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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
2020-0063 (Rev 1)	04/14/2020	888	beta.sam.gov
15-5527 (Rev 9)	01/23/2020	866	beta.sam.gov
15-5527 (Rev 8)	08/02/2019	836	Archived: beta.sam.gov
15-5527 (Rev 7)	06/04/2019	811	Archived: WDOL.gov
04-0047 (Rev 15)	09/12/2018	735	Archived: WDOL.gov
15-5527 (Rev 6)	09/12/2018	735	Archived: 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

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        "REGISTER OF WAGE DETERMINATIONS UNDER  |          U.S. DEPARTMENT OF LABOR
      THE SERVICE CONTRACT ACT                  |  EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor          |         WAGE AND HOUR DIVISION
                                                |         WASHINGTON D.C.  20210
                                                |
                                                |
                                                |
                                                | Wage Determination No.: 2020-0063
Daniel W. Simms          Division of            |           Revision No.: 1
Director            Wage Determinations         |  Date Of Last Revision: 03/05/2020
________________________________________________|_____________________________________________
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 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 $10.80 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 2020. 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 County of Benton

Fringe Benefits Required Follow the Occupational Listing

Employed on contract for Diving services.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
47040 - Diver		55.90
47041 - Diver Tender		31.94

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:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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)

** 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."

"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.: 9

Director Wage Determinations | Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

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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		16.46
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.68
01020 - Administrative Assistant		27.60
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		15.39
01042 - Customer Service Representative II		17.30
01043 - Customer Service Representative III		18.87
01051 - Data Entry Operator I		16.86
01052 - Data Entry Operator II		18.39
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		14.09
01090 - Duplicating Machine Operator		14.09
01111 - General Clerk I		13.69
01112 - General Clerk II		14.94
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		14.91
01191 - Order Clerk I		15.31
01192 - Order Clerk II		16.70
01261 - Personnel Assistant (Employment) I		17.60
01262 - Personnel Assistant (Employment) II		19.70
01263 - Personnel Assistant (Employment) III		21.95
01270 - Production Control Clerk		31.09
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	20.18
01410 - Supply Technician	27.60
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	14.99
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	21.49
05010 - Automotive Electrician	21.54
05040 - Automotive Glass Installer	20.11
05070 - Automotive Worker	20.11
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal Mechanic	22.97
05160 - Motor Equipment Metal Worker	20.11
05190 - Motor Vehicle Mechanic	22.97
05220 - Motor Vehicle Mechanic Helper	16.30
05250 - Motor Vehicle Upholstery Worker	18.69
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter Automotive	21.54
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	22.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	15.30
07042 - Cook II	17.85
07070 - Dishwasher	11.97
07130 - Food Service Worker	12.41
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.34
09040 - Furniture Handler	17.81

09080 - Furniture Refinisher	27.34
09090 - Furniture Refinisher Helper	21.97
09110 - Furniture Repairer Minor	25.99
09130 - Upholsterer	27.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	16.03
11090 - Gardener	18.70
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	13.90
11240 - Maid or Houseman	11.99
11260 - Pruner	12.35
11270 - Tractor Operator	17.15
11330 - Trail Maintenance Worker	13.90
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	24.02
12012 - Certified Occupational Therapist Assistant	32.96
12015 - Certified Physical Therapist Assistant	30.63
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	21.47
12072 - Licensed Practical Nurse II	24.02
12073 - Licensed Practical Nurse III	26.77
12100 - Medical Assistant	16.73
12130 - Medical Laboratory Technician	23.16
12160 - Medical Record Clerk	16.50
12190 - Medical Record Technician	18.46
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	52.77
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	20.76
12250 - Pharmacy Technician	20.98
12280 - Phlebotomist	17.00
12305 - Radiologic Technologist	30.20
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)	29.75
12320 - Substance Abuse Treatment Counselor	17.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.51
13012 - Exhibits Specialist II	31.59
13013 - Exhibits Specialist III	38.64
13041 - Illustrator I	25.51
13042 - Illustrator II	31.59
13043 - Illustrator III	38.64
13047 - Librarian	34.99
13050 - Library Aide/Clerk	19.58
13054 - Library Information Technology Systems Administrator	31.59
13058 - Library Technician	25.51
13061 - Media Specialist I	22.79
13062 - Media Specialist II	25.51
13063 - Media Specialist III	28.42
13071 - Photographer I	22.79
13072 - Photographer II	25.51
13073 - Photographer III	31.59
13074 - Photographer IV	38.64
13075 - Photographer V	46.75
13090 - Technical Order Library Clerk	20.61
13110 - Video Teleconference Technician	22.79

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		33.83
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		13.13
16030 - Counter Attendant		13.13
16040 - Dry Cleaner		15.02
16070 - Finisher Flatwork Machine		13.13
16090 - Presser Hand		13.13

16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.28
16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.94
19040 - Tool And Die Maker	37.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.45
21030 - Material Coordinator	31.09
21040 - Material Expediter	31.09
21050 - Material Handling Laborer	14.77
21071 - Order Filler	14.07
21080 - Production Line Worker (Food Processing)	18.45
21110 - Shipping Packer	17.25
21130 - Shipping/Receiving Clerk	17.25
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	18.45
21410 - Warehouse Specialist	18.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.63
23019 - Aircraft Logs and Records Technician	25.99
23021 - Aircraft Mechanic I	31.94
23022 - Aircraft Mechanic II	33.63
23023 - Aircraft Mechanic III	35.60
23040 - Aircraft Mechanic Helper	21.97
23050 - Aircraft Painter	29.94
23060 - Aircraft Servicer	25.99
23070 - Aircraft Survival Flight Equipment Technician	29.94
23080 - Aircraft Worker	27.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.94

23110 - Appliance Mechanic	29.94
23120 - Bicycle Repairer	21.14
23125 - Cable Splicer	43.10
23130 - Carpenter Maintenance	22.89
23140 - Carpet Layer	21.40
23160 - Electrician Maintenance	40.98
23181 - Electronics Technician Maintenance I	33.15
23182 - Electronics Technician Maintenance II	35.50
23183 - Electronics Technician Maintenance III	37.87
23260 - Fabric Worker	25.99
23290 - Fire Alarm System Mechanic	31.94
23310 - Fire Extinguisher Repairer	23.96
23311 - Fuel Distribution System Mechanic	31.94
23312 - Fuel Distribution System Operator	23.96
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	31.94
23381 - Ground Support Equipment Servicer	25.99
23382 - Ground Support Equipment Worker	27.97
23391 - Gunsmith I	23.96
23392 - Gunsmith II	27.97
23393 - Gunsmith III	31.94
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.47
23430 - Heavy Equipment Mechanic	25.82
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	38.96
23465 - Laboratory/Shelter Mechanic	29.94
23470 - Laborer	14.77
23510 - Locksmith	27.23
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist Maintenance	25.32
23580 - Maintenance Trades Helper	21.97
23591 - Metrology Technician I	38.96
23592 - Metrology Technician II	41.00
23593 - Metrology Technician III	43.42

23640 - Millwright	40.89
23710 - Office Appliance Repairer	22.32
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	36.20
23810 - Plumber Maintenance	33.93
23820 - Pneudraulic Systems Mechanic	31.94
23850 - Rigger	31.94
23870 - Scale Mechanic	27.97
23890 - Sheet-Metal Worker Maintenance	34.57
23910 - Small Engine Mechanic	27.97
23931 - Telecommunications Mechanic I	31.05
23932 - Telecommunications Mechanic II	32.67
23950 - Telephone Lineman	31.86
23960 - Welder Combination Maintenance	26.86
23965 - Well Driller	31.94
23970 - Woodcraft Worker	31.94
23980 - Woodworker	23.96
24000 - Personal Needs Occupations	
24550 - Case Manager	17.89
24570 - Child Care Attendant	12.05
24580 - Child Care Center Clerk	15.03
24610 - Chore Aide	13.64
24620 - Family Readiness And Support Services Coordinator	17.89
24630 - Homemaker	17.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.51
25040 - Sewage Plant Operator	30.48
25070 - Stationary Engineer	36.51
25190 - Ventilation Equipment Tender	25.12
25210 - Water Treatment Plant Operator	30.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	19.07
27008 - Corrections Officer	26.20
27010 - Court Security Officer	29.05
27030 - Detection Dog Handler	22.01

27040 - Detention Officer		26.20
27070 - Firefighter		31.89
27101 - Guard I		19.07
27102 - Guard II		22.01
27131 - Police Officer I		35.96
27132 - Police Officer II		39.97
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.96
28042 - Carnival Equipment Repairer		18.49
28043 - Carnival Worker		12.21
28210 - Gate Attendant/Gate Tender		15.34
28310 - Lifeguard		12.53
28350 - Park Attendant (Aide)		17.16
28510 - Recreation Aide/Health Facility Attendant		12.52
28515 - Recreation Specialist		21.25
28630 - Sports Official		13.66
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)	38.78
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	29.45
30021 - Archeological Technician I		20.44
30022 - Archeological Technician II		22.87
30023 - Archeological Technician III		28.33
30030 - Cartographic Technician		28.33
30040 - Civil Engineering Technician		30.98
30051 - Cryogenic Technician I		31.38
30052 - Cryogenic Technician II		34.65
30061 - Drafter/CAD Operator I		20.44
30062 - Drafter/CAD Operator II		22.87
30063 - Drafter/CAD Operator III		25.49

30064 - Drafter/CAD Operator IV		31.38
30081 - Engineering Technician I		18.20
30082 - Engineering Technician II		20.44
30083 - Engineering Technician III		22.87
30084 - Engineering Technician IV		28.33
30085 - Engineering Technician V		34.65
30086 - Engineering Technician VI		41.92
30090 - Environmental Technician		30.54
30095 - Evidence Control Specialist		28.33
30210 - Laboratory Technician		34.99
30221 - Latent Fingerprint Technician I		31.38
30222 - Latent Fingerprint Technician II		34.65
30240 - Mathematical Technician		28.33
30361 - Paralegal/Legal Assistant I		18.39
30362 - Paralegal/Legal Assistant II		22.78
30363 - Paralegal/Legal Assistant III		27.86
30364 - Paralegal/Legal Assistant IV		33.71
30375 - Petroleum Supply Specialist		34.65
30390 - Photo-Optics Technician		28.33
30395 - Radiation Control Technician		34.65
30461 - Technical Writer I		28.35
30462 - Technical Writer II		34.69
30463 - Technical Writer III		41.96
30491 - Unexploded Ordnance (UXO) Technician I		24.65
30492 - Unexploded Ordnance (UXO) Technician II		29.82
30493 - Unexploded Ordnance (UXO) Technician III		35.74
30494 - Unexploded (UXO) Safety Escort		24.65
30495 - Unexploded (UXO) Sweep Personnel		24.65
30501 - Weather Forecaster I		31.38
30502 - Weather Forecaster II		38.15
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.49
30621 - Weather Observer Senior	(see 2)	28.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.82
31020 - Bus Aide		14.32
31030 - Bus Driver		20.90

31043 - Driver Courier	16.12
31260 - Parking and Lot Attendant	12.72
31290 - Shuttle Bus Driver	17.58
31310 - Taxi Driver	15.82
31361 - Truckdriver Light	17.58
31362 - Truckdriver Medium	19.06
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	12.03
99050 - Desk Clerk	12.20
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	12.60
99252 - Laboratory Animal Caretaker II	13.74
99260 - Marketing Analyst	25.70
99310 - Mortician	24.65
99410 - Pest Controller	22.73
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	23.76
99711 - Recycling Specialist	29.02
99730 - Refuse Collector	21.21
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	19.22
99841 - Vending Machine Repairer	24.46
99842 - Vending Machine Repairer Helper	19.22

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HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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
WA20200002 01/03/2020 WA2	01/23/2020	866	beta.sam.gov
WA190002 05/03/2019 WA2	06/04/2019	811	Archived: WDOL.gov
WA180002 08/10/2018 WA2	09/12/2018	735	Archived: 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: WA20200002 01/03/2020

Superseded General Decision Number: WA20190002

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 $10.80 for calendar year 2020 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 $10.80 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 2020. If this contract is covered by the EO and a
classification considered necessary for performance of work on
the contract does not appear on this wage determination, the
contractor must pay workers in that classification at least
the wage rate determined through the conformance process set

forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). 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	01/03/2020

* SUWA2001-001 09/03/2001

(D.O.E. HANFORD SITE ONLY)

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR	$ 36.17	20.13
BOILERMAKER	$ 38.56	29.99
BRICKLAYER	$ 31.90	17.14
CARPENTER		
Carpenters	$ 35.47	16.88
Divers	$ 41.23	16.88
Millwright & Machine erector	$ 47.42	18.96
Piledriver	$ 36.66	16.88
Tenders	$ 40.23	16.88

CEMENT MASON/CONCRETE FINISHER

GROUP 1.....$ 30.21 14.93

GROUP 2.....$ 30.83 14.93

GROUP 3.....$ 31.34 14.93

DRYWALL FINISHER/TAPER.....$ 26.79 13.21

ELECTRICIAN

Cable Splicers.....$ 45.68 3%+19.68

Electricians.....$ 43.50 3%+19.68

IRONWORKER.....$ 33.59 29.26

LABORER

GROUP 1.....$ 27.94 13.00

GROUP 2.....$ 28.21 13.00

GROUP 3.....$ 28.48 13.00

GROUP 4.....$ 28.76 13.00

GROUP 5 (RATES PER SHIFT)

Sandhogs-[(1-14 LBS),(6
HRS)].....$ 237.44 13.00

Sandhogs-[(14-18 LBS),(6
HRS)].....$ 242.37 13.00

Sandhogs-[(18-22 LBS),(6
HRS)].....$ 264.51 13.00

Sandhogs-[(18-25 LBS),(4
HRS)].....$ 242.65 13.00

Sandhogs-[(22-26 LBS),(4
HRS)].....$ 246.97 13.00

Sandhogs-[(26-32 LBS),(4
HRS)].....$ 249.59 13.00

Sandhogs-[(32-38 LBS),(3
HRS)].....$ 252.55 13.00

Sandhogs-[(38-44 LBS),(2
HRS)].....$ 252.96 13.00

GROUP 5

Outside Lock and Gauge

Tender	$ 230.08	13.00
GROUP 6	$ 28.66	13.00
GROUP 7	$ 27.95	13.80
GROUP 8	$ 30.13	13.00
GROUP 9	$ 30.47	13.00
PAINTER (Soft Floor Covers, Glaziers, Spray Painters, Steel Painters, Steam Clean and Acid Etching, Sign Writers)	$ 26.19	11.1
PLUMBER/PIPEFITTER	$ 49.24	28.79
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)	$ 28.25	13.01
SHEET METAL WORKER	$ 39.00	21.85
SPRINKLER FITTER	$ 34.45	24.13
TRUCK DRIVER		
GROUP 1	$ 26.05	18.03
GROUP 2	$ 28.69	18.03
GROUP 3	$ 28.80	18.03
GROUP 4	$ 29.13	18.03
GROUP 5	$ 29.24	18.03

GROUP 6.....$ 29.24 18.03

GROUP 7.....$ 29.78 18.03

GROUP 8.....$ 30.10 18.03

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.

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END OF GENERAL DECISION

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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
                                       |
                                       |
                                       |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
                                       |
                                       |
                                       |Wage Determination No.: CBA-2014-6487
Diane Koplewski          Division of   |           Revision No.: 1
Director            Wage Determinations|  Date Of Last Revision: 6/2/2017
_______________________________________|_______________________________________
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 11/10/2019 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).