

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. 0578	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)	CODE
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 99352		(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.

<input type="checkbox"/>	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.
<input type="checkbox"/>	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).
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
<input checked="" type="checkbox"/>	D. OTHER (Specify type of modification and authority) FAR 52.219-9, FAR 52.222-30, FAR 52.222-41, and by 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 updates Section J.6 Small Business Subcontract Plan revised November 17, 2016.

This modification updates Section J.10 Wage Determinations to incorporate the Service Contract Act WD 15-5527, Rev. 1, the Davis-Bacon Wage Determination WA170002 dated February 10, 2017, and the Collective Bargaining Act Wage Determination between the Mission Support Alliance, LLC and Hanford Guards Union, CBA-2014-6486 (Rev 1) dated February 21, 2017.

This action does not result in a change to Contract Cost, Fee, Price, or Obligated Funds.

By signature on this modification, the Contractor agrees to the following Contractor's Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) Jennifer Jahner, Contracts		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Kathy L Snell	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 03/17/17	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 3/21/2017

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DE-AC06-09RL14728/0578

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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>Statement of Release:</p> <p>In consideration of this Modification 578, 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>Attachments: Attachment 1 - Section J Table of Contents Attachment 2 - Conformed Section J.6 Attachment 3 - Conformed Section J.10</p> <p>There are no other changes to the terms and conditions of the contract.</p> <p>Payment: Period of Performance: 05/26/2009 to 05/25/2017</p>				

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**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: November 17, 2016

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:

Name of Contractor:	Mission Support Alliance, LLC
Address:	2490 Garlick Blvd. Richland, WA 99354
Contract Number:	DE-AC06-09RL14728
Item/Service:	Infrastructure and site services for DOE-RL, DOE-ORP, and associated contractors at the Hanford Site
Contract Award Amount:	\$3,059,369,580.00
Estimated Value of Materials/ Subcontracts:	\$1,639,968,958.00
Period of Contract Performance:	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
Type of Plan:	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 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 31st 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
Protective Forces	✓	✓	✓	✓	✓	
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	✓	✓	✓			
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
Akima Facilities Management	SDB Native American	✓	✓	Warehousing; Property Systems Management, Janitorial
HPM	WOSDB	✓	✓	Beryllium; Safety Program, Quality Assurance
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

Ms. Amber Burgett 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 MSA buyers 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 five DOE-HQ approved formal Mentor Protégé Agreements for FY2010 through FY2016. MSA currently has one DOE-HQ approved formal Mentor Protégé Agreement for FY2017. 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

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: Amber Burgett

Title: MSA Small Business Liaison Officer

PLAN UPDATE ACCEPTED BY:



Typed Name: Timothy E. Corbett

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:

Table J.10-1, Applicable Wage Determinations			
Wage Determination	Date Incorporated Into Contract	Modification Number	PDF Location
15-5527 (Rev 1)	03/16/2017	578	WDOL.gov
04-0047 (Rev 13)	1/19/2016	502	WDOL.gov
05-2569 (Rev 19)	01/18/2016	502	Archived: WDOL.gov
04-0047 (Rev 12)	6/15/2015	464	Archived: WDOL.gov
05-2569 (Rev 17)	06/15/2015	464	Archived: WDOL.Gov
04-0047 (Rev 11)	5/1/2014	369	Archived: WDOL.Gov
05-2569 (Rev 15)	02/14/2014	352	Archived: WDOL.gov
05-2569 (Rev 14)	01/29/2013	249	Archived: WDOL.gov
05-2569 (Rev 13)	04/03/2012	190	Archived: WDOL.gov
05-2569 (Rev 12)	05/20/2011	124	Archived: WDOL.gov
05-2570	Deleted	124	
05-2569 (Rev 10)	06/04/2010	045	Archived: WDOL.gov
05-2570 (Rev 10)	06/04/2010	045	Archived: WDOL.gov
05-2569 (Rev 9)	07/17/2009	007	Archived: WDOL.gov
05-2570 (Rev 9)	07/17/2009	007	Archived: WDOL.gov
05-2569 (Rev 2)	Award	000	Archived: WDOL.gov
05-2570 (Rev 2)	Award	000	Archived: WDOL.gov

WD 04-0047 (Rev.-13) was first posted on www.wdol.gov on 01/05/2016
 Diver Services

 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
 |
 Daniel W. Simms Division of Wage | Wage Determination No: 2004-0047
 Director Determinations | Revision No: 13
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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.

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
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

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 15-5527 (Rev.-1) was first posted on www.wdol.gov on 01/17/2017

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.: 2015-5527
Daniel W. Simms	Division of	Revision No.: 1
Director	Wage Determinations	Date Of Revision: 01/12/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington
 Area: Washington Counties of Benton, Franklin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.97
01012 - Accounting Clerk II		16.80
01013 - Accounting Clerk III		18.79
01020 - Administrative Assistant		24.65
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		14.72
01052 - Data Entry Operator II		16.06
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		13.68
01192 - Order Clerk II		14.93
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25

01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
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	24.65
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	13.51
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	19.58
05040 - Automotive Glass Installer	18.28
05070 - Automotive Worker	18.28
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	20.88
05160 - Motor Equipment Metal Worker	18.28
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.99
05280 - Motor Vehicle Wrecker	18.28
05310 - Painter, Automotive	19.58
05340 - Radiator Repair Specialist	18.28
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	10.60
07130 - Food Service Worker	11.22
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.59
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	22.59
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer, Minor	20.17
09130 - Upholsterer	22.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	13.15
11090 - Gardener	17.89
11122 - Housekeeping Aide	14.75
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	13.45
11240 - Maid or Houseman	10.71
11260 - Pruner	11.97

11270 - Tractor Operator	16.40
11330 - Trail Maintenance Worker	13.45
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	18.51
12011 - Breath Alcohol Technician	18.94
12012 - Certified Occupational Therapist Assistant	26.16
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	43.92
12030 - EKG Technician	28.90
12035 - Electroneurodiagnostic Technologist	28.90
12040 - Emergency Medical Technician	18.51
12071 - Licensed Practical Nurse I	17.04
12072 - Licensed Practical Nurse II	19.06
12073 - Licensed Practical Nurse III	21.26
12100 - Medical Assistant	15.12
12130 - Medical Laboratory Technician	17.61
12160 - Medical Record Clerk	14.92
12190 - Medical Record Technician	16.70
12195 - Medical Transcriptionist	18.70
12210 - Nuclear Medicine Technologist	40.24
12221 - Nursing Assistant I	10.62
12222 - Nursing Assistant II	11.94
12223 - Nursing Assistant III	13.03
12224 - Nursing Assistant IV	14.63
12235 - Optical Dispenser	19.06
12236 - Optical Technician	17.90
12250 - Pharmacy Technician	17.24
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	28.22
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)	23.47
12320 - Substance Abuse Treatment Counselor	13.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.42
13012 - Exhibits Specialist II	27.79
13013 - Exhibits Specialist III	33.99
13041 - Illustrator I	22.42
13042 - Illustrator II	27.79
13043 - Illustrator III	33.99
13047 - Librarian	30.76
13050 - Library Aide/Clerk	15.60
13054 - Library Information Technology Systems Administrator	27.77
13058 - Library Technician	19.91
13061 - Media Specialist I	20.04
13062 - Media Specialist II	22.44
13063 - Media Specialist III	25.00
13071 - Photographer I	18.05
13072 - Photographer II	20.20
13073 - Photographer III	25.01
13074 - Photographer IV	30.59

13075 - Photographer V	37.02
13090 - Technical Order Library Clerk	15.49
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
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
14170 - System Support Specialist	30.75
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	22.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.71
15086 - Maintenance Test Pilot, Rotary Wing	41.71
15088 - Non-Maintenance Test/Co-Pilot	41.71
15090 - Technical Instructor	30.03
15095 - Technical Instructor/Course Developer	35.79
15110 - Test Proctor	23.64
15120 - Tutor	23.64
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.99
16030 - Counter Attendant	11.99
16040 - Dry Cleaner	13.76
16070 - Finisher, Flatwork, Machine	11.99
16090 - Presser, Hand	11.99
16110 - Presser, Machine, Drycleaning	11.99
16130 - Presser, Machine, Shirts	11.99
16160 - Presser, Machine, Wearing Apparel, Laundry	11.99
16190 - Sewing Machine Operator	14.71
16220 - Tailor	15.67
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.35
19040 - Tool And Die Maker	31.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.37
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	16.37
21110 - Shipping Packer	14.51

21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	16.37
21410 - Warehouse Specialist	16.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.36
23019 - Aircraft Logs and Records Technician	22.23
23021 - Aircraft Mechanic I	26.95
23022 - Aircraft Mechanic II	28.36
23023 - Aircraft Mechanic III	30.04
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	25.26
23060 - Aircraft Servicer	22.23
23070 - Aircraft Survival Flight Equipment Technician	25.26
23080 - Aircraft Worker	23.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.95
23110 - Appliance Mechanic	24.60
23120 - Bicycle Repairer	15.88
23125 - Cable Splicer	37.57
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.75
23160 - Electrician, Maintenance	33.10
23181 - Electronics Technician Maintenance I	28.84
23182 - Electronics Technician Maintenance II	30.89
23183 - Electronics Technician Maintenance III	32.95
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	27.31
23310 - Fire Extinguisher Repairer	20.49
23311 - Fuel Distribution System Mechanic	27.97
23312 - Fuel Distribution System Operator	21.00
23370 - General Maintenance Worker	20.48
23380 - Ground Support Equipment Mechanic	26.95
23381 - Ground Support Equipment Servicer	22.23
23382 - Ground Support Equipment Worker	23.60
23391 - Gunsmith I	20.49
23392 - Gunsmith II	23.91
23393 - Gunsmith III	27.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.73
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	24.97
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	25.97
23460 - Instrument Mechanic	29.27
23465 - Laboratory/Shelter Mechanic	25.62
23470 - Laborer	12.98
23510 - Locksmith	22.50
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	18.56
23591 - Metrology Technician I	29.27
23592 - Metrology Technician II	30.80
23593 - Metrology Technician III	32.62
23640 - Millwright	33.04
23710 - Office Appliance Repairer	22.32

23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	31.14
23810 - Plumber, Maintenance	29.19
23820 - Pneudraulic Systems Mechanic	27.31
23850 - Rigger	27.31
23870 - Scale Mechanic	23.91
23890 - Sheet-Metal Worker, Maintenance	27.79
23910 - Small Engine Mechanic	21.55
23931 - Telecommunications Mechanic I	25.57
23932 - Telecommunications Mechanic II	26.91
23950 - Telephone Lineman	26.33
23960 - Welder, Combination, Maintenance	22.67
23965 - Well Driller	27.31
23970 - Woodcraft Worker	27.31
23980 - Woodworker	20.49
24000 - Personal Needs Occupations	
24550 - Case Manager	14.78
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	14.78
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.04
25040 - Sewage Plant Operator	25.62
25070 - Stationary Engineer	30.04
25190 - Ventilation Equipment Tender	21.51
25210 - Water Treatment Plant Operator	25.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.21
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	27.65
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	31.54
27132 - Police Officer II	35.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	12.43
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.33
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.59
29020 - Hatch Tender	30.59
29030 - Line Handler	30.59
29041 - Stevedore I	28.40
29042 - Stevedore II	32.76

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.04
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		27.26
30051 - Cryogenic Technician I		24.09
30052 - Cryogenic Technician II		26.61
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43
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		24.57
30095 - Evidence Control Specialist		21.76
30210 - Laboratory Technician		26.29
30221 - Latent Fingerprint Technician I		24.09
30222 - Latent Fingerprint Technician II		26.61
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
30375 - Petroleum Supply Specialist		26.61
30390 - Photo-Optics Technician		22.36
30395 - Radiation Control Technician		26.61
30461 - Technical Writer I		23.24
30462 - Technical Writer II		28.43
30463 - Technical Writer III		34.40
30491 - Unexploded Ordnance (UXO) Technician I		23.46
30492 - Unexploded Ordnance (UXO) Technician II		28.39
30493 - Unexploded Ordnance (UXO) Technician III		34.03
30494 - Unexploded (UXO) Safety Escort		23.46
30495 - Unexploded (UXO) Sweep Personnel		23.46
30501 - Weather Forecaster I		24.09
30502 - Weather Forecaster II		29.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.55
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	21.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.39
31020 - Bus Aide		12.57
31030 - Bus Driver		18.69
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		11.76
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80

31363 - Truckdriver, Heavy	23.12
31364 - Truckdriver, Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	10.98
99050 - Desk Clerk	10.40
99095 - Embalmer	24.57
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	25.70
99310 - Mortician	24.57
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	17.85
99711 - Recycling Specialist	21.80
99730 - Refuse Collector	15.94
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	25.12
99831 - Surveying Aide	15.79
99832 - Surveying Technician	21.60
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	22.50
99842 - Vending Machine Repairer Helper	18.05

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 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 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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 re-grading 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.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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 the 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 U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 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 Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1)).

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
WA170002 02/10/2017 WA2	03/16/2017	578	WDOL.gov
WA160002 03/06/2015 WA02	01/19/2016	502	WDOL.gov
WA150002 03/06/2015 WA02	6/15/2015	464	WDOL.gov
WA140002 01/02/2014 WA2	02/14/2014	352	WDOL.gov
WA130002 01/04/2013 WA2	01/29/2013	249	WDOL.Gov
WA100009 10/28/2011 WA9	04/03/2012	190	WDOL.gov

General Decision Number: WA170002 02/10/2017 WA2

Superseded General Decision Number: WA20160002

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

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted

annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/06/2017
1	02/10/2017

* SUWA2001-001 09/03/2001

(D.O.E. HANFORD SITE ONLY)

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR	\$ 32.92	19.37
BOILERMAKER	\$ 36.44	28.41
BRICKLAYER	\$ 30.28	15.94
CARPENTER		
Carpenters	\$ 32.65	14.52
Divers	\$ 38.16	14.52
Millwright & Machine erector	\$ 42.42	16.87
Piledriver	\$ 33.95	14.52
Tenders	\$ 37.16	16.87
CEMENT MASON/CONCRETE FINISHER		
GROUP 1	\$ 27.13	13.67
GROUP 2	\$ 27.75	13.67
GROUP 3	\$ 28.26	13.67
DRYWALL FINISHER/TAPER	\$ 25.00	12.36
ELECTRICIAN		
Cable Splicers	\$ 42.32	3%+17.68
Electricians	\$ 40.30	3%+17.68
IRONWORKER	\$ 32.89	24.56
LABORER		
GROUP 1	\$ 25.61	11.40
GROUP 2	\$ 25.88	11.40
GROUP 3	\$ 26.15	11.40
GROUP 4	\$ 26.43	11.40
GROUP 5 (RATES PER SHIFT)		
Sandhogs-[(1-14 LBS) , (6 HRS)]	\$ 218.80	11.40
Sandhogs-[(14-18 LBS) , (6 HRS)]	\$ 223.73	11.40
Sandhogs-[(18-22 LBS) , (6 HRS)]	\$ 245.87	11.40
Sandhogs-[(18-25 LBS) , (4 HRS)]	\$ 224.01	11.40
Sandhogs-[(22-26 LBS) , (4 HRS)]	\$ 228.33	11.40
Sandhogs-[(26-32 LBS) , (4 HRS)]	\$ 230.95	11.40
Sandhogs-[(32-38 LBS) , (3 HRS)]	\$ 233.91	11.40
Sandhogs-[(38-44 LBS) , (2 HRS)]	\$ 234.32	11.40
GROUP 5		
Outside Lock and Gauge Tender	\$ 211.44	11.40
GROUP 6	\$ 26.33	11.40
GROUP 7	\$ 26.80	11.40

	Rates	Fringes
GROUP 8	\$ 27.80	11.40
GROUP 9	\$ 28.14	11.40
PAINTER (Soft Floor Covers, Glaziers, Spray Painters, Steel Painters, Steam Clean and Acid Etching, Sign Writers)	\$ 25.10	10.94
PLUMBER/PIPEFITTER	\$ 41.24	28.79
POWER EQUIPMENT OPERATOR		
GROUP 1	\$ 26.66	14.35
GROUP 2	\$ 26.98	14.35
GROUP 3	\$ 27.59	14.35
GROUP 4	\$ 27.91	14.35
GROUP 5	\$ 28.19	14.35
GROUP 6	\$ 28.46	14.35
GROUP 7	\$ 29.56	14.35
GROUP 8	\$ 30.90	14.35
ROOFER (Including Waterproofofer and Kettleman)	\$ 26.42	10.52
SHEET METAL WORKER	\$ 34.00	19.83
SPRINKLER FITTER	\$ 31.95	21.20
TRUCK DRIVER		
GROUP 1	\$ 22.31	17.31
GROUP 2	\$ 24.95	17.31
GROUP 3	\$ 25.06	17.31
GROUP 4	\$ 25.39	17.31
GROUP 5	\$ 25.50	17.31
GROUP 6	\$ 25.50	17.31
GROUP 7	\$ 26.04	17.31
GROUP 8	\$ 26.36	17.31

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; Gunite 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, Scaleman, 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 Waster 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); Nozzlemán (to include squeeze and flow-crete nozzle); Nozzlemán, 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; Nozzlemán (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; Compressor (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, Grizzle 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); Vactor 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.

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

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like

family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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)).

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 a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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.

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 (Rev 1)	03/16/2017	578	WDOL
CBA-2014-6486	02/20/2014	352	Hanford.gov
CBA-2014-6487	02/20/2014	352	WDOL
2009-0096 (Rev 2)	06/04/2010	0045	Hanford.gov
2009-0096 (Rev 1)	06/04/2010	0045	Hanford.gov
CBA-2007-1164 (Rev 0)	Award	000	WDOL.gov

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Diane Koplewski Division of Director Wage Determinations	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210 Wage Determination No.: CBA-2014-6486 Revision No.: 1 Date Of Last Revision: 2/21/2017
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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 11/1/2015 through 11/1/2020.

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 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 Koplewski	Division of	Wage Determination No.: CBA-2014-6487
Director	Wage Determinations	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).