

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1   25
2. AMENDMENT/MODIFICATION NO. 0369	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. Not Applicable	5. PROJECT NO. (If applicable)
6. ISSUED BY Richland Operations Office U.S. Department of Energy Richland Operations Office P.O. Box 550, MSIN A7-80 Richland WA 99352	CODE 00601	7. ADMINISTERED BY (If other than Item 6) Richland Operations Office U.S. Department of Energy Richland Operations Office P.O. Box 550, MSIN A7-80 Richland WA 99352	CODE 00601
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) MISSION SUPPORT ALLIANCE, LLC Attn: JENNIFER JAHNER POST OFFICE BOX 650 RICHLAND WA 993523562		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE 010605464	FACILITY CODE	x 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC06-09RL14728	10B. DATED (SEE ITEM 13) 04/28/2009

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.  
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT 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)**

Not Applicable

**13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) I.29 FAR 52.219-9 (Alt 2), I.139 DEAR 970.5204-2, Section C.2.3.1.2, and mutual agreement

**E. IMPORTANT:** Contractor  is not,  is required to sign this document and return 1 copies to the issuing office.

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

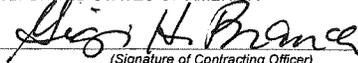
This modification modifies Section J.2 Directives, Regulations, Policies, and Standards as identified in Attachment 1, Changes. CRD O 473.3 (Supplemented Rev 0), Protection Program Operation, should be implemented within 90 days of this modification.

This modification updates Section J.6 Small Business Subcontracting Plan to include the FY 2013 annual update. This modification also updates table J.10-1 to include Wage Determination 04-0047 (Rev 11).

This modification includes an update to Section J Table of Contents to reflect the above referenced modifications. Conformed copies of Section J Table of Contents, Section J.2, Section J.6 and Section J.10 are included as attachments 2 through 5.

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) Jennifer Ogren, Contract Administrator		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Gigi H. Brance	
15B. CONTRACTOR/OFFEROR  Digitally signed by Jennifer Ogren DN: cn=Jennifer Ogren, o=US Specialist, email=jennifer.j.ogren@rl.gov, c=US 2013.05.06 10:33:58 -0700	15C. DATE SIGNED 1. May. 2014	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 5/6/14

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DE-AC06-09RL14728/0369

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2 25

NAME OF OFFEROR OR CONTRACTOR  
MISSION SUPPORT ALLIANCE, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>This modification does not add additional obligated funds to the contract as the work is incrementally funded. Accordingly, work under the Contract, such as described herein, must be performed within the amount of funds which have been allotted to the contract in accordance with Clause I.82 FAR 52.232.22 - Limitation of Funds (Apr 1984).</p> <p>By signature on this modification, the Contractor agrees to the following Contractor's Statement of Release:</p> <p>In consideration of this Modification 369 agreed to herein as complete equitable adjustment, the Contractor hereby releases the Government from any and all liability under this contract for further equitable adjustments attributable to such facts or circumstances giving rise to this modification.</p> <p>There are no other changes to the terms and conditions of the contract.</p> <p>Period of Performance: 05/26/2009 to 05/25/2017</p>				

The following revisions are included in this modification:

**Table J-2.8 Directives, Regulations, Policies, and Standards**

**From:**

CRD O 472.2	Personnel Security
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**To:**

CRD O 472.2, Chg 1	Personnel Security
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**Add:**

CRD O 473.3 (Supp Rev 0)	Protection Program Operations
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**Delete:**

CRD M 470.4-2A (Supp Rev 0)	Physical Protection
CRD M 470.4-3A	Contractor Protective Force

**Table J-2.10 Long Term Stewardship Transfers**

**Changes From:**

HNF-49462, Rev 0	Long-Term Stewardship Transition and Turnover package for 100-F/IU-2/IU-6 Area – Segment 1
HNF-51197, Rev 0	Long-Term Stewardship Transition and Turnover Package for the 100-F/IU-2/IU-6 Area – Segment 2

**To:**

HNF-49462, Rev 1	Long-Term Stewardship Transition and Turnover package for 100-F/IU-2/IU-6 Area – Segment 1
HNF-51197, Rev 1	Long-Term Stewardship Transition and Turnover Package for the 100-F/IU-2/IU-6 Area – Segment 2

**Section J-6**

Updated to FY 2013 Small Business Subcontracting Plan

**Section J-10**

Add Wage Determination 04-0047 (Rev 11)

**PART III – LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS  
 SECTION J -- LIST OF ATTACHMENTS  
 TABLE OF CONTENTS**

<b>Attachment Number</b>	<b>Title of Attachment</b>	<b>Revision Number</b>	<b>Pages</b>
J-1.	ABBREVIATIONS AND ACRONYM LIST	000	4
J-2.	REQUIREMENT SOURCES AND IMPLEMENTING DOCUMENTS	369	10
J-3.	HANFORD SITE SERVICES AND INTERFACE REQUIREMENTS MATRIX	240	108
J-4.	PERFORMANCE EVALUATION AND MEASUREMENT PLAN		
a	FY 2010 PERFORMANCE EVALUATION & MEASUREMENT PLAN	052	19
b	FY 2011 PERFORMANCE EVALUATION & MEASUREMENT PLAN	145	10
c	FY 2012 PERFORMANCE EVALUATION & MEASUREMENT PLAN	215	13
d	FY 2013 PERFORMANCE EVALUATION & MEASUREMENT PLAN	298	10
e	FY 2014 PERFORMANCE EVALUATION & MEASUREMENT PLAN	336	20
J-5.	PERFORMANCE GUARANTEE AGREEMENT	000	7
J-6.	SMALL BUSINESS SUBCONTRACTING PLAN	369	11
J-7.	SMALL DISADVANTAGED BUSINESS PARTICIPATION PROGRAM TARGETS	000	2
J-8.	ADVANCE UNDERSTANDING OF COSTS	336	8
J-9.	SPECIAL FINANCIAL INSTITUTION ACCOUNT AGREEMENT	108	8
J-10.	WAGE DETERMINATIONS – SERVICE CONTRACT ACT, DAVIS-BACON ACT, AND COLLECTIVE BARGAINING AGREEMENTS	369	35
J-11.	CONTRACT DELIVERABLES	335	19
J-12.	GOVERNMENT FURNISHED SERVICES AND INFORMATION	134	4
J-13.	HANFORD SITE STRUCTURES LIST	344	25
J-14.	HANFORD WASTE SITE ASSIGNMENT LIST	344	72
J-15.	Be SAMPLING PROTOCOL FOR BUILDINGS	059	5
J-16.	PORTFOLIO MANAGEMENT TASK ORDERS		
	Task 09-001 Hammer Budget Analysis	006	1

	Task 11-001 200W Pump & Treat Independent Review	077	1
	Task 11-002 Assessment of the 618-10 Burial Ground Characterization	080	2
	Task 11-003 Consulting Support to HQ EM-2.1	148	5
	Task 11-004 PIC Support for Project Controls System Description	144	3
	Task 12-001 Project Management and Project Controls Support for the River Corridor Closure Project	157 220	2
	Task 12-002 PMB review support to the Plutonium Finishing Plant Project	159	1
	Task 13-001 Project Management and Project Controls Support for the River Corridor Closure Project	223	2
	Task 13-002 DOE-HQ Security Systems Review and Assessment	280	2
	Task 13-003_R1 DOE-RL AMB HGET Training Approval Process SIA	310 347	2
	Task 13-004 DOE-RL Groundwater Sampling Structured Improvement Activity	306	2
	Task 14-001 - Project Management / Project Controls Support	323	2
	Task 14-002 – Cultural Resources Support	353	2
	Task 14-003 – AMSE Business Rhythms & Reporting Workshop	358	2

**ATTACHMENT J-2**

**REQUIREMENT SOURCES AND IMPLEMENTING DOCUMENTS**

The following lists are provided in accordance with the Section I Clause entitled, *DEAR 970.5204-2, Laws, Regulations, and DOE Directives*.

*LIST A: APPLICABLE FEDERAL, STATE, AND LOCAL REGULATIONS*

The Federal, state, and local regulations found in the following list constitute the *List A – Applicable Federal, State, and Local Regulations*, referenced in the Section I Clause entitled, *DEAR 970.5204-2, Laws, Regulations, and DOE Directives*. The list of laws and regulations is not comprehensive. Omission of any applicable law or regulation from this list does not affect the obligation of the Contractor to comply with such law or regulation.

Table J-2.1 Code of Federal Regulations (CFR)

<b>Document Number</b>	<b>Title</b>
10 CFR 71	Packaging And Transportation Of Radioactive Material
10 CFR 73	Physical Protection Of Plants And Materials
10 CFR 436	Federal Energy Management And Planning Programs
10 CFR 707	Workplace Substance Abuse Programs At DOE Sites
10 CFR 708	DOE Contractor Employee Protection Program
10 CFR 710	Criteria And Procedures For Determining Eligibility For Access To Classified Matter Or Special Nuclear Material
10 CFR 712	Human Reliability Program
10 CFR 719	Contractor Legal Management Requirements
10 CFR 820	Procedural Rules For DOE Nuclear Activities
10 CFR 830	Nuclear Safety Management (Subpart A Only)
10 CFR 824	Procedural Rules for the Assessment of Civil Penalties for Classified Information Security Violations
10 CFR 835	Occupational Radiation Protection
10 CFR 850	Chronic Beryllium Disease Prevention Program
10 CFR 851	Worker Safety and Health Program
10 CFR 1021	National Environmental Policy Act Implementing Procedures
10 CFR 1022	Compliance with Floodplain and Wetland Environmental Review Requirements
29 CFR 1904	Recording And Reporting Occupational Injuries And Illnesses
29 CFR 1910	Occupational Safety And Health Standards
29 CFR 1926	Safety And Health Regulations For Construction
36 CFR 60	National Register of Historic Places
36 CFR 79	Curation of Federally Owned and Administered Archeological Collections
36 CFR 1220	Federal Records, General

Document Number	Title
36 CFR 1222	Creation And Maintenance Of Federal Records
36 CFR 1228	Disposition Of Federal Records
36 CFR 1232	Audiovisual Records Management
36 CFR 1234	Electronic Records Management
36 CFR 1236	Management of Vital Records
40 CFR 60.150	Standards Of Performance For New Stationary Sources
40 CFR 61	National Emission Standards for Hazardous Air Pollutants
40 CFR 82	Protection of Stratospheric Ozone
40 CFR 122	EPA Administered Permit Programs: The National Pollutant Discharge Elimination System
40 CFR 261	Identification and Listing of Hazardous Waste
40 CFR 262	Standards Applicable To Generators Of Hazardous Waste
40 CFR 264	Standards For Owners And Operators Of Hazardous Waste Treatment, Storage, And Disposal Facilities
40 CFR 265	Interim Status Standards For Owners And Operators Of Hazardous Waste Treatment, Storage, And Disposal Facilities
40 CFR 268	Land Disposal Restrictions
40 CFR 300-372	Comprehensive Environmental Response, Compensation, and Liability Act
40 CFR 302	Designation, Reportable Quantities, and Notification
40 CFR 355	Emergency Planning And Notification
40 CFR 370	Hazardous Chemical Reporting: Community Right-To-Know
40 CFR 372	Toxic Chemical Release Reporting: Community Right-To-Know
40 CFR 761	Polychlorinated Biphenyls (PCBs) Manufacturing, Processing, Distribution in Commerce, and use Prohibitions
40 CFR 763	Asbestos
41 CFR 101	Federal Property Management Regulations
41 CFR 102	Federal Management Regulations
49 CFR 40	Procedures For Transportation Workplace Drug Testing Programs
49 CFR 130	Oil Spill Prevention and Response Plans
49 CFR 107	Hazardous Materials Program Procedures
49 CFR 171	General Information, Regulations, and Definitions
49 CFR 172	Hazardous Materials Table, Special Provisions, Hazardous Materials Communications, Emergency Response Information and Training Requirements
49 CFR 173	Shippers -- General Requirements for Shipments and Packagings
49 CFR 174	Carriage By Rail
49 CFR 177	Carriage by Public Highway.
49 CFR 178	Specifications For Packagings
49 CFR 179	Specifications For Tank Cars
49 CFR 180	Continuing Qualification And Maintenance Of Packagings
49 CFR 383	Commercial Driver's License Standards, Requirements and Penalties

Document Number	Title
49 CFR 385	Safety Fitness Procedures
49 CFR 387	Minimum Levels Of Financial Responsibility For Motor Carriers
49 CFR 390	Federal Motor Carrier Safety Regulations: General
49 CFR 391	Qualifications of Drivers
49 CFR 392	Driving of Commercial Motor Vehicles
49 CFR 393	Parts and Accessories Necessary for Safe Operations
49 CFR 395	Hours Of Service Of Drivers
49 CFR 396	Inspection, Repair and Maintenance
49 CFR 397	Transportation of Hazardous Materials, Driving and Parking Rules

Table J-2.2 U.S. Code (USC)

Document Number	Title
5 USC Chapter 57	Travel, Transportation, and Subsistence
5 USC 552	Public Information; Agency Rules, Opinions, Orders, Records, and Proceedings
5 USC 552A	Records Maintained on Individuals
16 USC 470	Archeological Resources Protection Act
17 USC 506	Copyright Infringement and Remedies, Criminal Offences
18 USC 1913	Lobbying with Appropriated Moneys
18 USC 2319	Stolen Property, Criminal Infringement of a Copyright
25 USC 3001	Native American Grave Protection and Repatriation Act
33 USC 1251-1376	Clean Water Act
42 USC 7256(c)	Leasing of Excess Department of Energy Property / Hall Amendment to National Defense Authorization Act of 1994
42 USC 13101	Findings & Policy
42 USC 13106	Source Reduction & Recycling Data Collection
42 USC 15801	Energy Policy Act of 2005
42 USC 2011-2259	Atomic Energy Act of 1954, as amended
42 USC 6962	Resource Conservation And Recovery Act (RCRA) Of 1976
42 USC 7401	Clean Air Act
43 USC 1701	Federal Land Policy And Management Act Of 1976
44 USC 3101	Records Management by Agency Heads; General Duties
44 USC 3103	Transfer Of Records To Records Center
44 USC 3105	Safeguards
44 USC 3309	Preservations of Claims of Government Until Settled in General Accounting Office; Disposal Authorized Upon Written Approval of Comptroller General
44 USC 3312	Photographs or Microphotographs of Records Considered as Originals; Certified Reproductions Admissible in Evidence
44 USC 3506	Federal Agency Responsibilities

Table J-2.3 Executive Orders

Document Number	Title
Executive Order 11514	Protection and Enhancement of Environmental Quality
Executive Order 11988	Floodplain Management
Executive Order 11990	Protection of Wetlands
Executive Order 12088	Federal Compliance with Pollution Control Standards
Executive Order 12580	Superfund Implementation
Executive Order 12856	Federal Compliance with Right-to-Know Laws and Pollution Prevention Requirements
Executive Order 12898	Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations
Executive Order 13007	Indian Sacred Sites
Executive Order 13016	Amendment to Executive Order 12580
Executive Order 13045	Protection of Children from Environmental Health Risks and Safety Risks
Executive Order 13112	Invasive Species
Executive Order 13186	Responsibilities of Federal Agencies to Protection Migratory Birds
Executive Order 13212	Actions to Expedite Energy-Related Projects
Executive Order 13221	Energy Efficient Standby Power Devices
Executive Order 13327	Federal Real Property Asset Management
Executive Order 13423	Strengthening Federal Environmental, Energy, and Transportation Management
Executive Order 13514	Federal Leadership in Environmental, Energy and Economic Performance

Table J-2.4 Office of Management and Budget Circulars (OMB)

Document Number	Title
OMB Circular A-130	Management of Federal Information Resources

Table J-2.5 Washington Administrative Code (WAC)

Document Number	Title
WAC 46-48	Transportation Of Hazardous Materials
WAC 173-200	Water Quality Standards for Ground Waters of the State of Washington
WAC 173-216	State Waste Discharge Permit Program
WAC 173-218	Underground Injection Control Program
WAC 173-240	Submission of Plans and Reports for Construction of Wastewater Facilities
WAC 173-303	Dangerous Waste Regulations
WAC 173-304	Minimum Function Standards for Solid Waste Handling
WAC 173-340	Model Toxics Control Act -- Cleanup
WAC 173-360	Underground Storage Tank Regulations
WAC 173-400	General Regulations For Air Pollution Sources

Document Number	Title
WAC 173-401	Operating Permit Regulation
WAC 173-460	Controls for New Sources of Toxic Air Pollutants
WAC 173-480	Ambient Air Quality Standards and Emission Limits for Radionuclide
WAC 197-11	SEPA Rules
WAC 246-247	Radiation Protection -- Air Emissions
WAC 246-272	On-Site Sewage Systems
WAC 246-273	On-Site Sewage System Additives
WAC 246-290	Public Water Supplies
WAC 246-291	Group B Public Water Systems
WAC 246-292	Water Works Operator Certification Regulations
WAC 296-17	Washington Workers' Compensation Insurance
WAC 296- 65	Asbestos Removal and Encapsulation
WAC 446-65	WAC Commercial Motor Vehicle Regulations
WAC 470-12	Transporting Rules

Table J-2.6 Permits

Document Number	Title
AOP 00-05-006	Hanford Site Air Operating Permit
WAR05A57F	National Pollutant Discharge Elimination System Storm Water Multi-Sector Permit
WA-002591-7	National Pollutant Discharge Elimination System Permit for the 300 Area TEDF
WA780008967	Hanford Facility Resource Conservation and Recovery Act (RCRA) Permit

Table J-2.7 Local Laws and Regulations

Document Number	Title
BCAA Regulation	County Air Pollution Control Authority

**LIST B: APPLICABLE DOE DIRECTIVES**

Table J-2.8 Directives, Regulations, Policies, and Standards

Document Number	Title
CRD O 130.1	Budget Formulation
CRD M 140.1-1B	Interface with the Defense Nuclear Facilities Safety Board
DOE P 141.1	Department of Energy Management of Cultural Resources
CRD O 142.2A	Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency
CRD M 142.2-1 (Supp Rev 0)	Manual for Implementation of the Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency
CRD O 142.3A	Unclassified Foreign Visits and Assignments
CRD O 144.1	Department of Energy American Indian Tribal Government Interactions and Policy
CRD O 150.1	Continuity Programs (as defined in HNF-MP-53188, Revision 0 )
CRD O 151.1C	Comprehensive Emergency Management System
CRD O 153.1	Departmental Radiological Emergency Response Assets
CRD O 200.1A	Information Technology Management
CRD O 205.1A (Supp Rev 3)	DOE Cyber Security Management
CRD M 205.1-3, Chg 1	Telecommunications Security Manual
CRD M 205.1-4	National Security System Manual
CRD M 205.1-5 (Supp Rev 0)	Cyber Security Process Requirements Manual
CRD M 205.1-6 (Supp Rev 0)	Media Sanitization Manual
CRD M 205.1-7 (Supp Rev 0)	Security Controls for Unclassified Information Systems Manual
CRD M 205.1-8 (Supp Rev 0)	Cyber Security Incident Management Manual
CRD O 206.2	Identity, Credential, and Access Management (ICAM)
CRD O 210.2A	DOE Corporate Operating Experience Program
CRD O 221.1A	Reporting Fraud, Waste, and Abuse to the Office of Inspector General
CRD O 221.2A	Cooperation With the Office of the Inspector General
CRD O 225.1B (Supp Rev 0)	Accident Investigations
CRD O 226.1B	Implementation of Department of Energy Oversight Policy
CRD O 227.1 (Supp Rev 0)	Independent Oversight Program
CRD O 231.1B	Environment, Safety, and Health Reporting
CRD O 232.2 (Supp Rev 0)	Occurrence Reporting and Processing of Operations Information
CRD O 241.1B	Scientific and Technical Information Management
CRD O 243.1B (Supp Rev 0)	Records Management Program
CRD O 252.1A	Technical Standards Program
CRD O 350.1, Chg 4	Contractor Human Resource Management Program
CRD O 413.1A	Management Control Program

Document Number	Title
CRD O 413.3B	Program and Project Management for the Acquisition of Capital Assets
CRD O 414.1D	Quality Assurance
CRD O 415.1	Information Technology Project Management
CRD O 420.1B Chg 1, (Supp Rev 0)	Facility Safety
CRD O 422.1 (Supp Rev 0)	Conduct of Operations
CRD O 430.1B Chg 1 (Supp Rev 1)	Real Property Asset Management
CRD O 435.1, Chg 1 (Supp Rev 0)	Radioactive Waste Management
DOE M 435.1-1, Chg 1	Radioactive Waste Management Manual
CRD O 436.1 (Supp Rev. 0)	Departmental Sustainability
CRD O 440.2B, Chg 1	Aviation Management and Safety
CRD O 442.1A (Supp Rev 3)	Department Of Energy Employee Concerns Program
CRD O 442.2	Differing Professional Opinions for Technical Issues Involving Environment, Safety, and Health Technical Concerns.
CRD O 452.8	Control of Nuclear Weapon Data
CRD O 458.1 Chg 2	Radiation Protection of the Public and the Environment.
CRD O 460.1C	Packaging and Transportation Safety
CRD O 460.2A	Departmental Materials Transportation and Packaging Management
CRD M 460.2-1A	Radioactive Material Transportation Practices Manual
CRD O 461.1B	Packaging and offsite Transportation of Materials of National Security Interest.
CRD O 461.2	Onsite Packaging and Transportation of Materials of National Security Interest
CRD O 462.1	Import and Export of Category 1 and 2 Radioactive Sources
DOE 470.3B	Graded Security Protection (GSP) Policy
CRD M 470.4-1, Chg 1 (Supp Rev 1 excluding Section M)	Safeguards and Security Program Planning and Management
CRD M 470.4-1, Chg 2, Section M only	Safeguards and Security Program Planning and Management
CRD M 470.4-6, Chg 1 (Supp Rev 0)	Nuclear Material Control and Accountability
CRD O 471.1B	Identification and Protection of Unclassified Controlled Nuclear Information
CRD O 471.3 (Supp Rev 1)	Identifying and Protecting Official Use Only Information
CRD M 471.3-1	Manual for Identifying and Protecting Official Use Only Information
CRD O 471.6	Information Security
CRD O 472.2 Chg 1	Personnel Security

Document Number	Title
CRD O 473.3 (Supp Rev 0)	Protection Program Operations
CRD O 475.2A	Identifying Classified Information
CRD O 484.1	Reimbursable Work for the Department of Homeland Security
CRD O 522.1	Pricing of Departmental Materials and Services
CRD O 534.1B	Accounting
CRD O 551.1D	Official Foreign Travel
CRD O 580.1A, Chg 1	Department of Energy Personal Property Management Program
DOE O 3792.3	Drug-Free Federal Workplace Testing Implementation Program

J-2.9 DOE-RL Implementing Documents

Document Number	Title
DOE-0223	RL Emergency Implementing Procedures
DOE/RL-2001-0036, Rev 1-E	Hanford Site-wide Transportation Safety Document
DOE-0336, Revision 1A	Hanford Site Lockout/Tagout Procedure
DOE-0342, Revision 1	Hanford Site Chronic Beryllium Disease Prevention Program (CBDPP)
DOE-0343, Revision 3	Stop Work Procedure
DOE-0344, Revision 3A	Hanford Site Excavation, Trenching, and Shoring Procedure (HSETSP)
DOE-0346, Revision 0	Hanford Site Fall Protection Program (HSFPP)
DOE-0352, Revision 0	Hanford Site Respiratory Protection Program (HSRPP)
DOE-0355, Revision 0	Hanford Standardized HAZWOPER Training Program Description
DOE-0357, Revision 1	Hanford Radiological Worker Training Program Description
DOE-0358, Revision 1	Training Program Description for Hanford Site Core Radiological Control Technician Qualification
DOE-0359, Revision 2	Hanford Site Electrical Safety Program (HSCSP)
DOE-0360, Revision 0A	Hanford Site Confined Space Procedure (HSCSP)

Document Number	Title
DOE/RL-2002-12 Rev 1	Hanford Radiological Health and Safety Document
DOE/RL-89-10	Hanford Federal Facility Agreement and Consent Order (Tri-Party Agreement)
DOE/RL-94-02, Rev 5	Hanford Emergency Management Plan
DOE/RL-96-68, Rev 3	Hanford Analytical Services Quality Assurance Requirements Document
DOE/RL-92-36, Rev 1	Hanford Site Hoisting and Rigging Manual
DOE/RL-2008-17, Rev 0	Gable Mountain and Gable Butte Resource Management Plan
DOE/RL-2009-89 Rev 0	Transportation Hazards Survey and Emergency Planning Hazards Assessment
RRD 005, Rev 3	Worker Safety
RRD 008, Rev 3	Quality Assurance Program Requirements
SCSP, July 5, 2005	Richland Regional Office Site Counterintelligence Support Plan, Hanford Site CI Support Plan (SCSP)
EM Policy Letter, July 10, 2006	Policies for Environmental Management Operating Project Performance Baselines, Contingency and Federal Risk Management Plans, and Configuration Control

#### J-2.10 Long Term Stewardship Transfers

The Transition and Turnover Packages (TTP) describes the completion of site assessment activities, removal of facilities, removal of miscellaneous debris, and *Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (CERCLA)* site remediation to interim action records of decision (RODs). The TTP is prepared in accordance with DOE/RL-2010-35, *Hanford Long-Term Stewardship Program Plan*, and HNF-47392, *LTS Transition and Turnover Package Template*.

<b>Document Number</b>	<b>Title</b>
HNF-49462, Rev 1	Long-Term Stewardship Transition and Turnover package for 100-F/IU-2/IU-6 Area – Segment 1
HNF-51197, Rev 1	Long-Term Stewardship Transition and Turnover Package for the 100-F/IU-2/IU-6 Area – Segment 2
HNF-52064, Rev 0	Long-Term Stewardship Transition and Turnover Package for the 100-F/IU-2/IU-6 Area – Segment 3
HNF-53764, Rev 0	Long-Term Stewardship Transition and Turnover Package for 100-F area
HNF-54308, Rev 0	Long-Term Stewardship Transition and Turnover Package for Segment 5

**Mission Support Alliance, LLC  
2490 Garlick Boulevard  
Richland, WA 99354**

**Subcontracting Plan for Small Business Concerns  
Pursuant to FAR 19.7  
FAR Clause 52.219-9 and  
Public Laws 95-907, 99-661, 106-50, and 100-108**

Update: December 3, 2013

In accordance with Public Law (P.L.) 95-507, P.L. 99-661, Section 1207, P.L. 106-50, P.L. 100-180, Section 806 and FAR Clause 52-219-9 (Small Business Subcontracting Plan); Mission Support Alliance LLC is using the following subcontracting plan:

<b>Name of Contractor:</b>	Mission Support Alliance, LLC
<b>Address:</b>	2490 Garlick Blvd. Richland, WA 99354
<b>Contract Number:</b>	DE-AC06-09RL14728
<b>Item/Service:</b>	Infrastructure and site services for DOE-RL, DOE-ORP, and associated contractors at the Hanford Site
<b>Amount of Contract:</b>	<b>\$3,059,369,580</b>
<b>Estimated Value of Materials/ Subcontracts:</b>	<b>\$1,639,968,958</b>
<b>Period of Contract Performance:</b>	Transition & Basic Period – May 26, 2009, through May 25, 2014 Option Period 1 – May 26 2014 through May 25, 2017 Option Period 2 – May 26, 2017 through May 25, 2019
<b>Type of Plan:</b>	Individual Contract Plan – (All elements developed specifically for this contract and applicable to the full term of this contract)

## POLICY

It is the policy of the Mission Support Alliance LLC (MSA) to provide Small Business Concerns (SB), Small Business Concerns Owned and Controlled by Socially and Economically Disadvantaged Individuals (SDB); Woman-Owned Small Business Concerns (WOSB); Historically Underutilized Business Zones (HubZone); Veteran-Owned Small Business Concerns (VOSB); and Service-Disabled Veteran-Owned Small Business Concerns (SDVOSB), the maximum practical opportunity to compete for subcontracts to the extent consistent with the operational environment, efficient performance, and requirements of the statement of work. MSA will use its best efforts in carrying out this policy.

### 1.0 INTRODUCTION

In accordance with MSA's Small Business Subcontracting Policy, we will maximize the participation of small business concerns supporting this contract with specific emphasis on the local Tri-Cities and Mid-Columbia small business community. The small business community possesses several distinct advantages that many larger organizations do not as a result of the necessity to survive in a very competitive environment. In order to grow and succeed, small business concerns must be flexible and innovative while performing safer, faster, better, and cheaper. These attributes translate into a competitive advantage that we intend to use to enhance performance, reduce cost, and improve schedule in support of the Mission Support Contract (MSC).

We will meet the goals in this plan by working closely with DOE-RL and the small business community in the Tri-Cities area to develop partnerships that translate into meaningful participation for small businesses throughout the life of the MSC. Our small business program features the following:

- A commitment to meet or exceed all small business goals,
- Technically challenging and meaningful work opportunities,
- A full commitment to use local business concerns on the contract, and
- A mentoring plan to enhance existing skills as required to support development and growth through participation in DOE and SBA's 8(a) Mentor-Protégé Programs.

**Note:** For the purpose of this Small Business Subcontracting Plan, the term "small business concerns," includes Small Business Concerns (SB); Small Business Concerns Owned and Controlled by Socially and Economically Disadvantaged Individuals (SDB); Woman-Owned Small Business Concerns (WOSB); Historically Underutilized Business Zones (HubZone); Veteran-Owned Small Business Concerns (VOSB); and Service-Disabled Veteran-Owned Small Business Concerns (SDVOSB).

### 2.0 MISSION SUPPORT ALLIANCE LLC SB SUBCONTRACTING GOALS

We have estimated the total value of subcontracting dollars for the Mission Support Contract based on our estimated cost to perform the scope of work. **Figure 2-1** shows our goals expressed in terms of percentages of *total planned subcontracted dollars* and dollar values for the MSC Contract for the use of SB, SDB, WOSB, VOSB, SDVOSB, and HUBZone concerns

over the life of the contract and the total dollar of planned subcontracting. In accordance with Prime Contract clause H.21 (b), MSA will award 25 percent of total contract value to our small business partners by the end of year two of the contract and maintain the 25 percent throughout the life of the contract. In accordance with Prime Contract clause B.10, MSA will provide annual updates by December 31<sup>st</sup> of each year.

SMALL BUSINESS CONTRACT SUMMARY								
							Total Contract	
Proposal Contract Value							\$3,059,369,580	
Type	Dollars						%	
Large Business	\$819,984,479						50	
Small Business	\$819,984,479						50	
Total Dollars Available for Subcontracting (does not include subcontract costs for affiliates of the Prime)							\$1,639,968,958	100
Components								
SDB	\$163,996,896						10	
WOSB	\$111,517,889						6.8	
HUBZone	\$44,279,162						2.7	
VOSB	\$32,799,379						2.0	
SDVOSB	\$32,799,379						2.0	
SMALL BUSINESS BREAKOUT FOR TEN YEARS								
	YEAR 1		YEAR 2		YEAR 3		YEAR 4	
Type	Dollars	%	Dollars	%	Dollars	%	Dollars	%
Large Business	\$72,811,314	50	\$78,695,529	50	\$77,957,098	50	\$77,839,639	50
Small Business	\$72,811,314	50	\$78,695,529	50	\$77,957,098	50	\$77,839,639	50
Components								
SDB	\$14,562,263	10	\$15,739,106	10	\$15,591,420	10	\$15,567,928	10
WOSB	\$9,902,339	6.8	\$10,702,592	6.8	\$10,602,165	6.8	\$10,586,191	6.8
HUBZone	\$3,931,811	2.7	\$4,249,889	2.7	\$4,209,683	2.7	\$4,203,341	2.7
VOSB	\$2,912,453	2.0	\$3,147,821	2.0	\$3,118,284	2.0	\$3,113,586	2.0
SDVOSB	\$2,912,453	2.0	\$3,147,821	2.0	\$3,118,284	2.0	\$3,113,586	2.0
	YEAR 5		YEAR 6		YEAR 7			
Type	Dollars	%	Dollars	%	Dollars	%		
Large Business	\$110,900,105	50	\$84,000,727	50	\$86,867,436	50		
Small Business	\$110,900,105	50	\$84,000,727	50	\$86,867,436	50		
Components								
SDB	\$22,180,021	10	\$16,800,145	10	\$17,373,487	10		
WOSB	\$15,082,414	6.8	\$11,424,099	6.8	\$11,813,971	6.8		
HUBZone	\$5,988,606	2.7	\$4,536,039	2.7	\$4,690,842	2.7		
VOSB	\$4,436,004	2.0	\$3,360,029	2.0	\$3,474,697	2.0		
SDVOSB	\$4,436,004	2.0	\$3,360,029	2.0	\$3,474,697	2.0		
	YEAR 8		YEAR 9		YEAR 10			
Type	Dollars	%	Dollars	%	Dollars	%		
Large Business	\$77,548,834	50	\$76,135,225	50	\$77,228,571	50		
Small Business	\$77,548,834	50	\$76,135,225	50	\$77,228,571	50		
Components								
SDB	\$15,509,767	10	\$15,227,045	10	\$15,445,714	10		
WOSB	\$10,546,641	6.8	\$10,354,391	6.8	\$10,503,086	6.8		
HUBZone	\$4,187,637	2.7	\$4,111,302	2.7	\$4,170,343	2.7		
VOSB	\$3,101,953	2.0	\$3,045,409	2.0	\$3,089,143	2.0		
SDVOSB	\$3,101,953	2.0	\$3,045,409	2.0	\$3,089,143	2.0		

**Figure 2-1. Subcontracting Goals:** Our approach maximizes the participation of small business concerns in supporting Hanford MSC requirements.

We are confident we can achieve our proposed small business subcontracting goals based on:

- Our past successes in meeting and exceeding our SB subcontracting goals,
- The oversight and advocacy provided by our Small Business Liaison Officer, and
- Our plan for enhancing skills as necessary to position small business concerns to increase their level of participation and assume more responsibility.

### **3.0 PRINCIPAL TYPES OF SUPPLIES AND SERVICES TO BE SUBCONTRACTED**

There are a variety of technically challenging and complex opportunities available to small businesses across the program. We intend to choose cost-effective small businesses to work in accomplishing the MSC statement of work and the general performance requirements. Figure 3-1 lists the principal categories of subcontracting opportunities available for small business concerns. Each checkmark on the chart represents a small business type (e.g., SDB, WOSB) that is already included in our database of Pre-Qualified SB concerns. As additional opportunities are identified, the listing will be expanded.

Additionally, MSA has selected several “best of class” companies that will add strategic value to the MSC and our team. Our selected major small business partners shown in Figure 3-2 possess first-hand knowledge of the Hanford site and/or the DOE operational arena. These small business partners have substantial relevant experience and outstanding capabilities to support the MSC mission.

### **4.0 METHODOLOGY FOR DETERMINING SUBCONTRACTING GOALS**

To establish the subcontracting goals and commitments, we considered the following:

- The MSC scope of work and forecasted probable acquisition needs,
- The types of subcontractors that we will have assigned to the MSA from the incumbent contractor,
- The incumbent performance related to SB goals vs. actual,
- The geographic location and population of small business concerns that can support our requirements,
- Qualified local SB concerns licensed in Washington state and operating in the Tri-Cities and Mid-Columbia areas,
- Our knowledge of small businesses that have worked on DOE projects at Hanford, AND
- Our proven approach to promoting and utilizing small business.

Based on these items and our track record of meeting small business goals in the past, our subcontracting goals for this contract are both realistic and attainable and will utilize small business concerns in a variety of meaningful and complex work on the project.

## 5.0 METHODOLOGY FOR IDENTIFICATION OF SUPPLIERS

MSA continually identifies and reviews potential sources of supplies and services for MSC. In developing this list, we:

- Identified the SB concerns with excellent ESH&Q performance records that have worked on or are currently working on the Mission Support Contract
- Assessed Alliance partners' proprietary Supplier Information Systems for qualified sources that have worked similar projects
- Analyzed external databases such as the System for Award Management (SAM) for local qualified suppliers,
- Assessed Washington state Small Business Administration (SBA) sources,
- Obtained source lists from minority and other organizations such as:
- National Association of Minority Contractors
- National Minority Supplier Development Council
- Obtained source lists from local Procurement Technical Assistance Center.

Types of Supplies and Services Available for Subcontracting	SB	SDB	WOSB	VOSB	SDVOSB	HUBZone
Information Security	✓	✓	✓	✓	✓	
Personnel Security	✓	✓	✓			✓
Nuclear Materials and Control Account	✓	✓		✓	✓	
SAS Program Management	✓	✓	✓	✓	✓	
Site Training & HAMMER	✓	✓	✓	✓		✓
Fire and Emergency Response	✓	✓	✓	✓	✓	✓
Radiological Assistance Program	✓	✓	✓		✓	
Environmental Regulatory Management	✓	✓	✓		✓	
Environmental Surveillance	✓	✓	✓			
Laboratory/analytical Services	✓		✓			
Biological Controls	✓	✓	✓			✓
Motor Carrier and Fleet Services	✓	✓	✓	✓		✓
Facilities Services	✓	✓	✓	✓	✓	✓
Calibrations Services	✓	✓	✓			
Roads and Grounds	✓	✓			✓	✓
Electric Trans./Distribution. & Energy	✓	✓	✓	✓		
Sanitary Waste Management & Disposal	✓	✓			✓	✓
Land-Use Planning and Management	✓	✓		✓		
Long Term Stewardship	✓	✓		✓		
Property Systems Acquisition	✓	✓	✓			
Materials Management	✓	✓	✓		✓	
Mail and Courier Services	✓	✓	✓	✓	✓	✓
Reproduction Services	✓	✓	✓	✓	✓	
Multi-Media Services	✓	✓	✓			✓
Telephone, Radio, and Pager Services	✓	✓	✓	✓		✓
Network Services	✓	✓	✓		✓	✓
Information Services	✓	✓	✓	✓	✓	✓
Records Management	✓	✓	✓			✓
Long Term Records Storage	✓		✓			
Portfolio Planning, Analysis & Asses.	✓	✓	✓	✓	✓	
Risk Management	✓	✓	✓	✓		
Quality Assurance	✓	✓	✓			

Types of Supplies and Services Available for Subcontracting	SB	SDB	WOSB	VOSB	SDVOSB	HUBZone
Beryllium Monitoring Program	✓	✓	✓			
Staff Augmentation	✓	✓	✓	✓	✓	
Construction Services	✓	✓	✓		✓	✓
Janitorial Services	✓	✓				
Catering Services	✓	✓	✓			
Laboratory Supplies and Equipment					✓	✓
Janitorial Supplies		✓	✓			
Safety Supplies					✓	
Electronic Supplies	✓	✓	✓			✓
Hand Tools	✓	✓	✓		✓	
HVAC and Plumbing Supplies	✓	✓	✓	✓	✓	
Computer Hardware	✓	✓	✓	✓	✓	✓

**Figure 3-1. Principal Categories and Subcontracting Opportunities.** *Our approach includes technically complex and meaningful opportunities for pre-qualified small business concerns which have experience working in support of DOE organizations.*

Subcontractor	Type	DOE Experience	Local Small Business	Primary Responsibility
Abadan Tri-Cities	Small	✓	✓	Convenience Copier Services
Akima Facilities Management	SDB Native American	✓	✓	Warehousing; Property Systems Management, Janitorial
HPM	WOSDB	✓	✓	Beryllium; Safety Program, Quality Assurance
Longenecker & Associates	WOSB	✓	✓	Quality Assurance; Portfolio Management
R.J. LeeGroup	Small	✓	✓	Analytical Services (Laboratories)
Vivid Learning Systems	Small	✓	✓	Site Training Services and HAMMER; HGET Safety Training;
Westech International	WOSB HUBZone	✓	✓	Correspondence Control; Records Management

**Figure 3-2. Small Business Partners.** *Our small business partners bring to MSC extensive experience with DOE and Hanford projects.*

## 6.0 INDIRECT COSTS

Indirect costs have not been included in the dollar and percentage subcontracting goals stated in this plan.

## 7.0 SUBCONTRACTING PLAN ADMINISTRATION

Mr. Richard Meyer serves as the MSA Small Business Liaison Officer (SBLO) to execute the MSC Small Business Program and ensure that we identify meaningful opportunities for small business participation early in the program. This approach allows MSA leadership to set the expectations for the entire organization by demonstrating a commitment to the success of our Small Business Program. The SBLO duties and responsibilities include the following:

- Act as the program advocate for small business participation,
- Develop and maintain source lists of small and minority subcontractors and supplier,
- Inform and assist MSA buyers in locating and using appropriate SB concerns as sources of supply,
- Develop policies and procedures to promote MSA buyers structure procurement packages to permit SB concerns the maximum practicable opportunity to participate; ensure solicitations are structured to permit maximum SB participation,
- Identify elements of work or task orders that can be set aside for SB concerns,
- Participate in make-or-buy decisions and identify maximum practicable opportunities for SB,
- Review solicitations to identify and remove any statements, clauses, etc. which may restrict or prohibit small and minority business concern participation,
- Verify that proper documentation is provided by buyers if selection is not made to small business,
- Verify that subcontracts contain the flow-down clauses pertaining to SB concerns required by the prime contract; verify that lower-tier large business subcontracts submit small business plans when applicable, and monitor for compliance with those plans,
- Verify that appropriate Environmental, Safety, Health, & Quality requirements are flowed down to subcontracting plan and foster support; assist in development of seminars that cover P.L. 95-907,
- Mentor SBs currently under subcontract, enhancing their ability to provide timely, cost effective quality services,
- Oversee implementation of established Mentor-Protégé Agreements,
- Monitor SB performance against established metrics,
- Maintain an effective outreach program by sponsoring and attending regional procurement conferences, business opportunity workshops, minority business enterprise seminars, trade fairs, match-making events and other one-on-one venues,
- Establish and maintain an MSA Small Business web site on the MSC-IMS portal where interested businesses can obtain information on up-coming solicitations and pre-qualification procedures,
- Maintain a good working relationship with Washington Small Business Administration representatives and the DOE-RL Small Business Program Manager,
- Coordinate contractor's activities prior to and during conduct of Federal agency compliance reviews,
- Participant in establishment of subcontract goals and monitor achievement of proposed goals,
- Conduct periodic reviews with the Project Manager and key staff to review progress toward achieving small business goals, and make program adjustments as necessary to meet goals,
- Prepare and submit semi-annual (Individual Subcontracting Report) and annual (Summary Subcontract Report) subcontract reports electronically using the Electronic Subcontract Reporting System (eSRS), and

- Prepare and forward to MSA parent organizations progress reports toward achievement of goals under the MSC program.

## 8.0 EFFORTS TO ENSURE OPPORTUNITIES FOR SMALL BUSINESS CONCERNS

We use proven approaches in utilizing our small and minority business partners in fulfilling project requirements. Our comprehensive small business strategy ensures that we provide small businesses the maximum practicable opportunity to participate in support of MSC. We will take the following steps to ensure maximum opportunity for small business:

- **Small Business Advocate:** MSA has established a dedicated individual to advocate for the small businesses looking for information on doing business with the MSA and assists prospective suppliers in completing vendor registration as well as SAM. In addition to providing them with other resources inside/outside the Hanford Site, MSA's Small Business Advocate participates in various outreach activities. MSA's Small Business Advocate assists the Contracting Officers in selecting sources locally and regionally as well as establishing the correct NAICS for solicitations.
- **MSA Procurement Policy:** Issue and promulgate policy statements in support of this effort, developing written procedures, work instructions, and specific assignments in support of our small business program
- **Internal Training.** Train MSA personnel regarding support for small and minority business concerns. In light of the continuing changes in Federal legislation concerning SB programs, **it is essential to refresh** continuing education with current laws and implementing regulations. This training is available to all our subcontractor personnel.
- **Small Business Metrics.** We will take an active role in promoting small business within our own program environment. To keep our program personnel educated and focused on SB participation and performance, we will display *MSC SB Metrics* status in our program office.
- **Small Business Counseling.** Counsel and discuss procurement opportunities with representatives of small and minority business concerns; provide notice to such firms of penalties and remedies for misrepresentation of small business category status for the purpose of obtaining a subcontract that is to be included in a goal of the MSA Subcontracting Plan. Assist small business concerns by counseling them on how to do business with the MSA and allowing sufficient time for small businesses to respond to solicitations; where small business source lists are excessively long, make a reasonable effort to allow all small business concerns an opportunity to compete over a period of time
- **Make-or-Buy Decisions.** Provide adequate and timely consideration of small and minority business concerns in all make-or-buy decisions where applicable.
- **Local Small Business Participation.** At the conclusion of make-or-buy decisions, MSA will make every effort to target local small businesses for all solicitations for the Mission Support Contract where potential local sources are available.
- **Procurement Forecast.** We will maintain a procurement forecast against which we determine whether or not there are local/regional small business concerns available to

support our requirements. Advanced planning is critical to identifying potential gaps and to take appropriate steps to identify additional vendors when necessary.

- **Subcontractor/Supplier Information Center.** MSA has established a *Subcontractor/Supplier Information Center* on the MSC-IMS web site to provide the local small business community immediate access to our SB organization, business opportunities and initiatives. The Subcontractor/Supplier Information Center is our written link to our SB teammates and the SB community providing valuable program information including includes procurement planning, forecasts and awards, active solicitations, registration for subcontracting opportunities, procurement forms and documents, training opportunities, points of contact, upcoming seminars and workshops and links to other websites.
- **Maintain Minority Business Source Lists.** Retain source lists of qualified potential small and minority business concerns compiled and updated utilizing the source identification system provided by the System for Award Management (SAM), National Minority Purchasing Council Vendor Information Services, and the Minority Business Development Agency in the Department of Commerce.
- **Procurement Initiatives.** MSA will utilize several special procurement processes to streamline procurement actions and enhance SB participation to include: 1) awarding ODCs and purchased services to local suppliers; 2) utilizing a robust purchase card program to improve the efficiency of its purchasing activities; 3) utilizing DOE-authorized preference programs including HUBZone, SDVOSB, Mentor-Protégé, and discretionary SB set-asides to direct awards to local SB at fair market prices; 4) issuing purchase orders using existing Basic Ordering Agreements (BOA) negotiated by the DOE Integrated Customer Purchasing Team and other Government-wide Acquisition Vehicles where applicable.
- **Outreach Initiatives.** Maintain an active outreach program by sponsoring and attending local/regional and national small and minority procurement conferences, seminars and trade fairs to locate additional qualified small business sources. MSA will continue our involvement in the local community by participating in development councils, and presentations to local organizations.
- **Small Business Advisory Council.** MSA will work with DOE and other site Prime Contractors to operate an effective Small Business Advisory Council for Hanford and the Tri-Cities, to strengthen Hanford's relationship with the community.
- **Small Business Training Series.** MSA will provide small business training series that emphasizes skills that enhance development and contribute to the ongoing success of the respective small businesses.
- **Mentor-Protégé Relationships.** MSA has completed three DOE-HQ approved formal Mentor Protégé Agreements for FY2010, FY2011, and FY2012. MSA currently has one DOE-HQ approved formal Mentor Protégé Agreement on a one year extension, and one DOE-HQ approved formal Mentor Protégé Agreements in its final year for FY2014. As required, reports will be submitted to DOE-HQ and DOE-RL. As required, over the life of the program MSA has implemented a Mentor Protégé Agreements with a minimum of five (5) SB firms, giving preference to local, and at least one from each SB category.

## **9.0 SUBCONTRACTING PLAN FLOWDOWN**

MSA will ensure that the clause as stated in FAR 52.219-8, "Utilization of Small Business Concerns," is in all subcontracts that offer further subcontracting opportunities. In addition, all subcontractors, except small business concerns, that receive subcontracts in excess of \$650,000 or in the case of a contract for the construction of any public facility of \$1.5 million or more, must adopt and comply with a plan similar to the plan required by FAR 52-219.9, "Small Business subcontracting Plan."

## **10.0 PERIODIC REPORTS AND COOPERATION IN SURVEYS**

MSA will: (i) cooperate in studies or surveys as may be required by the contracting agency or the Small Business Administration, (ii) submit periodic reports to determine the extent of the compliance of the MSA with the Subcontracting Plan, (iii) submit the Subcontracting Report for Individual Contracts (ISR) and the Summary Subcontracting Report (SSR), and (iv) ensure that our large business subcontractors agree to also submit ISR's and SSR's. All ISRs and SSRs reports will be reported electronically using the Electronic Subcontract Reporting System (eSRS).

## **11.0 MAINTENANCE OF RECORDS**

The MSA will maintain records which will demonstrate procedures that have been adopted to comply with the requirements and goals set forth in this plan. These records include:

- Company source lists of potential suppliers/subcontractors who are qualified Small, Small Disadvantaged, Veteran-Owned Small Business, Service-Disabled Veteran-Owned Small Business, and Women-Owned Business concerns. Such lists will be compiled and updated from company sources and the source identification system provided by the Small Business Administration's Central Contractor Registration Database and input derived from the customer.
- List of organizations contacted for Small, HubZone, Small Disadvantaged, Veteran-Owned Small Business, and Women-Owned Small Business concerns.
- Records on each subcontract solicitation resulting in an award of more than \$50,000 must reflect the following:
  - Whether a small business concern was solicited; and if not, why.
  - If applicable, the reasons for the failure of solicited small, HubZone Small, Small Disadvantaged, Veteran-Owned small business, Service-Disabled Veteran-Owned small business and Women-Owned small business to receive the subcontract award.
- Records to support other outreach efforts, e.g., contacts with minority and small business trade associations, contacts with business development organizations, and attendance at small and minority business procurement conferences and trade fairs.
- Records to support internal activities to guide and encourage buyers through:
  - Workshops, seminars, training programs, incentive awards, or
  - Monitoring of activities subcontract award data including the name, address, and business size of each subcontractor.
- On a subcontract-by-subcontract basis, records to support subcontract award data including name and address of subcontractor and small business type.

**12.0 SIGNATURE**

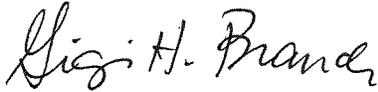
**Mission Support Alliance, LLC**



Name: Richard J. Meyer

Title: MSA Small Business Liaison Officer

**PLAN UPDATE ACCEPTED BY:**



Typed Name: Gigi H. Branch

Title: Contracting Officer, Richland Operations Office

U.S. Department of Energy

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**J.10-1 SERVICE CONTRACT ACT: WAGE DETERMINATION**

In accordance with Contract Clause I.57 (FAR 52.222-41) the applicable Wage Determinations may be found in the matrix below:

<b>Table J.10-1, Applicable Wage Determinations</b>			
<b>Wage Determination</b>	<b>Date Incorporated Into Contract</b>	<b>Modification Number</b>	<b>PDF Location</b>
04-0047 (Rev 11)	5/1/2014	369	<a href="http://WDOL.gov">WDOL.gov</a>
05-2569 (Rev 15)	02/14/2014	352	<a href="http://WDOL.gov">WDOL.gov</a>
05-2569 (Rev 14)	01/29/2013	249	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2569 (Rev 13)	04/03/2012	190	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2569 (Rev 12)	05/20/2011	124	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2570	Deleted	124	
05-2569 (Rev 10)	06/04/2010	045	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2570 (Rev 10)	06/04/2010	045	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2569 (Rev 9)	07/17/2009	007	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2570 (Rev 9)	07/17/2009	007	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2569 (Rev 2)	Award	000	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>
05-2570 (Rev 2)	Award	000	<a href="http://Archived:WDOL.gov">Archived: WDOL.gov</a>

WD 04-0047 (Rev.-11) was first posted on www.wdol.gov on 01/31/2012  
 Diver Services

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210
Diane C. Koplewski    Division of Wage Director                    Determinations	Wage Determination No: 2004-0047 Revision No: 11 Date Of Revision: 01/23/2012

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 -----  
 NATIONWIDE: This wage determination applies to the Coastline of the U.S.,  
 Alaska  
 and Hawaii except DC, DE, FL, GA, MD, NC, SC and VA (Southern Areas) .  
 ALASKA AREA: Alaska Coastline.  
 GULF OF MEXICO AREA: All land areas adjacent to the Gulf of Mexico, except  
 Gulf of Mexico area in Texas and Louisiana (see WDs numbers below).  
 NEW ENGLAND AREA: From the border of New Brunswick, Canada down to longitude  
 that is parallel to the border between Massachusetts and Rhode Island so as  
 to include Nantucket Island and Martha's Vineyard.  
 NEW YORK AREA: From the above down to the line between Monmouth and Ocean  
 Counties, New Jersey.  
 NORTHERN CALIFORNIA AREA: From the above longitudinal parallel line extending  
 out from the border of Oregon and California.  
 OREGON AREA: From the above longitudinal parallel line extending out from the  
 border of Washington and Oregon.  
 SOUTHERN CALIFORNIA AND HAWAII AREA: From the border of Mexico to a line  
 starting from the border between San Luis Obispo and Monterey Counties,  
 California parallel to the latitudinal lines, including Hawaii.  
 WASHINGTON AREA: From the above to a longitudinal parallel line extending out  
 from the border of Canada and Washington.  
 See WD 2002-0190 for Louisiana and WD 2002-0261 for Texas.  
 The Southeast Area has been removed which includes the Southern Area of New  
 Jersey and can be located on WD 2007-0134.

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

Employed on contract for Diving services.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
47040 - Diver		
Alaska Area - Diver		74.68
Alaska Area - Stand-by-Diver		37.34
Gulf of Mexico Area - Diver/Helper		25.52
Gulf of Mexico Area - Journeyman Diver		27.02
Hawaii		45.20
New England Area - 60 feet or less - Massachusetts-		
\$150.00/per Dive (8 hr shift)		50.74
New York Area		54.63

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
Northern California Area		76.58
Northern California Area - Stand-by-Diver		38.29
Oregon Area - Diver		77.94
Oregon Area - Stand-by-Diver		38.97
Southern California Area - Diver		82.96
Southern California Area - Stand By Diver		41.48
Washington Area - Diver		85.24
Washington Area - Stand-by-Diver		42.62
47041 - Diver Tender		
Alaska Area - Assistant Tender		32.30
Alaska Area - Tender		36.34
Hawaii		40.25
New England Area		36.24
New York Area		39.18
Northern California Area - Assistant Tender ROV Tender/Technician		33.90
Northern California Area - Tender ROV Operator/EMT Tech		37.29
Oregon Area		36.74
Southern California - Assistant Tender		37.48
Southern California Area - Tender		40.48
Washington Area		38.27

Diver can negotiate pay under the following conditions:  
For dives deeper than depths specified  
For special penetration situations

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

ALASKA AREA Fringe Benefits:

DEPTH PAY: 050 - 100 ft. - \$1.00/ft.  
101 - 200 ft. - \$2.00/ft.  
Over 200 Divers negotiated

HELIUM - OXYGEN SURFACE DIVING DEPTH PAY:

200 - 250 ft. - \$3.00/ft.  
251 - 300 ft/ - \$4.00/ft.  
In excess of 300 feet - Divers negotiate, but not less than \$4.00 per foot

TUNNEL OR PIPE PAY (based on distance traveled from the entrance):

005 - 050 ft. - \$1.00/ft./per day  
050 - 100 ft. - \$2.00/ft./per day  
100 - 150 ft. - \$3.00/ft./per day  
Over 150 ft. - Diver negotiated, but not less than \$3.00/ft/day

HEALTH AND WELFARE: \$7.15 per hour.

PENSION: \$9.28 per hour.

APPRENTICE TRAINING: \$.80 per hour.

GULF OF MEXICO AREA (except areas in Texas and Louisiana) Fringe Benefits:

HAZARD PAY: \$35.00 per eight hours shift for divers where work involves entry into any area where vertical ascent is not possible (tunnels, wrecks, etc.), live boating (diving from a moving vessel) or blasting.

DEPTH PAY: 050 - 100 ft. - \$1.00/ft.  
100 - 150 ft. - \$2.00/ft.  
151 - 200 ft. - \$3.00/ft.  
201 - 250 ft. - \$4.00/ft.  
251 - 350 ft. - \$6.00/ft.  
351 - 400 ft. - \$7.00/ft.  
401 - 500 ft. - \$8.00/ft.  
500 ft. and over - Diver negotiated but not less than \$8.00/ft.

HEALTH AND WELFARE: \$3.30 per hour.

APPRENTICE TRAINING: \$0.50 per hour.

PENSION: \$2.30 per hour.

ANNUITY: \$2.10 per hour.

HAWAII AREA fringe benefits:

DEPTH PAY: 50 - 100 ft. - \$1.50 /ft. in excess of 50 ft.  
100 - 150 ft.- \$100.00 plus \$2.00 per ft. in excess of 100 ft.  
150 - 200 ft. - \$200.00 plus \$3.00 per ft. in excess of 150 ft.  
Over 200 ft. - the Diver shall have the right to designate his/her own rate, but in no case shall that rate be lower than the above-specified rate for depths of less than 200 feet.

Pipe & Tunnel - Ability to stand erect:  
5 ft. - 50 ft - \$5.00 per day  
50 ft - 100 ft - \$7.50 per day  
100 ft. - 150 ft - \$12.50 per day  
150 ft - Additional - \$7.50 per day per 50 ft

Unable to stand erect.

5 ft - 50 ft - \$5.00  
50 ft - 100 ft - \$7.50  
100 ft - 150 ft - \$12.50  
150 ft - 200 ft - \$15.00  
200 ft - 300 ft - \$1.00  
300 ft - 450 ft - \$1.50  
450 ft - 600 ft - \$2.50

HEALTH AND WELFARE: \$5.92 per hour

VACATION AND HOLIDAY FUND: 5.25 per hour

APPRENTICESHIP AND TRAINING: \$0.71 per hour

401(k) FUND: \$1.50 per hour

NEW ENGLAND AREA Fringe Benefits:

Remote Observation Vehicles (ROV)  
Autonomous Underwater Vehicles (AUV)  
Atmospheric Dive Suits (ADS) and  
Submersible Pilots & Robotic  
Underwater Tools & Equipment

Also rates for Slurry/Effluent

Diver - \$76.11  
Tender - \$54.36

DEPTH PAY: Over 60 ft. - 100 ft. - \$.55/ft./per dive.  
Over 101 ft. - 150 ft. - \$1.05/ft./per dive  
Over 151 ft. - 200 ft. - \$1.60/ft./per dive  
Over 200 ft. - Diver/negotiated

PENETRATION PAY: 1 ft. - 150 ft. - \$.55/ft per dive  
151 ft. and over - \$.80/ft per dive  
Special situation - subject to negotiation per dive

HEALTH AND WELFARE: \$7.33 per hour

PENSION: \$5.51 per hour

ANNUITY: \$9.01 per hour

APPRENTICESHIP: \$.50

NEW YORK AREA Fringe Benefits:

AIR DIVES

060-74 FT. \$.25/ft./day from and over 60 ft.  
75-125 FT. \$.78/ft./day from and over 75 ft.

MIXED GAS DIVES

75 ft - 125 ft. \$.78/ft./day  
126 ft - 200 ft - \$1.60 per foot

AIR & MIXED GAS DIVES: Over 200 ft. - diver negotiated

HEALTH AND WELFARE: \$10.25 per hour

VACATION: \$6.66 per hour

PENSION: \$13.31 per hour

ANNUITY: \$7.10 per hour

APPRENTICESHIP: \$.70 per hour

SUPPLEMENTAL: \$.04 per hour

NORTHERN CALIFORNIA AREA Fringe Benefits:

DEPTH PAY:050 - 100 ft. - \$2.00/ft.  
101 - 150 ft. - \$3.00  
151 - 220 ft. - \$4.00  
Over 221 ft. - \$5.00

TUNNEL OR PIPE PAY: (based on distance traveled from the entrance):  
0 - 25 ft. - no charge  
26 - 300 ft. - \$1.00/ft

Where diver is unable to stand erect in tunnel or pipe or when it is necessary for a diver to enter any pipe or tunnel or other enclosure over 300 feet from the entrance or less than 48" in height, the premium will be by mutual agreement between the diver, the Union, and the contractor, but never less than \$1.00 per foot.

\$1.00/ft

MANIFOLD OPERATOR: \$37.29

MIXED GAS MANIFOLD TECHNICIAN/DECOMPRESSION CHAMBER OPERATOR: \$42.29

HEALTH AND WELFARE: \$8.55 per hour.

VACATION: \$4.86 per hour.

PENSION: \$5.05 per hour.

APPRENTICE TRAINING: \$.53 per hour

ANNUITY: \$4.00 per hour.

OREGON AREA Fringe Benefits:

DEPTH PAY:050 - 100 ft. - \$1.00/ft.  
101 - 150 ft. - \$1.50/ft.  
151 - 200 ft. - \$2.00/ft.  
Over 200 ft. - Diver negotiated

TUNNEL PAY (tunnel, pipe, or other enclosure in which there is no vertical escape based on distance traveled from the entrance):  
005 - 50 ft. - \$4.00/day  
050 - 100 ft. - \$5.00/day  
100 - 150 ft. - \$8.00/day  
150 - 200 ft. - \$20.00/day  
200 - 300 ft. - \$.40/ft.  
300 - 450 ft. - \$.80/ft.  
450 - 600 ft. - \$1.60/ft.  
Over 600 ft. - Diver negotiated

HEALTH AND WELFARE: \$6.44 per hour.

PENSION: \$5.06 per hour.

APPRENTICE TRAINING: \$.72 per hour

DRUG TEST: \$.10 per hour.

SOUTHERN CALIFORNIA Fringe Benefits:

The listed wage rates are for depths up to and including 50 feet.

DEPTH PAY:050 - 100 ft. - \$2.00/ft./day  
101 - 150 ft. - \$3.00/ft./day  
151 - 200 ft. - \$4.00/ft./day  
221 - Deeper \$5.00

Manifold Operator - \$40.48  
Gas Manifold Operator - \$45.48

TUNNEL OR PIPE PAY (based on distance traveled from the entrance):

0 - 25 ft. - No charge  
25 - 300 ft. - \$1.00/foot  
These premiums are per day  
midnight to midnight.

Where diver is unable to stand erect in tunnel or pipe:

When it is necessary for diver to enter any pipe or tunnel or other enclosure over 300 feet from entrance or less than 48" in height, the premium will be by mutual agreement between the diver, the union and the contractor, but never less than \$1.00 per foot.

HEALTH AND WELFARE: \$3.95 per hour.

VACATION: \$3.30 per hour.

PENSION: \$1.91 per hour.

APPRENTICE TRAINING: \$.42 per hour.

WASHINGTON AREA Fringe Benefits:

DEPTH PAY: 050 ft - 100 ft. - \$2.00/ft.  
101 ft - 150 ft. - \$3.00/ft.  
151 ft - 220 ft. - \$4.00/ft.  
221 ft - 299 ft - \$5.00/ft.  
Over 299 ft. - Diver negotiate

TUNNEL OR PIPE PAY (based on distance traveled from the entrance)

000 - 025 ft. - N/C  
025 - 300 ft. - \$1.00/per feet  
100 - 150 ft. - \$8.00/day  
Over 300 ft. or less than 48' in height - Negotiate with Diver,  
but not less than 1.00 per foot per/day .

HEALTH AND WELFARE: \$6.68 per hour.

PENSION: \$4.25 an hour.

APPRENTICE TRAINING: \$.64 per hour.

SUBSTANCE ABUSE PROGRAM: \$0.064 per hour

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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.

WD 05-2569 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2569
Diane C. Koplewski Division of		Revision No.: 15
Director Wage Determinations		Date Of Revision: 06/19/2013

States: Oregon, Washington

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		22.41
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		12.94
01090 - Duplicating Machine Operator		12.94
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		12.44
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		26.54
01280 - Receptionist		12.83
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		22.80
01420 - Survey Worker		17.33
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		15.95
01533 - Travel Clerk III		17.09
01611 - Word Processor I		15.07
01612 - Word Processor II		16.91
01613 - Word Processor III		18.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.71
05010 - Automotive Electrician		18.82
05040 - Automotive Glass Installer		17.82
05070 - Automotive Worker		17.82
05110 - Mobile Equipment Servicer		15.82
05130 - Motor Equipment Metal Mechanic		19.80
05160 - Motor Equipment Metal Worker		17.82
05190 - Motor Vehicle Mechanic		19.80
05220 - Motor Vehicle Mechanic Helper		14.82
05250 - Motor Vehicle Upholstery Worker		16.81
05280 - Motor Vehicle Wrecker		17.82
05310 - Painter, Automotive		18.82
05340 - Radiator Repair Specialist		17.82
05370 - Tire Repairer		14.44
05400 - Transmission Repair Specialist		19.80
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.23
07041 - Cook I		13.97
07042 - Cook II		15.66
07070 - Dishwasher		9.89
07130 - Food Service Worker		10.88
07210 - Meat Cutter		17.51
07260 - Waiter/Waitress		12.54

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		20.54
09040 - Furniture Handler		13.45
09080 - Furniture Refinisher		20.54
09090 - Furniture Refinisher Helper		16.17
09110 - Furniture Repairer, Minor		18.34
09130 - Upholsterer		20.54
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		11.95
11060 - Elevator Operator		11.95
11090 - Gardener		16.89
11122 - Housekeeping Aide		13.41
11150 - Janitor		16.03
11210 - Laborer, Grounds Maintenance		12.77
11240 - Maid or Houseman		9.88
11260 - Pruner		11.97
11270 - Tractor Operator		15.28
11330 - Trail Maintenance Worker		12.77
11360 - Window Cleaner		18.02
12000 - Health Occupations		
12010 - Ambulance Driver		16.83
12011 - Breath Alcohol Technician		17.22
12012 - Certified Occupational Therapist Assistant		23.78
12015 - Certified Physical Therapist Assistant		24.27
12020 - Dental Assistant		16.96
12025 - Dental Hygienist		43.92
12030 - EKG Technician		26.27
12035 - Electroneurodiagnostic Technologist		26.27
12040 - Emergency Medical Technician		16.83
12071 - Licensed Practical Nurse I		15.49
12072 - Licensed Practical Nurse II		17.33
12073 - Licensed Practical Nurse III		19.33
12100 - Medical Assistant		14.85
12130 - Medical Laboratory Technician		16.01
12160 - Medical Record Clerk		13.99
12190 - Medical Record Technician		15.65
12195 - Medical Transcriptionist		17.58
12210 - Nuclear Medicine Technologist		36.58
12221 - Nursing Assistant I		10.06
12222 - Nursing Assistant II		11.31
12223 - Nursing Assistant III		12.34

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
12224 - Nursing Assistant IV		13.85
12235 - Optical Dispenser		17.33
12236 - Optical Technician		16.27
12250 - Pharmacy Technician		15.67
12280 - Phlebotomist		13.85
12305 - Radiologic Technologist		26.57
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		36.10
12313 - Registered Nurse II, Specialist		36.10
12314 - Registered Nurse III		43.68
12315 - Registered Nurse III, Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		21.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.38
13012 - Exhibits Specialist II		25.26
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		20.38
13042 - Illustrator II		25.26
13043 - Illustrator III		30.90
13047 - Librarian		27.96
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		25.26
13058 - Library Technician		18.10
13061 - Media Specialist I		18.22
13062 - Media Specialist II		20.40
13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.45
14160 - Personal Computer Support Technician		26.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.49
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.90
16030 - Counter Attendant		10.90
16040 - Dry Cleaner		13.76
16070 - Finisher, Flatwork, Machine		10.90
16090 - Presser, Hand		10.90
16110 - Presser, Machine, Drycleaning		10.90
16130 - Presser, Machine, Shirts		10.90
16160 - Presser, Machine, Wearing Apparel, Laundry		10.90
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.67
16250 - Washer, Machine		11.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.95
19040 - Tool And Die Maker		29.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.88
21030 - Material Coordinator		26.54
21040 - Material Expediter		26.54
21050 - Material Handling Laborer		13.19
21071 - Order Filler		13.22

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
21080 - Production Line Worker (Food Processing)		14.88
21110 - Shipping Packer		13.22
21130 - Shipping/Receiving Clerk		13.22
21140 - Store Worker I		11.35
21150 - Stock Clerk		16.17
21210 - Tools And Parts Attendant		14.88
21410 - Warehouse Specialist		14.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.78
23021 - Aircraft Mechanic I		24.50
23022 - Aircraft Mechanic II		25.78
23023 - Aircraft Mechanic III		27.31
23040 - Aircraft Mechanic Helper		17.80
23050 - Aircraft, Painter		22.96
23060 - Aircraft Servicer		20.21
23080 - Aircraft Worker		21.45
23110 - Appliance Mechanic		22.36
23120 - Bicycle Repairer		14.44
23125 - Cable Splicer		34.15
23130 - Carpenter, Maintenance		22.89
23140 - Carpet Layer		20.37
23160 - Electrician, Maintenance		30.09
23181 - Electronics Technician Maintenance I		26.22
23182 - Electronics Technician Maintenance II		28.08
23183 - Electronics Technician Maintenance III		29.95
23260 - Fabric Worker		20.20
23290 - Fire Alarm System Mechanic		24.83
23310 - Fire Extinguisher Repairer		18.63
23311 - Fuel Distribution System Mechanic		25.43
23312 - Fuel Distribution System Operator		19.09
23370 - General Maintenance Worker		19.13
23380 - Ground Support Equipment Mechanic		24.50
23381 - Ground Support Equipment Servicer		20.21
23382 - Ground Support Equipment Worker		21.45
23391 - Gunsmith I		18.63
23392 - Gunsmith II		21.74
23393 - Gunsmith III		24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		22.70

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
23430 - Heavy Equipment Mechanic		25.42
23440 - Heavy Equipment Operator		23.61
23460 - Instrument Mechanic		26.61
23465 - Laboratory/Shelter Mechanic		23.29
23470 - Laborer		12.28
23510 - Locksmith		20.45
23530 - Machinery Maintenance Mechanic		25.56
23550 - Machinist, Maintenance		22.78
23580 - Maintenance Trades Helper		16.87
23591 - Metrology Technician I		26.61
23592 - Metrology Technician II		28.00
23593 - Metrology Technician III		29.66
23640 - Millwright		30.04
23710 - Office Appliance Repairer		22.32
23760 - Painter, Maintenance		19.88
23790 - Pipefitter, Maintenance		29.30
23810 - Plumber, Maintenance		27.84
23820 - Pneudraulic Systems Mechanic		24.83
23850 - Rigger		24.83
23870 - Scale Mechanic		21.74
23890 - Sheet-Metal Worker, Maintenance		25.26
23910 - Small Engine Mechanic		19.59
23931 - Telecommunications Mechanic I		25.46
23932 - Telecommunications Mechanic II		26.79
23950 - Telephone Lineman		23.94
23960 - Welder, Combination, Maintenance		21.15
23965 - Well Driller		24.83
23970 - Woodcraft Worker		24.83
23980 - Woodworker		18.63
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		10.04
24580 - Child Care Center Clerk		13.63
24610 - Chore Aide		11.35
24620 - Family Readiness And Support Services Coordinator		13.44
24630 - Homemaker		14.44
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.31
25040 - Sewage Plant Operator		23.29
25070 - Stationary Engineer		27.31
25190 - Ventilation Equipment Tender		20.58

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
25210 - Water Treatment Plant Operator		23.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.01
27007 - Baggage Inspector		17.55
27008 - Corrections Officer		23.96
27010 - Court Security Officer		25.24
27030 - Detection Dog Handler		22.01
27040 - Detention Officer		23.96
27070 - Firefighter		25.75
27101 - Guard I		17.55
27102 - Guard II		22.01
27131 - Police Officer I		28.67
27132 - Police Officer II		31.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.64
28042 - Carnival Equipment Repairer		16.71
28043 - Carnival Equipment Worker		11.72
28210 - Gate Attendant/Gate Tender		14.01
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.35
28515 - Recreation Specialist		19.27
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		22.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.81
29020 - Hatch Tender		27.81
29030 - Line Handler		27.81
29041 - Stevedore I		25.82
29042 - Stevedore II		29.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		27.16
30021 - Archeological Technician I		16.14
30022 - Archeological Technician II		18.43
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		24.78
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
30063 - Drafter/CAD Operator III		20.55
30064 - Drafter/CAD Operator IV		24.77
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		18.35
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.43
30085 - Engineering Technician V		31.11
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30210 - Laboratory Technician		23.90
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.36
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49
99810 - Sales Clerk		12.30
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		16.41
99841 - Vending Machine Repairer		20.45
99842 - Vending Machine Repairer Helper		16.41

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 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, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where

uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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.

**J.10-2 DAVIS BACON ACT: GENERAL DECISION**

In accordance with Contract Clause I.36 (FAR 52.222-6) the applicable General Decisions may be found in the matrix below:

Table J.10-2, Applicable General Decisions			
Wage Determination	Date Incorporated Into Contract	Modification Number	PDF Location
WA140002 01/02/2014 WA2	02/14/2014	352	<a href="http://WDOL.gov">WDOL.gov</a>
WA130002 01/04/2013 WA2	01/29/2013	249	<a href="http://WDOL.Gov">WDOL.Gov</a>
WA100009 10/28/2011 WA9	04/03/2012	190	<a href="http://WDOL.gov">WDOL.gov</a>

General Decision Number: WA140002 01/03/2014 WA2  
 Superseded General Decision Number: WA20130002

State: Washington

Construction Types: Building, Heavy and Highway

Counties: Benton and Franklin Counties in Washington.  
 (D.O.E. HANFORD SITE ONLY)

BENTON AND FRANKLIN COUNTIES (D.O.E. HANFORD SITE ONLY)  
 BUILDING (does not include residential construction consisting of single family homes and apartments up to and including 4 stories), HEAVY and HIGHWAY CONSTRUCTION

Modification Number	Publication Date
0	01/03/2014

\* SUWA2001-001 09/03/2001

(D.O.E. HANFORD SITE ONLY)

	Rates	Fringes
Asbestos Worker/Insulator	\$ 32.32	17.47
BOILERMAKER	\$ 37.25	26.60

	Rates	Fringes
BRICKLAYER	\$ 27.83	13.64
Carpenters:		
Carpenters	\$ 30.66	12.87
Divers	\$ 31.75	10.56
Millwright & Machine		
Erector	\$ 38.30	14.45
Piledriver	\$ 31.64	12.87
Tenders	\$ 30.75	10.56
Cement Masons:		
GROUP 1	\$ 26.01	12.14
GROUP 2	\$ 26.63	12.14
GROUP 3	\$ 27.14	12.14
DRYWALL FINISHER/TAPER	\$ 21.10	11.66
Electricians:		
Cable Splicers	\$ 38.43	16.18+3%
Electricians	\$ 37.10	16.18+3%
IRONWORKER	\$ 31.60	21.35
Laborers:		
GROUP 1	\$ 24.10	10.65
GROUP 2	\$ 24.37	10.65
GROUP 3	\$ 24.64	10.65
GROUP 4	\$ 24.92	10.65
GROUP 5 (RATES PER SHIFT)		
Sandhogs-[(1-14 LBS),(6 HRS)]	\$204.69	10.65
Sandhogs-[(14-18 LBS),(6 HRS)]	\$209.62	10.65
Sandhogs-[(18-22 LBS),(6 HRS)]	\$231.76	10.65
Sandhogs-[(18-25 LBS),(4 HRS)]	\$209.90	10.65
Sandhogs-[(22-26 LBS),(4 HRS)]	\$214.22	10.65
Sandhogs-[(26-32 LBS),(4 HRS)]	\$216.84	10.65
Sandhogs-[(32-38 LBS),(3 HRS)]	\$219.80	10.65
Sandhogs-[(38-44 LBS),(2 HRS)]	\$220.21	10.65
GROUP 5		
Outside Lock and Gauge		
Tender	\$197.33	10.65
GROUP 6	\$ 24.82	10.65
GROUP 7	\$ 24.64	10.65
GROUP 8	\$ 26.29	10.65
GROUP 9	\$ 26.63	10.65

	Rates	Fringes
PAINTER (Soft Floor Covers, Glaziers, Spray Painters, Steel Painters, Steam Clean and Acid Etching, Sign Writers)	\$ 22.79	10.29
PLUMBER/PIPEFITTER	\$ 40.10	25.89
Power equipment operators:		
GROUP 1	\$ 25.56	12.85
GROUP 2	\$ 25.88	12.85
GROUP 3.	\$ 26.49	12.85
GROUP 4	\$ 26.81	12.60
GROUP 5	\$ 27.09	12.85
GROUP 6	\$ 27.36	12.85
GROUP 7	\$ 28.46	12.85
GROUP 8	\$ 29.80	12.85
ROOFER (Including Waterproofing and Kettleman)	\$ 24.88	10.27
Sheet metal worker	\$ 32.83	17.21
SPRINKLER FITTER	\$ 29.51	19.75
TRUCK DRIVER		
GROUP 1	\$ 22.31	14.93
GROUP 2	\$ 24.95	14.93
GROUP 3	\$ 25.06	14.93
GROUP 4	\$ 25.39	14.93
GROUP 5	\$ 25.50	14.93
GROUP 6	\$ 25.50	14.93
GROUP 7	\$ 26.04	14.93
GROUP 8	\$ 26.36	14.93

#### CEMENT MASON CLASSIFICATIONS

GROUP 1: Rodding, tamping, floating, troweling, patching, stoning, rubbing, sack rubbing; All exposed aggregate finishing and sealing. All architectural finishing, staining, stamping and coloring, washing and power washing of concrete, polymer, latex and composite materials; Setting of screeds, screeds forms, curb and gutter and sidewalk forms; Preparation of all concrete for caulking of the joints and the caulking of expansion joints; Preparation of concrete for the application of hardners, sealers and curing compounds and their application; Grouting and dry packing of machine base; Removal of snap ties and she bolts prior to patching of concrete

GROUP 2: Power troweling machine operator; Troweling of magnesite, torganal or material with epoxy bases of oxichloride base; All power grinders, bushing hammer, chipping gun; Gunitite Nozzleman. All sandblasting for architectural finishes, patch preparation and exposing of aggregate for finish; Concrete sawing and cutting for concrete and expansion joints and scoring for decorative patterns; Operating of Clary-type floats, Longitudinal Floats, Rodding Machines and Belting Machines; Scarifiers; Working on scaffolds

GROUP 3: Grinding, bushing or chipping of toxic materials or high density concrete; Operating of power tools on a scaffold

## LABORER CLASSIFICATIONS

GROUP 1: Flagman, Landscape Laborer, Scalemans, Traffic Control Supervisor, Asbestos Abatement Worker, Brick Pavers (to include the installation of brick or grass pavers for sidewalks, driveways, streets and parking lots), Brush Hog Feeder; Carpenter Tender; Cement Handler; Concrete Signalman; Concrete Crewman (to include Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine, signaling, handling the nozzle of squeezecrete or similar machine- 6 inches and smaller); Confined Space Attendant, Crusher Feeder; Demolition (to include clean-up, burning, loading, wrecking and salvage of all material); Dry Stack Walls (including all dry stack walls, including keystone walls and others using blocks and interlocking pegs.), Dumpman; Traffic Control Laborer (To include but is not limited to, erection and maintenance of barricades, signs and relief of flag person.), Window Washer/Cleaner, Pilot Car, Hazardous Waste Worker, Erosion Control Laborer, Fence Erector, Guard Rail (to include Guard Rail, guide and reference posts, sign posts, and right-of-way markers); Firewatch. Form cleaning machine feeder; Stacker; General Laborer; Group Machine Header Tender; Miner, Class "A" (to include bull gang, concrete crewman, dumpman and pumpcrete crewman, including distributing pipe, assembly and dismantle, and nipper); Lead Abatement Worker, Mold Abatement Worker, Nipper; Riprap Man; Sandblast Tailhoseman, Scaffold Erector (wood or steel); Stake Jumper; Structural Mover (to include separating foundation, preparation, cribbing, shoring, jacking and unloading of structures); Tailhoseman (water nozzle); Timber Bucker and Faller (by hand); Track Laborer (RR); Truck Loader; Wellpoint Man; (HDPE or similar liner installer).

GROUP 2: Asphalt Roller, walking; Cement Finisher Tender; Concrete Saw, walking; Demolition Torch; Dope Pot Fireman, non-mechanical; Driller Tender (when required to move and position machine); Form Setter, paving; Jackhammer Operator; Miner, Class "B" (to include brakeman, finisher, vibrator, and form setter); Nozzleman (to include squeeze and flow-crete nozzle); Nozzleman, water, (to include fire hose), air or steam; Pavement Breaker (under 90 lbs); Pipelayer, corrugated metal and multi-plate; Pot Tender; Power Buggy Operator; Power Tool Operator, gas, electrical, pneumatic; Rodder and Spreader; Trencher, Shawnee; Tugger Operator; Wagon Drills; Wheelbarrow, power driven; Water Pipe Liner, Rigger/Signalperson, Remote Equipment Operator (i.e., compaction and demolition) Compaction Equipment (to include all hand operated power compaction equipment); Railroad Power Spiker or Puller, dual mobile; Railroad Equipment, power driven, except dual mobile power spiker or puller.

GROUP 3: Air and Hydraulic Track Drill, Asphalt Raker, Brush Machine (to include Horizontal construction joint clean-up brush machine, power propelled); Caisson Worker, free air; Chain Saw Operator and Faller; Concrete Stack (to include Laborers when working on free standing concrete stacks for smoke or fume control above 40 ft high); Gunnite (to include operation of machine and nozzle); High Scaler; Miner, Class "C" (to include miner, nozzleman for concrete, laser beam operator, and Rigger on tunnels); Monitor Operator (air track or similar mounting); Mortar Mixer; Nozzleman (to include jet blasting nozzleman, over 1200 lbs., jet blast machine, power propelled, sandblast nozzle, Squeeze and Flo-crete nozzle); Pavement Breaker, 90 lbs. & over; Pipelayer (to include working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, temper, (Including pressurized and non-pressurized ductile pipe, gravity pipe and HDPE (fused and non-fused); Pipewrapper; Plasterer Tender, Trenchless Technology, Vibrators (all); Laser Beam Operator (Elevation Control; Technician)

GROUP 4: Drills with dual masts, Miner, Class "D"(to include Raise and Shaft Miner, Laser Beam Operator on raises and shafts.) Welder, electric, manual or automatic, Remote Equipment Operator (to include HDPE or similar pipe and liner)

GROUP 5: Sandhogs under compressed air (rates increases are computed by multiplying the increase x 8 hr shift and add total to the previous rate)

GROUP 6: Construction Specialist

GROUP 7: Hod Carrier

GROUP 8: Powderman

GROUP 9: Grade Checker

#### POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Bit Grinders; Bolt Threading Machine; Compressors (under 2000 CFM, gas, diesel or electric power); Crusher Feeder (mechanical); Deck Hand; Drillers Tender; Fireman and Heater Tender; Grade Checker; Tender Mechanic, Welder H.D.; Hydro- seeder, Mulcher, Nozzleman; Oiler; Oiler and Cable Tender, Mucking Machine; Pumpman; Rollers, all types on subgrade (farm type, Case, John Deere and similar, or Compacting Vibrator), except when pulled by Dozer with operable blade; Steam Cleaner; Welding Machine

GROUP 2: A-Frame Truck (single drum); Assistant Refrigeration Plant (under 1000 ton); Assistant Plant Operator, Fireman or Pugmixer (asphalt); Bagley or Stationary Scraper; Belt Finishing Machine; Blower Operator (cement); Cement Hog; Compresor (2000 CFM or over, 2 or more, gas, diesel or electric power); Concrete Saw (multiple cut); Distributor Leverman; Ditch Witch or similar; Elevator, hoisting materials; Dope Pots (power agitated); Fork Lift or Lumber Stacker, Hydra-lift and similar; Gin Trucks (pipeline); Hoist, single drum; Loaders (bucket, elevators and conveyors); Longitudinal Float; Mixer (portable - concrete); Pavement Breaker, Hydra-hammer and similar; Power Broom; Spray Curing Machine (concrete); Spreader Box

(self-propelled); Straddle Buggy (Ross and similar on construction job only); Tractor (Farm type R/T with attachments, except Backhoe); Tugger Operator

GROUP 3: A-Frame Truck (2 or more drums); Assistant Refrigeration Plant and Chiller Operator (over 1000 ton); Backfillers (Cleveland and similar); Batch Plant and Wet Mix Operator single unit (concrete); Belt-crete Conveyors with power pack or similar; Belt Loader (Kocal or similar); Bend Machine; Bob Cat; Boring Machine (earth); Boring Machine (rock under 8 inch bit) (Quarry Master, Joy or similar); Bump Cutter (Wayne, Saginaw or similar); Canal Lining Machine (concrete) Chipper (without crane), Cleaning and Doping Machine (pipeline); Curb Extruder (Asphalt and Concrete); Deck Engineer; Elevating Belt-type Loader (Euclid, Barber Green and similar); Elevating Grader-type Loader (Dumor, Adams or similar); Generator Plant Engineers (diesel, electric); Guniting Combination Mixer and Compressor; Locomotive Engineer; Mixermobile; Posthole Auger or Punch; Pump (grout or jet); Soil Stabilizer (P & H or similar); Spreader Machine; Surface Heater and Planer Machine; Tractor (to D-6 or equivalent) and Traxacavator; Traverse Finish Machine; Turnhead Operator

GROUP 4: Blade Operator (motor patrol and attachments); Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar); Drilling Equipment (8 inch bit and over) (Robbins, reverse circulation and similar); Drills (Churn, Core, Calyx, or Diamond); Equipment Serviceman, Greaser and Oiler; Hoe Ram; Hoist (2 or more drums or Tower Hoist); Loaders (overhead and front-end, under 4 yards R/T); Paving (Dual Drum) Rubber Tire; Refrigeration Plant Engineers (under 1000 ton); Signalman (Whileys, Highline, Hammerheads or similar); Skidders (R/T with or without attachments); Screed Operator; Trenching Machines (under 7 ft depth capacity); Vacuum Drill (reverse circulation drill under 8 inch bit)

GROUP 5: Automatic Subgrader (Ditches and Trimmers) (Autograde, ABC, R.A. Hansen and similar on grade wire); Backhoe (under 1 yd); Batch Plant (over 4 units); Batch and Wet Mix Operator (multiple units, 2 and including 4); Boat Operator; Cableway Controller (dispatcher); Concrete Pump Boom Truck; Conveyor Aggregate Placement Equipment; Cranes (25 tons and under); Derricks and Stifflegs (under 65 tons); Drill Doctor; Multiple Dozer Units with single blade; Paving Machine (asphalt and concrete); Piledriving Engineers; Roller (finishing pavement); Trenching Machines (7 ft depth and over)

GROUP 6: Asphalt Plant Operator (Backhoes (1 yd to 3 yds); Blade (finish and bluetop) Automatic, CMI, ABC and similar when used as automatic; Boom Cats (side); Cableway Operators; Clamshell Operators (under 3 yds); Concrete Slip Form Paver; Cranes (over 25 tons, including 45 tons); Crusher, Grizzly and Screening Plant Operator; Draglines (under 3 yds); Elevating Belt (holland type); Gradall (1 yd to 3 yds); Loader Operator (front-end and overhead, 4 yards, including 8 yds); Mucking Machine; Quadtrack or similar equipment; Rubber-tired Scrapers; Shovels (under 3 yds); Tractors (D-6 and equivalent and over); Vector Guzzler, Super Sucker; Concrete Cleaning/Decontamination Machine; Ultra High Pressure Waterjet Cutting Tool System (30,000 psi)

GROUP 7: Backhoes (3 yds and over); Cranes (All Cranes over 45 tons, including 100 tons) Climbing, Rail and Tower Cranes up to including 45 tons; Clamshell Operator (3 yds. and over); Derricks and Stifflegs (65 tons and over); Draglines (3 yds and over); Lead Water Well Driller;

Loader (360 degrees revolving Koehring Scooper or similar); Loaders (overhead and front-end, over 8 yds); Shovels (3 yds and over); Whirleys and Hammerheads, all; Vacuum Blasting Machine Operator; HD Mechanic/welder

GROUP 8: Cranes(all cranes over 100 tons); Climbing, Rail and Tower Cranes over 45 tons

**ALL CRANE BOOMS, INCLUDING TOWER CRANES:**

Measure from center of rotation to center of shaft (radius):

130 ft TO 200 ft .50 hr. additional to classification

Over 200 ft .80 hr. additional to classification

**TRUCK DRIVERS CLASSIFICATIONS**

GROUP 1: Escort Driver or Pilot Car tender and swamper, Pickup Hauling Employees or Materials

GROUP 2: Flat Bed Truck, single rear axle; Fork Lift, 3000 lbs and under; Leverperson Loading Trucks at Bunkers; Seeder and Mulcher; Stationary Fuel Operator; Team Driver; Tractor (small rubber tired, pulling trailer or similar equipment); Trailer Mounted hydro Seeder and Mulcher; Water Tank Truck, up to 1800 gallons

GROUP 3: Bus Driver or Employee Haul Driver; Flat Bed Truck, dual rear axle; Power Boat hauling employees or material

GROUP 4: Buggy Mobile and similar; Bulk Cement Tanks and Spreader; Power Operated Sweeper; Straddle Carrier (Ross, Hyster and similar); Water Tank Truck, 1801-4000 gallons

GROUP 5: Auto Crane, 2000 lbs capacity; Dumptor (6 yds and under); Flat Bed Truck (with hydraulic system); Fork Lift (3001-16,000 lbs); Fuel Truck Driver, steam cleaner and washer; Rubber-tired Tunnel Jumbo; Scissors Truck; Slurry Truck Driver; Transite Mixers & mixers hauling concrete 3 yd to and including 6 yd.; Wrecker and Tow Trucks

GROUP 6: A-Frame; Service Greaser; Tireperson; Truck, side, end, and bottom & articulated end dump (up to and including 12 yds); Water Tank Truck, 4001 to 8000 gallons, Warehouseperson, to include shipping and receiving

GROUP 7: Dumps, semi-end; Flagerty Spreader Box Driver; Flowboys; Fork lift, 16,000 lbs and over; Lowboy, 50 tons and under; Mechanic, Field; Oil Distributors Driver (road, bootperson, leverperson); and Oil Tank Driver; Self-Loading Roll Off and Dumpster over 6 yds; Stringer Truck (cable operated trailer); Tractor with Steer Trailer; Transfer Truck & Trailer; Transit Mixers & Truck Hauling Concrete: over 6 yards to and including 20 yards; Truck & Pup; Trucks, side, end, bottom, & articulated end dump: over 12 yards to and including 100 yards; Truck Mounted Crane (with load-bearing surface, either mounted or pulled) up to 14 tons; Turnarocker, DWs & similar, with 2 or or more 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater; Vacuum truck (super sucker, guzzler, etc.); Water Tank Truck, 8,001 to 14,000; Semi-truck and Trailer, 50 tons and under Lowboy

GROUP 8: Lowboy, over 50 tons; Prime movers & stinger truck; Transit Mixers and truck hauling concrete, over 20 yards; Trucks, side, end bottom and articulated end dump, over 100 yards.

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is union or non-union.

#### Union Identifiers

An identifier enclosed in dotted lines beginning with characters other than "SU" denotes that the union classification and rate have found to be prevailing for that classification. Example: PLUM0198-005 07/01/2011. The first four letters, PLUM, indicate the international union and the four-digit number, 0198, that follows indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2011, following these characters is the effective date of the most current negotiated rate/collective bargaining agreement which would be July 1, 2011 in the above example.

Union prevailing wage rates will be updated to reflect any changes in the collective bargaining agreements governing the rates.

0000/9999: weighted union wage rates will be published annually each January.

#### Non-Union Identifiers

Classifications listed under an "SU" identifier were derived from survey data by computing average rates and are not union rates; however, the data used in computing these rates may include both union and non-union data. Example: SULA2004-007 5/13/2010. SU indicates the rates are not union majority rates, LA indicates the State of Louisiana; 2004 is the year of the survey; and 007 is an internal number used in producing the wage determination. A 1993 or later date, 5/13/2010, indicates the classifications and rates under that identifier were issued as a General Wage Determination on that date. Survey wage rates will remain in effect and will not change until a new survey is conducted.

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### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

### J.10-3 COLLECTIVE BARGAINING ACT: WAGE DETERMINATION

In accordance with Contract Clauses H.6 (Labor Relations) and H.7 (Collective Bargaining Agreements) the applicable Wage Determinations may be found in the matrix below:

Table J.10-3, Applicable Wage Determinations			
Wage Determination	Date Incorporated Into Contract	Modification Number	PDF Location
CBA-2014-6486	02/20/2014	352	<a href="#">WDOL</a>
CBA-2014-6487	02/20/2014	352	<a href="#">WDOL</a>
2009-0096 (Rev 2)	06/04/2010	0045	<a href="#">Hanford.gov</a>
2009-0096 (Rev 1)	06/04/2010	0045	<a href="#">Hanford.gov</a>
CBA-2007-1164 (Rev 0)	Award	000	<a href="#">WDOL.gov</a>

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane Koplewski                      Division of Director                      Wage Determinations	Wage Determination No.: CBA-2014-6486 Revision No.: 0 Date Of Last Revision: 2/19/2014
State: Washington Area: Benton	

Employed on Department of Energy, Richland Operations Office contract for direct support infrastructure and site services integral and necessary to accomplish the Hanford Site environmental cleanup mission.

Collective Bargaining Agreement between contractor: Mission Support Alliance, LLC, and union: Hanford Guards Union, effective 11/1/2010 through 10/31/2015.

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

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane Koplewski                      Division of Director                      Wage Determinations	Wage Determination No.: CBA-2014-6487 Revision No.: 0 Date Of Last Revision: 2/19/2014
State: Washington Area: Benton	

Employed on Department of Energy, Richland Operations Office contract for direct support infrastructure and site services integral and necessary to accomplish the Hanford Site environmental cleanup mission..

Collective Bargaining Agreement between contractor: Mission Support Alliance, LLC, and union: Hanford Atomic Metals Trade Council (HAMTC), effective 11/11/2013 through 11/10/2018.

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