56 |
| 11330 Tractor Operator | $ 12.76 |
| 11360 Window Cleaner | $ 10.67 |

HEALTH:

| | |
|---|---|
| 12020 Dental Assistant | $ 9.55 |
| 12040 Emergency Medical Technician/ Paramedic Ambulance Driver | $ 11.09 |
| 12071 Licensed Practical Nurse I | $ 7.61 |
| 12072 Licensed Practical Nurse II | $ 8.54 |
| 12073 Licensed Practical Nurse III | $ 9.55 |
| 12100 Medical Assistant | $ 8.54 |
| 12130 Medical Laboratory Technician | $ 8.54 |
| 12160 Medical Record Clerk | $ 8.54 |
| 12190 Medical Record Technician | $ 11.83 |
| 12221 Nursing Assistant I | $ 6.20 |
| 12222 Nursing Assistant II | $ 6.97 |
| 12223 Nursing Assistant III | $ 7.61 |
| 12224 Nursing Assistant IV | $ 8.54 |
| 12250 Pharmacy Technician | $ 10.65 |
| 12280 Phlebotomist | $ 8.54 |
| 12311 Registered Nurse I | $ 11.83 |
| 12312 Registered Nurse II | $ 14.47 |
| 12313 Registered Nurse II, Specialist | $ 14.47 |
| 12314 Registered Nurse III | $ 17.51 |
| 12315 Registered Nurse III, Anesthetist | $ 17.51 |
| 12316 Registered Nurse IV | $ 20.99 |

INFORMATION AND ARTS:

| | |
|---|---|
| 13002 Audiovisual Librarian | $ 14.31 |
| 13011 Exhibits Specialist I | $ 12.40 |
| 13012 Exhibits Specialist II | $ 14.79 |
| 13013 Exhibits Specialist III | $ 16.23 |
| 13041 Illustrator I | $ 12.40 |
| 13042 Illustrator II | $ 14.79 |
| 13043 Illustrator III | $ 16.23 |
| 13047 Librarian | $ 16.05 |
| 13050 Library Technician | $ 10.85 |
| 13071 Photographer I | $ 11.55 |
| 13072 Photographer II | $ 14.83 |
| 13073 Photographer III | $ 16.23 |
| 13074 Photographer IV | $ 18.01 |
| 13075 Photographer V | $ 19.59 |

LAUNDRY, DRY CLEANING, PRESSING:

| | | |
|---|---|---|
| 15010 | Assembler | $ 5.80 |
| 15030 | Counter Attendant | $ 5.80 |
| 15040 | Dry Cleaner | $ 7.62 |
| 15070 | Finisher, Flatwork, Machine | $ 5.80 |
| 15090 | Presser, Hand | $ 5.80 |
| 15100 | Presser, Machine, Dry Cleaning | $ 5.80 |
| 15130 | Presser, Machine, Shirts | $ 5.80 |
| 15160 | Presser, Machine, Wearing Apparel, Laundry | $ 5.80 |
| 15199 | Sewing Machine Operator | $ 8.22 |
| 15220 | Tailor | $ 8.84 |
| 15250 | Washer, Machine | $ 6.41 |

MACHINE TOOL OPERATION AND REPAIR:

| | | |
|---|---|---|
| 19010 | Machine-tool Operator (Toolroom) | $ 17.18 |
| 19040 | Tool and Die Maker | $ 20.82 |

MATERIALS HANDLING AND PACKING:

| | | |
|---|---|---|
| 21010 | Fuel Distribution System Operator | $ 14.44 |
| 21020 | Material Coordinator | $ 12.09 |
| 21030 | Material Expediter | $ 12.09 |
| 21040 | Material Handling Laborer | $ 8.92 |
| 21050 | Order Filler | $ 10.90 |
| 21071 | Forklift Operator | $ 9.83 |
| 21080 | Production Line Worker (Food Processing) | $ 11.32 |
| 21100 | Shipping/Receiving Clerk | $ 10.29 |
| 21130 | Shipping Packer | $ 9.95 |
| 21140 | Store Worker I | $ 8.86 |
| 21150 | Stock Clerk ( Shelf Stocker; Store Worker II ) | $ 9.95 |
| 21210 | Tools and Parts Attendant | $ 10.70 |
| 21401 | Warehouse Specialist | $ 11.92 |

MECHANICS AND MAINTENANCE AND REPAIR:

| | | |
|---|---|---|
| 23010 | Aircraft Mechanic | $ 18.06 |
| 23040 | Aircraft Mechanic Helper | $ 13.53 |
| 23050 | Aircraft Quality Control Inspector | $ 19.01 |
| 23060 | Aircraft Servicer | $ 15.34 |
| 23070 | Aircraft Worker | $ 16.27 |
| 23100 | Appliance Mechanic | $ 17.18 |
| 23120 | Bicycle Repairer | $ 14.44 |
| 23125 | Cable Splicer | $ 18.08 |
| 23130 | Carpenter, Maintenance | $ 17.18 |
| 23140 | Carpet Layer | $ 16.27 |
| 23160 | Electrician, Maintenance | $ 18.08 |
| 23181 | Electronics Technician, Maintenance I | $ 14.47 |
| 23182 | Electronics Technician, Maintenance II | $ 17.71 |
| 23183 | Electronics Technician, Maintenance III | $ 18.64 |
| 23250 | Fabric Worker | $ 15.34 |
| 23290 | Fire Alarm System Mechanic | $ 18.02 |
| 23310 | Fire Extinguisher Repairer | $ 14.44 |

| | |
|---|---|
| 23340 Fuel Distribution System Mechanic | $ 18.08 |
| 23370 General Maintenance Worker | $ 15.27 |
| 23400 Heating, Refrigeration and Air Conditioning Mechanic | $ 18.08 |
| 23430 Heavy Equipment Mechanic | $ 18.08 |
| 23440 Heavy Equipment Operator | $ 16.08 |
| 23460 Instrument Mechanic | $ 18.08 |
| 23470 Laborer | $ 9.55 |
| 23500 Locksmith | $ 17.18 |
| 23530 Machinery Maintenance Mechanic | $ 18.08 |
| 23550 Machinist, Maintenance | $ 18.08 |
| 23580 Maintenance Trades Helper | $ 13.53 |
| 23640 Millwright | $ 18.08 |
| 23700 Office Appliance Repairer | $ 17.18 |
| 23740 Painter, Aircraft | $ 17.18 |
| 23760 Painter, Maintenance | $ 17.18 |
| 23790 Pipefitter, Maintenance | $ 18.08 |
| 23800 Plumber, Maintenance | $ 17.18 |
| 23820 Pneudraulic Systems Mechanic | $ 18.08 |
| 23850 Rigger | $ 18.08 |
| 23870 Scale Mechanic | $ 16.27 |
| 23890 Sheet-metal Worker, Maintenance | $ 18.08 |
| 23910 Small Engine Mechanic | $ 16.27 |
| 23930 Telecommunications Mechanic I | $ 18.08 |
| 23931 Telecomunications Mechanic II | $ 19.01 |
| 23950 Telephone Lineman | $ 18.08 |
| 23960 Welder, Combination, Maintenance | $ 18.08 |
| 23965 Well Driller | $ 18.08 |
| 23970 Woodcraft Worker | $ 18.08 |
| 23980 Woodworker | $ 14.44 |

PERSONAL NEEDS:

| | |
|---|---|
| 24570 Child Care Attendant | $ 8.82 |
| 24580 Child Care Center Clerk | $ 10.52 |
| 24600 Chore Aide | $ 8.46 |
| 24630 Homemaker | $ 12.21 |

PLANT AND SYSTEM OPERATION:

| | |
|---|---|
| 25010 Boiler Tender | $ 18.08 |
| 25040 Sewage Plant Operator | $ 17.18 |
| 25070 Stationary Engineer | $ 18.08 |
| 25190 Ventilation Equipment Tender | $ 13.53 |
| 25210 Water Treatment Plant Operator | $ 17.18 |

PROTECTIVE SERVICE:

| | |
|---|---|
| 27004 Alarm Monitor | $ 9.60 |
| 27010 Court Security Officer | $ 16.91 |
| 27040 Detention Officer | $ 16.91 |
| 27070 Firefighter | $ 14.87 |
| 27101 Guard I | $ 7.65 |
| 27102 Guard II | $ 9.60 |
| 27130 Police Officer | $ 18.55 |

STEVEDORING/LONGSHOREMEN SERVICE OCCUPATIONS:

| | |
|---|---|
| 28010 Blocker and Bracer | $ 14.34 |
| 28020 Hatch Tender | $ 14.34 |
| 28030 Line Handler | $ 14.34 |

| | | |
|---|---|---|
| 28040 | Stevedore I | $ 13.51 |
| 28050 | Stevedore II | $ 15.13 |

TECHNICAL:

| | | |
|---|---|---|
| 29010 | Air Traffic Control 2/ Specialist, Center | $ 22.77 |
| 29011 | Air Traffic Control 2/ Specialist, Station | $ 15.71 |
| 29012 | Air Traffic Control 2/ Specialist, Terminal | $ 17.23 |
| 29023 | Archeological Technician I | $ 12.76 |
| 29024 | Archeological Technician II | $ 14.27 |
| 29025 | Archeological Technician III | $ 17.69 |
| 29030 | Cartographic Technician | $ 17.69 |
| 29035 | Computer Based Training Specialist/Instructor | $ 18.83 |
| 29040 | Civil Engineering Technician | $ 17.68 |
| 29061 | Drafter I | $ 10.27 |
| 29062 | Drafter II | $ 11.55 |
| 29063 | Drafter III | $ 14.83 |
| 29064 | Drafter IV | $ 17.68 |
| 29081 | Engineering Technician I | $ 11.14 |
| 29082 | Engineering Technician II | $ 12.50 |
| 29083 | Engineering Technician III | $ 15.10 |
| 29084 | Engineering Technician IV | $ 18.28 |
| 29085 | Engineering Technician V | $ 22.28 |
| 29086 | Engineering Technician VI | $ 26.96 |
| 29090 | Environmental Technician | $ 15.93 |
| 29100 | Flight Simulator/Instructor (Pilot) | $ 22.15 |
| 29150 | Graphic Artist | $ 16.88 |
| 29160 | Instructor | $ 18.26 |
| 29210 | Laboratory Technician | $ 13.78 |
| 29240 | Mathematical Technician | $ 17.69 |
| 29361 | Paralegal/Legal Assistant I | $ 11.74 |
| 29362 | Paralegal/Legal Assistant II | $ 14.50 |
| 29363 | Paralegal/Legal Assistant III | $ 16.15 |
| 29364 | Paralegal/Legal Assistant IV | $ 21.46 |
| 29390 | Photooptics Technician | $ 17.65 |
| 29480 | Technical Writer | $ 16.47 |
| 29491 | Unexploded Ordnance Technician I | $ 14.47 |
| 29492 | Unexploded Ordnance Technician II | $ 17.51 |
| 29493 | Unexploded Ordnance Technician III | $ 20.99 |
| 29494 | Unexploded Safety Escort | $ 14.47 |
| 29495 | Unexploded Sweep Personnel | $ 14.47 |
| 29620 | Weather Observer, Senior 3/ | $ 15.31 |
| 29621 | Weather Observer, Combined 3/ Upper Air and Surface Programs | $ 13.78 |
| 29622 | Weather Observer, Upper Air 3/ | $ 13.78 |

TRANSPORTATION/MOBILE EQUIPMENT OPERATION:

| | | |
|---|---|---|
| 31030 | Bus Driver | $ 11.77 |
| 31260 | Parking and Lot Attendant | $ 7.78 |
| 31290 | Shuttle Bus Driver | $ 11.09 |
| 31300 | Taxi Driver | $ 10.43 |
| 31361 | Truckdriver, Light Truck | $ 11.09 |
| 31362 | Truckdriver, Medium Truck | $ 11.77 |
| 31363 | Truckdriver, Heavy Truck | $ 13.86 |

| | |
|---|---|
| 36364 Truckdriver, Tractor-Trailer | $ 13.86 |

MISCELLANEOUS:

| | |
|---|---|
| 99020 Animal Caretaker | $ 11.78 |
| 99030 Cashier | $ 7.19 |
| 99041 Carnival Equipment Operator | $ 12.76 |
| 99042 Carnival Equipment Repairer | $ 13.63 |
| 99043 Carnival Worker | $ 9.56 |
| 99050 Desk Clerk | $ 8.82 |
| 99055 Embalmer | $ 14.47 |
| 99300 Lifeguard | $ 7.86 |
| 99310 Mortician | $ 14.47 |
| 99350 Park Attendant (Aide) | $ 9.86 |
| 99400 Photofinishing Worker ( Photo Lab / Dark Room Technician ) | $ 7.86 |
| 99500 Recreation Specialist | $ 12.21 |
| 99510 Recycling Worker | $ 12.64 |
| 99610 Sales Clerk | $ 7.85 |
| 99620 School Crossing Guard (Cross-walk Attendant) | $ 9.55 |
| 99630 Sports Official | $ 7.85 |
| 99658 Survey Party Chief | $ 14.97 |
| 99659 Surveying Technician | $ 12.87 |
| 99660 Surveying Aide | $ 9.40 |
| 99690 Swimming Pool Operator | $ 15.13 |
| 99720 Vending Machine Attendant | $ 12.63 |
| 99730 Vending Machine Repairer | $ 15.13 |
| 99740 Vending Machine Repairer Helper | $ 12.63 |

** Fringe Benefits Required For All Occupations Included In This Wage Determination **

HEALTH & WELFARE: ~~$4.36~~ $1.39 per hour or ~~$174.40~~ $55.60 per week or ~~$201.07~~ $240.93 per 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; 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. 4.173)

HOLIDAYS: 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)

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 29 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/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

** 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 $4.25 per week (or $.85 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 Titles 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 Second Supplement, dated August 1995, 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, Division of
Director Wage Determinations

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

Wage Determination No.: 94-2570
Revision No.: 6
Date of Last Revision: 07/01/1997

State(s): 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 For All Occupations Included In This Wage Determination Follow The Occupational Listing **

| OCCUPATION CODE AND TITLE | MINIMUM HOURLY WAGE |
|---|---|
| **ADMINISTRATIVE SUPPORT AND CLERICAL:** | |
| 01011 Accounting Clerk I | $ 7.99 |
| 01012 Accounting Clerk II | $ 8.73 |
| 01013 Accounting Clerk III | $ 10.13 |
| 01014 Accounting Clerk IV | $ 13.23 |
| 01030 Court Reporter | $ 10.85 |
| 01050 Dispatcher, Motor Vehicle | $ 9.55 |
| 01060 Document Preparation Clerk | $ 9.08 |
| 01070 Messenger (Courier) | $ 10.39 |
| 01090 Duplicating Machine Operator | $ 9.08 |
| 01110 Film/Tape Librarian | $ 9.70 |
| 01115 General Clerk I | $ 6.97 |
| 01116 General Clerk II | $ 7.75 |
| 01117 General Clerk III | $ 9.08 |
| 01118 General Clerk IV | $ 10.18 |
| 01120 Housing Referral Assistant | $ 12.95 |
| 01131 Key Entry Operator I | $ 8.78 |
| 01132 Key Entry Operator II | $ 9.58 |
| 01191 Order Clerk I | $ 7.99 |
| 01192 Order Clerk II | $ 9.56 |
| 01261 Personnel Assistant (Employment) I | $ 8.64 |
| 01262 Personnel Assistant (Employment) II | $ 9.70 |
| 01263 Personnel Assistant (Employment) III | $ 10.85 |
| 01264 Personnel Assistant (Employment) IV | $ 12.95 |
| 01270 Production Control Clerk | $ 12.95 |
| 01290 Rental Clerk | $ 9.70 |
| 01300 Scheduler, Maintenance | $ 9.70 |
| 01311 Secretary I | $ 9.70 |
| 01312 Secretary II | $ 10.85 |
| 01313 Secretary III | $ 12.95 |
| 01314 Secretary IV | $ 14.50 |
| 01315 Secretary V | $ 16.05 |
| 01320 Service Order Dispatcher | $ 9.70 |
| 01341 Stenographer I | $ 9.02 |
| 01342 Stenographer II | $ 10.87 |
| 01400 Supply Technician | $ 14.50 |
| 01420 Survey Worker(Interviewer) | $ 10.85 |

| | | |
|---|---|---|
| 01460 | Switchboard Operator-Receptionist | $ 7.86 |
| 01510 | Test Examiner | $ 10.85 |
| 01520 | Test Proctor | $ 10.85 |
| 01531 | Travel Clerk I | $ 7.80 |
| 01532 | Travel Clerk II | $ 8.20 |
| 01533 | Travel Clerk III | $ 8.77 |
| 01611 | Word Processor I | $ 8.64 |
| 01612 | Word Processor II | $ 9.70 |
| 01613 | Word Processor III | $ 10.85 |

**AUTOMATIC DATA PROCESSING:**

| | | |
|---|---|---|
| 03010 | Computer Data Librarian | $ 8.63 |
| 03041 | Computer Operator I | $ 8.83 |
| 03042 | Computer Operator II | $ 10.90 |
| 03043 | Computer Operator III | $ 13.78 |
| 03044 | Computer Operator IV | $ 15.93 |
| 03045 | Computer Operator V | $ 17.09 |
| 03071 | Computer Programmer I 1/ | $ 13.20 |
| 03072 | Computer Programmer II 1/ | $ 15.58 |
| 03073 | Computer Programmer III 1/ | $ 18.48 |
| 03074 | Computer Programmer IV 1/ | $ 22.78 |
| 03101 | Computer Systems Analyst I 1/ | $ 18.88 |
| 03102 | Computer Systems Analyst II 1/ | $ 22.15 |
| 03103 | Computer Systems Analyst III 1/ | $ 23.79 |
| 03160 | Peripheral Equipment Operator | $ 9.38 |

**AUTOMOTIVE SERVICE:**

| | | |
|---|---|---|
| 05005 | Automobile Body Repairer, Fiberglass | $ 18.08 |
| 05010 | Automotive Glass Installer | $ 16.27 |
| 05040 | Automotive Worker | $ 16.27 |
| 05070 | Electrician, Automotive | $ 17.18 |
| 05100 | Mobile Equipment Servicer | $ 14.44 |
| 05130 | Motor Equipment Metal Mechanic | $ 18.08 |
| 05160 | Motor Equipment Metal Worker | $ 16.27 |
| 05190 | Motor Vehicle Mechanic | $ 18.08 |
| 05220 | Motor Vehicle Mechanic Helper | $ 13.53 |
| 05250 | Motor Vehicle Upholstery Worker | $ 15.34 |
| 05280 | Motor Vehicle Wrecker | $ 16.27 |
| 05310 | Painter, Automotive | $ 17.18 |
| 05340 | Radiator Repair Specialist | $ 16.27 |
| 05370 | Tire Repairer | $ 14.44 |
| 05400 | Transmission Repair Specialist | $ 18.08 |

**FOOD PREPARATION AND SERVICE:**

| | | |
|---|---|---|
| 07010 | Baker | $ 15.13 |
| 07041 | Cook I | $ 13.50 |
| 07042 | Cook II | $ 15.13 |
| 07070 | Dishwasher | $ 9.56 |
| 07100 | Food Service Worker (Cafeteria Worker) | $ 9.56 |
| 07130 | Meat Cutter | $ 15.13 |
| 07250 | Waiter/Waitress | $ 10.67 |

**FURNITURE MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 09010 | Electrostatic Spray Painter | $ 17.18 |
| 09040 | Furniture Handler | $ 11.31 |
| 09070 | Furniture Refinisher | $ 17.18 |

| | | |
|---|---|---|
| 09100 | Furniture Refinisher Helper | $ 13.53 |
| 09110 | Furniture Repairer, Minor | $ 15.34 |
| 09130 | Upholsterer | $ 17.18 |

**GENERAL SERVICES AND SUPPORT:**

| | | |
|---|---|---|
| 11030 | Cleaner, Vehicles | $ 9.56 |
| 11060 | Elevator Operator | $ 9.56 |
| 11090 | Gardener | $ 13.50 |
| 11121 | Housekeeping Aide I | $ 8.46 |
| 11122 | Housekeeping Aide II | $ 9.56 |
| 11150 | Janitor | $ 9.56 |
| 11210 | Laborer, Grounds Maintenance | $ 10.67 |
| 11240 | Maid or Houseman | $ 8.46 |
| 11270 | Pest Controller | $ 14.27 |
| 11300 | Refuse Collector | $ 9.56 |
| 11330 | Tractor Operator | $ 12.76 |
| 11360 | Window Cleaner | $ 10.67 |

**HEALTH:**

| | | |
|---|---|---|
| 12020 | Dental Assistant | $ 9.55 |
| 12040 | Emergency Medical Technician/ Paramedic Ambulance Driver | $ 11.09 |
| 12071 | Licensed Practical Nurse I | $ 7.61 |
| 12072 | Licensed Practical Nurse II | $ 8.54 |
| 12073 | Licensed Practical Nurse III | $ 9.55 |
| 12100 | Medical Assistant | $ 8.54 |
| 12130 | Medical Laboratory Technician | $ 8.54 |
| 12160 | Medical Record Clerk | $ 8.54 |
| 12190 | Medical Record Technician | $ 11.83 |
| 12221 | Nursing Assistant I | $ 6.20 |
| 12222 | Nursing Assistant II | $ 6.97 |
| 12223 | Nursing Assistant III | $ 7.61 |
| 12224 | Nursing Assistant IV | $ 8.54 |
| 12250 | Pharmacy Technician | $ 10.65 |
| 12280 | Phlebotomist | $ 8.54 |
| 12311 | Registered Nurse I | $ 11.83 |
| 12312 | Registered Nurse II | $ 14.47 |
| 12313 | Registered Nurse II, Specialist | $ 14.47 |
| 12314 | Registered Nurse III | $ 17.51 |
| 12315 | Registered Nurse III, Anesthetist | $ 17.51 |
| 12316 | Registered Nurse IV | $ 20.99 |

**INFORMATION AND ARTS:**

| | | |
|---|---|---|
| 13002 | Audiovisual Librarian | $ 14.31 |
| 13011 | Exhibits Specialist I | $ 12.40 |
| 13012 | Exhibits Specialist II | $ 14.79 |
| 13013 | Exhibits Specialist III | $ 16.23 |
| 13041 | Illustrator I | $ 12.40 |
| 13042 | Illustrator II | $ 14.79 |
| 13043 | Illustrator III | $ 16.23 |
| 13047 | Librarian | $ 16.05 |
| 13050 | Library Technician | $ 10.85 |
| 13071 | Photographer I | $ 11.55 |
| 13072 | Photographer II | $ 14.83 |
| 13073 | Photographer III | $ 16.23 |
| 13074 | Photographer IV | $ 18.01 |
| 13075 | Photographer V | $ 19.99 |

**LAUNDRY, DRY CLEANING, PRESSING:**

| | | |
|---|---|---|
| 15010 | Assembler | $ 5.80 |
| 15030 | Counter Attendant | $ 5.80 |
| 15040 | Dry Cleaner | $ 7.62 |
| 15070 | Finisher, Flatwork, Machine | $ 5.80 |
| 15090 | Presser, Hand | $ 5.80 |
| 15100 | Presser, Machine, Dry Cleaning | $ 5.80 |
| 15130 | Presser, Machine, Shirts | $ 5.80 |
| 15160 | Presser, Machine, Wearing Apparel, Laundry | $ 5.80 |
| 15190 | Sewing Machine Operator | $ 8.22 |
| 15220 | Tailor | $ 8.84 |
| 15250 | Washer, Machine | $ 6.41 |

**MACHINE TOOL OPERATION AND REPAIR:**

| | | |
|---|---|---|
| 19010 | Machine-tool Operator (Toolroom) | $ 17.18 |
| 19040 | Tool and Die Maker | $ 20.82 |

**MATERIALS HANDLING AND PACKING:**

| | | |
|---|---|---|
| 21010 | Fuel Distribution System Operator | $ 14.44 |
| 21020 | Material Coordinator | $ 12.09 |
| 21030 | Material Expediter | $ 12.09 |
| 21040 | Material Handling Laborer | $ 8.32 |
| 21050 | Order Filler | $ 10.90 |
| 21071 | Forklift Operator | $ 9.83 |
| 21080 | Production Line Worker (Food Processing) | $ 11.92 |
| 21100 | Shipping/Receiving Clerk | $ 10.29 |
| 21130 | Shipping Packer | $ 9.95 |
| 21140 | Store Worker I | $ 8.86 |
| 21150 | Stock Clerk ( Shelf Stocker; Store Worker II ) | $ 9.95 |
| 21210 | Tools and Parts Attendant | $ 10.70 |
| 21400 | Warehouse Specialist | $ 11.92 |

**MECHANICS AND MAINTENANCE AND REPAIR:**

| | | |
|---|---|---|
| 23010 | Aircraft Mechanic | $ 18.08 |
| 23040 | Aircraft Mechanic Helper | $ 13.53 |
| 23050 | Aircraft Quality Control Inspector | $ 19.01 |
| 23060 | Aircraft Servicer | $ 15.34 |
| 23070 | Aircraft Worker | $ 16.27 |
| 23100 | Appliance Mechanic | $ 17.18 |
| 23120 | Bicycle Repairer | $ 14.40 |
| 23125 | Cable Splicer | $ 18.08 |
| 23130 | Carpenter, Maintenance | $ 17.18 |
| 23140 | Carpet Layer | $ 16.27 |
| 23160 | Electrician, Maintenance | $ 18.08 |
| 23181 | Electronics Technician, Maintenance I | $ 14.47 |
| 23182 | Electronics Technician, Maintenance II | $ 17.71 |
| 23183 | Electronics Technician, Maintenance III | $ 18.64 |
| 23260 | Fabric Worker | $ 15.34 |
| 23290 | Fire Alarm System Mechanic | $ 18.08 |
| 23310 | Fire Extinguisher Repairer | $ 14.44 |

| | | |
|---|---|---|
| 23340 | Fuel Distribution System Mechanic | $ 18.08 |
| 23370 | General Maintenance Worker | $ 16.27 |
| 23400 | Heating, Refrigeration and Air Conditioning Mechanic | $ 18.06 |
| 23430 | Heavy Equipment Mechanic | $ 18.08 |
| 23440 | Heavy Equipment Operator | $ 16.08 |
| 23460 | Instrument Mechanic | $ 18.08 |
| 23470 | Laborer | $ 9.56 |
| 23500 | Locksmith | $ 17.18 |
| 23530 | Machinery Maintenance Mechanic | $ 18.08 |
| 23550 | Machinist, Maintenance | $ 18.08 |
| 23580 | Maintenance Trades Helper | $ 13.53 |
| 23640 | Millwright | $ 18.08 |
| 23700 | Office Appliance Repairer | $ 17.18 |
| 23740 | Painter, Aircraft | $ 17.18 |
| 23760 | Painter, Maintenance | $ 17.18 |
| 23790 | Pipefitter, Maintenance | $ 18.08 |
| 23800 | Plumber, Maintenance | $ 17.18 |
| 23820 | Pneudraulic Systems Mechanic | $ 18.08 |
| 23850 | Rigger | $ 18.08 |
| 23870 | Scale Mechanic | $ 16.27 |
| 23890 | Sheet-metal Worker, Maintenance | $ 18.08 |
| 23910 | Small Engine Mechanic | $ 16.27 |
| 23930 | Telecommunications Mechanic I | $ 18.08 |
| 23931 | Telecomunications Mechanic II | $ 19.01 |
| 23950 | Telephone Lineman | $ 18.08 |
| 23960 | Welder, Combination, Maintenance | $ 18.08 |
| 23965 | Well Driller | $ 18.08 |
| 23970 | Woodcraft Worker | $ 18.08 |
| 23980 | Woodworker | $ 14.44 |

PERSONAL NEEDS:

| | | |
|---|---|---|
| 24570 | Child Care Attendant | $ 8.82 |
| 24580 | Child Care Center Clerk | $ 10.52 |
| 24600 | Chore Aide | $ 8.46 |
| 24630 | Homemaker | $ 12.21 |

PLANT AND SYSTEM OPERATION:

| | | |
|---|---|---|
| 25010 | Boiler Tender | $ 18.08 |
| 25040 | Sewage Plant Operator | $ 17.18 |
| 25070 | Stationary Engineer | $ 18.08 |
| 25190 | Ventilation Equipment Tender | $ 13.53 |
| 25210 | Water Treatment Plant Operator | $ 17.18 |

PROTECTIVE SERVICE:

| | | |
|---|---|---|
| 27004 | Alarm Monitor | $ 9.60 |
| 27010 | Court Security Officer | $ 16.91 |
| 27040 | Detention Officer | $ 16.91 |
| 27070 | Firefighter | $ 14.87 |
| 27101 | Guard I | $ 7.65 |
| 27102 | Guard II | $ 9.60 |
| 27130 | Police Officer | $ 18.95 |

STEVEDORING/LONGSHOREMEN SERVICE OCCUPATIONS:

| | | |
|---|---|---|
| 28010 | Blocker and Bracer | $ 14.34 |
| 28020 | Hatch Tender | $ 14.34 |
| 28030 | Line Handler | $ 14.34 |

| | | |
|---|---|---|
| 28040 | Stevedore I | $ 13.51 |
| 28050 | Stevedore II | $ 15.23 |

**TECHNICAL:**

| | | |
|---|---|---|
| 29010 | Air Traffic Control 2/ Specialist, Center | $ 22.77 |
| 29011 | Air Traffic Control 2/ Specialist, Station | $ 15.71 |
| 29012 | Air Traffic Control 2/ Specialist, Terminal | $ 17.29 |
| 29023 | Archeological Technician I | $ 12.76 |
| 29024 | Archeological Technician II | $ 14.27 |
| 29025 | Archeological Technician III | $ 17.68 |
| 29030 | Cartographic Technician | $ 17.68 |
| 29035 | Computer Based Training Specialist/Instructor | $ 18.88 |
| 29040 | Civil Engineering Technician | $ 17.58 |
| 29061 | Drafter I | $ 10.27 |
| 29062 | Drafter II | $ 12.55 |
| 29063 | Drafter III | $ 14.83 |
| 29064 | Drafter IV | $ 17.68 |
| 29081 | Engineering Technician I | $ 11.14 |
| 29082 | Engineering Technician II | $ 12.50 |
| 29083 | Engineering Technician III | $ 15.10 |
| 29084 | Engineering Technician IV | $ 18.20 |
| 29085 | Engineering Technician V | $ 22.29 |
| 29086 | Engineering Technician VI | $ 26.96 |
| 29090 | Environmental Technician | $ 15.93 |
| 29100 | Flight Simulator/Instructor (Pilot) | $ 22.15 |
| 29150 | Graphic Artist | $ 18.88 |
| 29160 | Instructor | $ 16.26 |
| 29210 | Laboratory Technician | $ 13.78 |
| 29240 | Mathematical Technician | $ 17.69 |
| 29361 | Paralegal/Legal Assistant I | $ 11.74 |
| 29362 | Paralegal/Legal Assistant II | $ 14.50 |
| 29363 | Paralegal/Legal Assistant III | $ 16.15 |
| 29364 | Paralegal/Legal Assistant IV | $ 21.46 |
| 29390 | Photooptics Technician | $ 17.69 |
| 29480 | Technical Writer | $ 16.47 |
| 29491 | Unexploded Ordnance Technician I | $ 14.47 |
| 29492 | Unexploded Ordnance Technician II | $ 17.51 |
| 29493 | Unexploded Ordnance Technician III | $ 20.39 |
| 29494 | Unexploded Safety Escort | $ 14.47 |
| 29495 | Unexploded Sweep Personnel | $ 14.47 |
| 29620 | Weather Observer, Senior 3/ | $ 15.31 |
| 29621 | Weather Observer, Combined 3/ Upper Air and Surface Programs | $ 13.78 |
| 29622 | Weather Observer, Upper Air 3/ | $ 13.78 |

**TRANSPORTATION/MOBILE EQUIPMENT OPERATION:**

| | | |
|---|---|---|
| 31030 | Bus Driver | $ 11.77 |
| 31260 | Parking and Lot Attendant | $ 7.78 |
| 31290 | Shuttle Bus Driver | $ 11.09 |
| 31330 | Taxi Driver | $ 10.43 |
| 31361 | Truckdriver, Light Truck | $ 11.09 |
| 31362 | Truckdriver, Medium Truck | $ 11.77 |
| 31363 | Truckdriver, Heavy Truck | $ 13.86 |

| | |
|---|---|
| 36364 Truckdriver, Tractor-Trailer | $ 13.86 |

**MISCELLANEOUS:**

| | |
|---|---|
| 99020 Animal Caretaker | $ 11.78 |
| 99030 Cashier | $ 7.19 |
| 99041 Carnival Equipment Operator | $ 12.75 |
| 99042 Carnival Equipment Repairer | $ 13.63 |
| 99043 Carnival Worker | $ 9.56 |
| 99050 Desk Clerk | $ 8.82 |
| 99095 Embalmer | $ 14.47 |
| 99300 Lifeguard | $ 7.86 |
| 99310 Mortician | $ 14.47 |
| 99350 Park Attendant (Aide) | $ 9.86 |
| 99400 Photofinishing Worker ( Photo Lab / Dark Room Technician ) | $ 7.86 |
| 99500 Recreation Specialist | $ 12.21 |
| 99510 Recycling Worker | $ 12.64 |
| 99610 Sales Clerk | $ 7.86 |
| 99620 School Crossing Guard (Cross-walk Attendant) | $ 9.56 |
| 99630 Sports Official | $ 7.86 |
| 99658 Survey Party Chief | $ 14.97 |
| 99659 Surveying Technician | $ 12.87 |
| 99660 Surveying Aide | $ 9.40 |
| 99590 Swimming Pool Operator | $ 15.13 |
| 99720 Vending Machine Attendant | $ 12.63 |
| 99730 Vending Machine Repairer | $ 15.13 |
| 99740 Vending Machine Repairer Helper | $ 12.63 |

**** Fringe Benefits Required For All Occupations Included In This Wage Determination ****

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; 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. 4.173]

HOLIDAYS: 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)

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 29 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/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a 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 employee (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).

## ** 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 $4.25 per week (or $.85 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 Titles 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 Second Supplement, dated August 1995, 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.

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

99-PRO-495

MAY 1 2 1999

Mr. R. D. Hanson, President
Fluor Daniel Hanford, Inc.
Richland, Washington 99352

Dear Mr. Hanson:

CONTRACT NO. DE-AC06-96RL13200 -- CONTRACT MODIFICATION M074, SERVICE CONTRACT ACT WAGE DETERMINATIONS

Enclosed for your files is a fully executed original Contract Modification Number M074.

Should you have any questions, please contact me at (509) 376-7265, or Alan Hopko at (509) 376-2031.

Sincerely,

**ORIGINAL SIGNED BY:**

Marcia N. Roske
Contracting Officer

PRO:AEH

Enclosure

bcc: w/e PRO Off File
PRO Rdg File
CCC Rdg File
Record Note: None
E:\Alan\Mods\Executed MOD M074 #495.11691

**RECEIVED**
MAY 1 2 1999
**DOE RL/CCC**

| Office > | PRO | PRO | | | | |
|---|---|---|---|---|---|---|
| Surname > | HOPKO | ROSKE | | | | |
| Date > | 5/12/99 | 5/12/99 | | | | |

(Please return to Rosie Garza 6-7738 A7-80/FED FAX 6-5378)

Document No. 11091