AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE

PAGE 1 OF PAGES 41

2. AMENDMENT/MODIFICATION NO.: 0758

3. EFFECTIVE DATE: See Block 16C

4. REQUISITION/PURCHASE REQ. NO.: Not Applicable

5. PROJECT NO. (If applicable)

6. ISSUED BY CODE 893039

Richlands Operations Office
U.S. Department of Energy
Richland Operations Office
P.O. Box 550, MSIN H5-20
Richland WA 99352

7. ADMINISTERED BY (If other than Item 6) CODE 00601

Richland Operations Office
U.S. Department of Energy
Richland Operations Office
P.O. Box 550, MSIN H5-20
Richland WA 99352

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

CODE 010605464 FACILITY CODE

(x) 9A. AMENDMENT OF SOLICITATION NO.

9B. DATED (SEE ITEM 11)

x 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC06-09RL14728

10B. DATED (SEE ITEM 13) 04/28/2009

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☐ is not extended.
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
Not Applicable

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

CHECK ONE	
	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Clause I.103 FAR 52.243-2 Alt II (a)(1), 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.10, Wage Determinations, J.10-3, Collective Bargaining Act: Wage Determination, to incorporate the CBA-2014-6487 Revision 1, dated June 2, 2017.

This modification does not add additional obligated funds to the contract as the work is incrementally funded. Accordingly, work under the Contract, such as described herein, must be performed within the amount of funds which have been allotted to the contract in accordance with Clause I.82 FAR 52.232.22 - Limitation of Funds (Apr 1984).

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) for J. Jahner
Karras Brackenbury, Contracts

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
Timothy E. Corbett

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

15C. DATE SIGNED 12/12/18

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

16C. DATE SIGNED 12/17/2018

NAME OF OFFEROR OR CONTRACTOR
MISSION SUPPORT ALLIANCE, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Statement of Release: In consideration of this Modification 758, 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. Attachments: Attachment 1 - Changes Page Attachment 2 - Section J TOC Attachment 3 - Section J.10 Wage Determinations There are no other changes to the terms and conditions of the contract. Payment: Period of Performance: 05/26/2009 to 05/25/2019				

The following revisions are included with this modification:

Section J.10 Wage Determinations

Add Wage Determination CBA-2014-6487 (Rev 1)

PART III – LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS
SECTION J -- LIST OF ATTACHMENTS
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J-4.	PERFORMANCE EVALUATION AND MEASUREMENT PLAN		
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b	FY 2011 PERFORMANCE EVALUATION & MEASUREMENT PLAN	145	10
c	FY 2012 PERFORMANCE EVALUATION & MEASUREMENT PLAN	215	13
d	FY 2013 PERFORMANCE EVALUATION & MEASUREMENT PLAN	298	10
e	FY 2014 PERFORMANCE EVALUATION & MEASUREMENT PLAN	394	20
f	FY 2015 PERFORMANCE EVAULATION & MEASUREMENT PLAN	466	11
g	FY 2016 PERFORMANCE EVAULATION & MEASUREMENT PLAN	482	9
h	FY 2017 PERFORMANCE EVAULATION & MEASUREMENT PLAN	672	9
i	FY 2018 PERFORMANCE EVAULATION & MEASUREMENT PLAN	710	30
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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
04-0047 (Rev 15)	09/12/2018	735	WDOL.gov
15-5527 (Rev 6)	09/12/2018	735	WDOL.gov
15-5527 (Rev 3)	11/28/2017	647	Archived: WDOL.gov
04-0047 (Rev 14)	11/28/2017	647	Archived: WDOL.gov
15-5527 (Rev 1)	03/16/2017	578	Archived: WDOL.gov
04-0047 (Rev 13)	01/19/2016	502	Archived: WDOL.gov
05-2569 (Rev 19)	01/18/2016	502	Archived: WDOL.gov
04-0047 (Rev 12)	06/15/2015	464	Archived: WDOL.gov
05-2569 (Rev 17)	06/15/2015	464	Archived: WDOL.Gov
04-0047 (Rev 11)	05/01/2014	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.-15) was first posted on www.wdol.gov on 01/02/2018
Diver Services

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****************************************************************************
REGISTER OF WAGE DETERMINATIONS UNDER  |      U.S. DEPARTMENT OF LABOR
        THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor |       WAGE AND HOUR DIVISION
                                       |       WASHINGTON, D.C. 20210
                                       |
                                       |
Daniel W. Simms      Division of Wage  | Wage Determination No: 2004-0047
Director             Determinations    |           Revision No: 15
                                       |      Date Of Revision: 12/26/2017
----------------------------------------------------------------------------
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.35 for calendar year 2018 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 $10.35 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 2018. 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	
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
Alaska Area - Assistant Tender	32.30
Alaska Area – Tender	36.34
Hawaii	40.25
New England Area	36.24
New York Area	39.18

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

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:

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/Efflvent

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.-6) was first posted on www.wdol.gov on 08/14/2018
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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 2015-5527 Revision No.: 6 Date Of Revision: 08/06/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.35 for calendar year 2018 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 $10.35 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 2018. 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		16.04
01012 - Accounting Clerk II		18.00
01013 - Accounting Clerk III		20.14
01020 - Administrative Assistant		27.16
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.28
01051 - Data Entry Operator I		16.19
01052 - Data Entry Operator II		17.67
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		13.47
01112 - General Clerk II		14.69
01113 - General Clerk III		16.49
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		14.29
01191 - Order Clerk I		15.31
01192 - Order Clerk II		16.70
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		28.26

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	27.16
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	14.22
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	19.54
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	14.82
07042 - Cook II	17.29
07070 – Dishwasher	11.64
07130 - Food Service Worker	12.05
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.85
09040 - Furniture Handler	17.63
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.53
09110 - Furniture Repairer, Minor	24.41
09130 – Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.07
11060 - Elevator Operator	15.92
11090 – Gardener	18.20
11122 - Housekeeping Aide	16.03
11150 – Janitor	16.03
11210 - Laborer, Grounds Maintenance	13.58
11240 - Maid or Houseman	11.72
11260 – Pruner	12.06
11270 - Tractor Operator	16.68
11330 - Trail Maintenance Worker	13.58

11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	22.56
12012 - Certified Occupational Therapist Assistant	30.94
12015 - Certified Physical Therapist Assistant	28.41
12020 - Dental Assistant	19.44
12025 - Dental Hygienist	44.23
12030 - EKG Technician	31.79
12035 - Electroneurodiagnostic Technologist	31.79
12040 - Emergency Medical Technician	22.40
12071 - Licensed Practical Nurse I	20.16
12072 - Licensed Practical Nurse II	22.56
12073 - Licensed Practical Nurse III	25.15
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	21.31
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	48.69
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	19.06
12236 - Optical Technician	18.87
12250 - Pharmacy Technician	20.20
12280 – Phlebotomist	16.56
12305 - Radiologic Technologist	28.94
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)	27.94
12320 - Substance Abuse Treatment Counselor	15.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.45
13012 - Exhibits Specialist II	30.29
13013 - Exhibits Specialist III	37.04
13041 - Illustrator I	24.45
13042 - Illustrator II	30.29
13043 - Illustrator III	37.04
13047 – Librarian	33.54
13050 - Library Aide/Clerk	17.80
13054 - Library Information Technology Systems Administrator	30.29
13058 - Library Technician	24.09
13061 - Media Specialist I	21.85
13062 - Media Specialist II	24.45
13063 - Media Specialist III	27.26
13071 - Photographer I	21.85
13072 - Photographer II	24.44
13073 - Photographer III	30.26
13074 - Photographer IV	37.02
13075 - Photographer V	44.79
13090 - Technical Order Library Clerk	18.74

13110 - Video Teleconference Technician		21.41
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		23.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.14
15086 - Maintenance Test Pilot, Rotary Wing		44.14
15088 - Non-Maintenance Test/Co-Pilot		44.14
15090 - Technical Instructor		32.14
15095 - Technical Instructor/Course Developer		39.33
15110 - Test Proctor		25.96
15120 – Tutor		25.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 – Assembler		12.58
16030 - Counter Attendant		12.58
16040 - Dry Cleaner		14.38
16070 - Finisher, Flatwork, Machine		12.58
16090 - Presser, Hand		12.58
16110 - Presser, Machine, Drycleaning		12.58
16130 - Presser, Machine, Shirts		12.58
16160 - Presser, Machine, Wearing Apparel, Laundry		12.58
16190 - Sewing Machine Operator		14.98
16220 – Tailor		15.67
16250 - Washer, Machine		13.18
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.51
19040 - Tool And Die Maker		37.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.60
21030 - Material Coordinator		28.26
21040 - Material Expediter		28.26
21050 - Material Handling Laborer		14.11
21071 - Order Filler		13.74
21080 - Production Line Worker (Food Processing)		17.60
21110 - Shipping Packer		15.96
21130 - Shipping/Receiving Clerk		15.96
21140 - Store Worker I		11.98

21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	17.60
21410 - Warehouse Specialist	17.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.14
23019 - Aircraft Logs and Records Technician	25.61
23021 - Aircraft Mechanic I	31.48
23022 - Aircraft Mechanic II	33.14
23023 - Aircraft Mechanic III	35.09
23040 - Aircraft Mechanic Helper	21.65
23050 - Aircraft, Painter	29.51
23060 - Aircraft Servicer	25.61
23070 - Aircraft Survival Flight Equipment Technician	29.51
23080 - Aircraft Worker	27.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.48
23110 - Appliance Mechanic	29.51
23120 - Bicycle Repairer	19.22
23125 - Cable Splicer	43.10
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	21.40
23160 - Electrician, Maintenance	40.05
23181 - Electronics Technician Maintenance I	31.72
23182 - Electronics Technician Maintenance II	33.98
23183 - Electronics Technician Maintenance III	36.25
23260 - Fabric Worker	25.61
23290 - Fire Alarm System Mechanic	31.48
23310 - Fire Extinguisher Repairer	23.62
23311 - Fuel Distribution System Mechanic	31.48
23312 - Fuel Distribution System Operator	23.62
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	31.48
23381 - Ground Support Equipment Servicer	25.61
23382 - Ground Support Equipment Worker	27.56
23391 - Gunsmith I	23.62
23392 - Gunsmith II	27.56
23393 - Gunsmith III	31.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.10
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	27.47
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	35.42
23465 - Laboratory/Shelter Mechanic	29.51
23470 – Laborer	14.11
23510 – Locksmith	27.23
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	23.85
23580 - Maintenance Trades Helper	20.42
23591 - Metrology Technician I	35.42
23592 - Metrology Technician II	37.27
23593 - Metrology Technician III	39.47
23640 – Millwright	39.97
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	33.97
23810 - Plumber, Maintenance	31.85

23820 - Pneudraulic Systems Mechanic		31.48
23850 - Rigger		31.48
23870 - Scale Mechanic		27.56
23890 - Sheet-Metal Worker, Maintenance		33.63
23910 - Small Engine Mechanic		26.08
23931 - Telecommunications Mechanic I		28.23
23932 - Telecommunications Mechanic II		29.70
23950 - Telephone Lineman		28.96
23960 - Welder, Combination, Maintenance		26.86
23965 - Well Driller		31.48
23970 - Woodcraft Worker		31.48
23980 - Woodworker		23.62
24000 - Personal Needs Occupations		
24550 - Case Manager		17.89
24570 - Child Care Attendant		11.73
24580 - Child Care Center Clerk		14.63
24610 - Chore Aide		12.93
24620 - Family Readiness And Support Services Coordinator		17.89
24630 - Homemaker		17.89
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.28
25040 - Sewage Plant Operator		27.71
25070 - Stationary Engineer		35.28
25190 - Ventilation Equipment Tender		24.27
25210 - Water Treatment Plant Operator		27.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.63
27007 - Baggage Inspector		19.07
27008 - Corrections Officer		24.98
27010 - Court Security Officer		28.80
27030 - Detection Dog Handler		22.01
27040 - Detention Officer		24.98
27070 - Firefighter		31.16
27101 - Guard I		19.07
27102 - Guard II		22.01
27131 - Police Officer I		34.73
27132 - Police Officer II		38.59
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.33
28042 - Carnival Equipment Repairer		17.81
28043 - Carnival Worker		11.81
28210 - Gate Attendant/Gate Tender		15.10
28310 - Lifeguard		12.53
28350 - Park Attendant (Aide)		16.89
28510 - Recreation Aide/Health Facility Attendant		12.33
28515 - Recreation Specialist		20.92
28630 - Sports Official		13.45
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)	38.15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.30

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.97
30021 - Archeological Technician I		19.53
30022 - Archeological Technician II		22.07
30023 - Archeological Technician III		27.34
30030 - Cartographic Technician		27.34
30040 - Civil Engineering Technician		30.98
30051 - Cryogenic Technician I		29.15
30052 - Cryogenic Technician II		32.20
30061 - Drafter/CAD Operator I		19.53
30062 - Drafter/CAD Operator II		22.07
30063 - Drafter/CAD Operator III		24.61
30064 - Drafter/CAD Operator IV		29.98
30081 - Engineering Technician I		17.57
30082 - Engineering Technician II		19.73
30083 - Engineering Technician III		22.07
30084 - Engineering Technician IV		27.34
30085 - Engineering Technician V		33.44
30086 - Engineering Technician VI		40.46
30090 - Environmental Technician		27.76
30095 - Evidence Control Specialist		26.33
30210 - Laboratory Technician		31.81
30221 - Latent Fingerprint Technician I		29.15
30222 - Latent Fingerprint Technician II		32.20
30240 - Mathematical Technician		27.06
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		32.20
30390 - Photo-Optics Technician		27.06
30395 - Radiation Control Technician		32.20
30461 - Technical Writer I		27.35
30462 - Technical Writer II		33.45
30463 - Technical Writer III		40.47
30491 - Unexploded Ordnance (UXO) Technician I		24.24
30492 - Unexploded Ordnance (UXO) Technician II		29.33
30493 - Unexploded Ordnance (UXO) Technician III		35.16
30494 - Unexploded (UXO) Safety Escort		24.24
30495 - Unexploded (UXO) Sweep Personnel		24.24
30501 - Weather Forecaster I		29.15
30502 - Weather Forecaster II		35.46
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.61
30621 - Weather Observer, Senior	(see 2)	26.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.33
31020 - Bus Aide		13.83
31030 - Bus Driver		20.32
31043 - Driver Courier		14.65
31260 - Parking and Lot Attendant		12.51
31290 - Shuttle Bus Driver		15.98
31310 - Taxi Driver		14.38
31361 - Truckdriver, Light		15.98
31362 - Truckdriver, Medium		17.33
31363 - Truckdriver, Heavy		23.12
31364 - Truckdriver, Tractor-Trailer		23.12
99000 - Miscellaneous Occupations		

99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.61
99050 - Desk Clerk	11.85
99095 - Embalmer	24.57
99130 - Flight Follower	24.24
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	22.26
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	26.38
99730 - Refuse Collector	19.28
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	29.32
99831 - Surveying Aide	18.43
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	18.82
99841 - Vending Machine Repairer	23.95
99842 - Vending Machine Repairer Helper	18.82

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: $4.48 per hour or $179.20 per week or $776.53 per month

HEALTH & WELFARE EO 13706: $4.18 per hour, or $167.20 per week, or $724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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
WA180002 08/10/2018 WA2	09/12/2018	735	WDOL.gov
WA170002 11/17/2017 WA2	11/28/2017	647	Archived: WDOL.gov
WA170002 02/10/2017 WA2	03/16/2017	578	Archived: WDOL.gov
WA160002 01/08/2016 WA02	01/19/2016	502	Archived: WDOL.gov
WA150002 03/06/2015 WA02	06/15/2015	464	Archived: WDOL.gov
WA140002 01/03/2014 WA2	02/14/2014	352	Archived: WDOL.gov
WA130002 01/04/2013 WA2	01/29/2013	249	Archived: WDOL.Gov
WA100009 10/28/2011 WA9	04/03/2012	190	Archived: WDOL.gov

General Decision Number: WA180002 08/10/2018 WA2

Superseded General Decision Number: WA20170002

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 $10.35 for calendar year 2018 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 $10.35 (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 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	03/16/2018
2	04/27/2018
3	06/29/2018
4	08/10/2018

* SUWA2001-001 09/03/2001

(D.O.E. HANFORD SITE ONLY)

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR	$ 34.92	19.63
BOILERMAKER	$ 38.69	28.41
BRICKLAYER	$ 31.90	17.14
CARPENTER		
Carpenters	$ 32.32	16.14
Divers	$ 37.58	16.14
Millwright & Machine erector	$ 43.42	18.44
Piledriver	$ 33.41	16.14
Tenders	$ 36.58	16.14
CEMENT MASON/CONCRETE FINISHER		
GROUP 1	$ 29.07	14.13
GROUP 2	$ 29.69	14.13
GROUP 3	$ 30.20	14.13
DRYWALL FINISHER/TAPER	$ 26.26	12.42
ELECTRICIAN		
Cable Splicers	$ 45.68	3%+19.23
Electricians	$ 43.50	3%+19.23
IRONWORKER	$ 32.64	26.56
LABORER		
GROUP 1	$ 26.01	12.55
GROUP 2	$ 26.28	12.55
GROUP 3	$ 26.55	12.55
GROUP 4	$ 26.83	12.55

GROUP 5 (RATES PER SHIFT)		
Sandhogs-[(1-14 LBS),(6 HRS)]	$ 222.00	12.55
Sandhogs-[(14-18 LBS),(6 HRS)]	$ 226.93	12.55
Sandhogs-[(18-22 LBS),(6 HRS)]	$ 249.07	12.55
Sandhogs-[(18-25 LBS),(4 HRS)]	$ 227.21	12.55
Sandhogs-[(22-26 LBS),(4 HRS)]	$ 231.53	12.55
Sandhogs-[(26-32 LBS),(4 HRS)]	$ 234.15	12.55
Sandhogs-[(32-38 LBS),(3 HRS)]	$ 237.11	12.55
Sandhogs-[(38-44 LBS),(2 HRS)]	$ 237.52	12.55
GROUP 5		
Outside Lock and Gauge Tender	$ 214.64	12.55
GROUP 6	$ 26.73	12.55
GROUP 7	$ 27.20	12.55
GROUP 8	$ 28.20	12.55
GROUP 9	$ 28.54	12.55
PAINTER (Soft Floor Covers, Glaziers, Spray Painters, Steel Painters, Steam Clean and Acid Etching, Sign Writers)	$ 26.29	11.00
PLUMBER/PIPEFITTER	$ 41.24	38.16
POWER EQUIPMENT OPERATOR		
GROUP 1	$ 27.51	15.95
GROUP 2	$ 27.83	15.95
GROUP 3	$ 28.44	15.95
GROUP 4	$ 28.76	15.95
GROUP 5	$ 29.04	15.95
GROUP 6	$ 29.31	15.95
GROUP 7	$ 30.41	15.95
GROUP 8	$ 31.75	15.95
ROOFER (Including Waterproofer and Kettleman)	$ 27.43	12.78
SHEET METAL WORKER	$ 36.90	21.20
SPRINKLER FITTER	$ 34.45	22.37
TRUCK DRIVER		
GROUP 1	$ 24.86	17.92
GROUP 2	$ 27.50	17.92
GROUP 3	$ 27.61	17.92
GROUP 4	$ 27.94	17.92
GROUP 5	$ 28.05	17.92
GROUP 6	$ 28.05	17.92
GROUP 7	$ 28.59	17.92
GROUP 8	$ 28.91	17.92

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 squeezcrete 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 Abatment Worker, Mold Abatement Worker, Nipper; Riprap Man; Sandblast Tailhoseman, Scaffold Erector (wood or steel); Stake Jumper; Structural Mover (to include separating foundation, preparation, cribbing, shoring, jacking and unloading of structures); Tailhoseman (water nozzle); Timber Bucker and Faller (by hand); Track Laborer (RR); Truck Loader; Wellpoint Man; (HDPE or similar liner installer).

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

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

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

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

GROUP 6: Construction Specialist

GROUP 7: Hod Carrier

GROUP 8: Powderman

GROUP 9: Grade Checker

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

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

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

GROUP 3: A-Frame Truck (2 or more drums); Assistant Regrigeration 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 Laoder (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, Saginau 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); Gunite 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 (mutiple 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; Rollerman (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 Cranesover 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 classificaiton

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-2014-6487 (Rev 1)	12/11/2018	758	WDOL
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	Hanford.gov
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

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

Area: Benton
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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).

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REGISTER OF WAGE DETERMINATIONS UNDER  |      U.S. DEPARTMENT OF LABOR
        THE SERVICE CONTRACT ACT       | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor |       WAGE AND HOUR DIVISION
                                       |       WASHINGTON, D.C. 20210
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                                       |Wage Determination No.: CBA-2014-6487
Diane Koplewski          Division of   |           Revision No.: 1
Director            Wage Determinations|  Date Of Last Revision: 6/2/2017
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State: Washington

Area: Benton
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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 11/10/2019 and amended on 10/25/2015.

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