

**ATTACHMENT J.10**

**WAGE DETERMINATIONS – SERVICE CONTRACT ACT (SCA) AND DAVIS-BACON ACT**

**SERVICE CONTRACT ACT COLLECTIVE BARGAINING AGREEMENT WAGE DETERMINATION**

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W.Gross Director	Division of Wage Determinations	Wage Determination No.: 1998-0109 Revision No.: 9 Date Of Last Revision: 09/15/2006

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State: Washington

Area: Washington County of Benton

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Employed on US Department of Energy contract for Operations, Management and Intergration at the Department of Energy Hanford Site Services in Benton, WA.

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Collective Bargaining Agreement between Fluor Hanford, Inc. and Office and Professional Employees International Union (OPEIU), Local 11, AFL-CIO effective April 1, 2003 through March 31, 2007.

Collective Bargaining Agreement between Fluor Hanford, Inc. (FH) and Hanford Atomic Metal Trades Council (HAMTC), AFL-CIO and effective April 1, 2002 through March 31, 2007.

Collective Bargaining Agreement between Fluor Hanford, Inc. and Hanford Guards Union effective October 29, 2005 through October 31, 2010.

In accordance with Sections 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).

**SERVICE CONTRACT ACT WAGE DETERMINATION #2569**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor   Shirley F. Ebbesen      Division of Wage Director                      Determinations	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210  Wage Determination No.: 2005-2569 Revision No.: 6 Date of Last Revision: 05/29/2008

States: Oregon, Washington

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

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

<b>OCCUPATION CODE - TITLE</b>	<b>MINIMUM WAGE RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>	
01011 - Accounting Clerk I	12 .61
01012 - Accounting Clerk II	14 .16
01013 - Accounting Clerk III	16 .65
01020 - Administrative Assistant	21 .85
01040 - Court Reporter	16 .86
01051 - Data Entry Operator I	12 .21
01052 - Data Entry Operator II	13 .23
01060 - Dispatcher, Motor Vehicle	16 .86
01070 - Document Preparation Clerk	12 .94
01090 - Duplicating Machine Operator	12 .94
01111 - General Clerk I	12 .16
01112 - General Clerk II	13 .26
01113 - General Clerk III	14 .89
01120 - Housing Referral Assistant	19 .50
01141 - Messenger Courier	10 .59
01191 - Order Clerk I	12 .21
01192 - Order Clerk II	13 .32

01261 - Personnel Assistant (Employment) I	15 .06
01262 - Personnel Assistant (Employment) II	16 .86
01263 - Personnel Assistant (Employment) III	18 .80
01270 - Production Control Clerk	21 .52
01280 - Receptionist	12 .56
01290 - Rental Clerk	14 .55
01300 - Scheduler, Maintenance	14 .95
01311 - Secretary I	14 .95
01312 - Secretary II	16 .73
01313 - Secretary III	19 .50
01320 - Service Order Dispatcher	16 .93
01410 - Supply Technician	21 .86
01420 - Survey Worker	16 .71
01531 - Travel Clerk I	12 .96
01532 - Travel Clerk II	13 .94
01533 - Travel Clerk III	14 .91
01611 - Word Processor I	13 .42
01612 - Word Processor II	15 .07
01613 - Word Processor III	16 .86
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	18 .71
05010 - Automotive Electrician	18 .82
05040 - Automotive Glass Installer	17 .82
05070 - Automotive Worker	17 .82
05110 - Mobile Equipment Servicer	15 .82
05130 - Motor Equipment Metal Mechanic	19 .80
05160 - Motor Equipment Metal Worker	17 .82
05190 - Motor Vehicle Mechanic	19 .80
05220 - Motor Vehicle Mechanic Helper	14 .82
05250 - Motor Vehicle Upholstery Worker	16 .81
05280 - Motor Vehicle Wrecker	17 .82
05310 - Painter, Automotive	18 .82
05340 - Radiator Repair Specialist	17 .82
05370 - Tire Repairer	14 .44
05400 - Transmission Repair Specialist	19 .80

**07000 - Food Preparation And Service Occupations**

07010 - Baker	17 .23
07041 - Cook I	13 .97
07042 - Cook II	15 .66
07070 - Dishwasher	9 .89
07130 - Food Service Worker	9 .89
07210 - Meat Cutter	17 .18
07260 - Waiter/Waitress	11 .04

**09000 - Furniture Maintenance And Repair Occupations**

09010 - Electrostatic Spray Painter	17 .78
09040 - Furniture Handler	11 .71
09080 - Furniture Refinisher	17 .78
09090 - Furniture Refinisher Helper	14 .00
09110 - Furniture Repairer, Minor	15 .88
09130 - Upholsterer	17 .78

**11000 - General Services And Support Occupations**

11030 - Cleaner, Vehicles	10 .39
11060 - Elevator Operator	10 .88
11090 - Gardener	15 .35
11122 - Housekeeping Aide	10 .39
11150 - Janitor	12 .80
11210 - Laborer, Grounds Maintenance	12 .13
11240 - Maid or Houseman	9 .39
11260 - Pruner	11 .97
11270 - Tractor Operator	14 .51
11330 - Trail Maintenance Worker	12 .13
11360 - Window Cleaner	14 .28

**12000 - Health Occupations**

12010 - Ambulance Driver	15 .74
12011 - Breath Alcohol Technician	15 .74
12012 - Certified Occupational Therapist Assistant	21 .59
12015 - Certified Physical Therapist Assistant	21 .59
12020 - Dental Assistant	16 .53
12025 - Dental Hygienist	36 .58
12030 - EKG Technician	23 .84
12035 - Electroneurodiagnostic Technologist	23 .84

12040 - Emergency Medical Technician	15 .46
12071 - Licensed Practical Nurse I	14 .07
12072 - Licensed Practical Nurse II	15 .74
12073 - Licensed Practical Nurse III	17 .55
12100 - Medical Assistant	13 .25
12130 - Medical Laboratory Technician	15 .52
12160 - Medical Record Clerk	13 .72
12190 - Medical Record Technician	15 .35
12195 - Medical Transcriptionist	14 .81
12210 - Nuclear Medicine Technologist	36 .58
12221 - Nursing Assistant I	9 .20
12222 - Nursing Assistant II	10 .34
12223 - Nursing Assistant III	11 .28
12224 - Nursing Assistant IV	12 .67
12235 - Optical Dispenser	15 .47
12236 - Optical Technician	13 .82
12250 - Pharmacy Technician	15 .49
12280 - Phlebotomist	13 .01
12305 - Radiologic Technologist	23 .78
12311 - Registered Nurse I	25 .08
12312 - Registered Nurse II	30 .67
12313 - Registered Nurse II, Specialist	30 .67
12314 - Registered Nurse III	37 .11
12315 - Registered Nurse III, Anesthetist	37 .11
12316 - Registered Nurse IV	44 .49
12317 - Scheduler (Drug and Alcohol Testing)	19 .50
<b>13000 - Information And Arts Occupations</b>	
13011 - Exhibits Specialist I	18 .36
13012 - Exhibits Specialist II	22 .74
13013 - Exhibits Specialist III	27 .32
13041 - Illustrator I	18 .36
13042 - Illustrator II	22 .74
13043 - Illustrator III	27 .32
13047 - Librarian	25 .18
13050 - Library Aide/Clerk	13 .05

13054 - Library Information Technology Systems Administrator	22 .74
13058 - Library Technician	18 .10
13061 - Media Specialist I	14 .73
13062 - Media Specialist II	18 .10
13063 - Media Specialist III	20 .16
13071 - Photographer I	16 .41
13072 - Photographer II	18 .36
13073 - Photographer III	22 .74
13074 - Photographer IV	27 .81
13075 - Photographer V	33 .65
13110 - Video Teleconference Technician	16 .41
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	15 .07
14042 - Computer Operator II	16 .86
14043 - Computer Operator III	20 .58
14044 - Computer Operator IV	23 .79
14045 - Computer Operator V	25 .52
14071 - Computer Programmer I (1)	20 .77
14072 - Computer Programmer II (1)	25 .73
14073 - Computer Programmer III (1)	27 .62
14074 - Computer Programmer IV (1)	27 .62
14101 - Computer Systems Analyst I (1)	27 .62
14102 - Computer Systems Analyst II (1)	27 .62
14103 - Computer Systems Analyst III (1)	27 .62
14150 - Peripheral Equipment Operator	15 .07
14160 - Personal Computer Support Technician	23 .79
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27 .62
15020 - Aircrew Training Devices Instructor (Rated)	32 .83
15030 - Air Crew Training Devices Instructor (Pilot)	36 .76
15050 - Computer Based Training Specialist / Instructor	27 .62
15060 - Educational Technologist	27 .93
15070 - Flight Instructor (Pilot)	36 .76
15080 - Graphic Artist	19 .54
15090 - Technical Instructor	24 .93

15095 - Technical Instructor/Course Developer	25 .52
15110 - Test Proctor	16 .85
15120 - Tutor	16 .85
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	9 .53
16030 - Counter Attendant	9 .53
16040 - Dry Cleaner	12 .03
16070 - Finisher, Flatwork, Machine	9 .53
16090 - Presser, Hand	9 .53
16110 - Presser, Machine, Drycleaning	9 .53
16130 - Presser, Machine, Shirts	9 .53
16160 - Presser, Machine, Wearing Apparel, Laundry	9 .53
16190 - Sewing Machine Operator	12 .87
16220 - Tailor	13 .71
16250 - Washer, Machine	10 .36
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22 .18
19040 - Tool And Die Maker	26 .88
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	12 .59
21030 - Material Coordinator	22 .17
21040 - Material Expediter	22 .17
21050 - Material Handling Laborer	11 .73
21071 - Order Filler	12 .83
21080 - Production Line Worker (Food Processing)	12 .59
21110 - Shipping Packer	12 .58
21130 - Shipping/Receiving Clerk	12 .58
21140 - Store Worker I	10 .26
21150 - Stock Clerk	14 .62
21210 - Tools And Parts Attendant	12 .59
21410 - Warehouse Specialist	12 .76
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	24 .34
23021 - Aircraft Mechanic I	23 .12
23022 - Aircraft Mechanic II	24 .49
23023 - Aircraft Mechanic III	25 .80



23040 - Aircraft Mechanic Helper	17 .34
23050 - Aircraft, Painter	21 .81
23060 - Aircraft Servicer	19 .68
23080 - Aircraft Worker	20 .86
23110 - Appliance Mechanic	21 .30
23120 - Bicycle Repairer	14 .44
23125 - Cable Splicer	27 .39
23130 - Carpenter, Maintenance	20 .56
23140 - Carpet Layer	18 .52
23160 - Electrician, Maintenance	27 .22
23181 - Electronics Technician Maintenance I	20 .24
23182 - Electronics Technician Maintenance II	21 .68
23183 - Electronics Technician Maintenance III	23 .12
23260 - Fabric Worker	18 .80
23290 - Fire Alarm System Mechanic	23 .12
23310 - Fire Extinguisher Repairer	17 .35
23311 - Fuel Distribution System Mechanic	23 .12
23312 - Fuel Distribution System Operator	17 .35
23370 - General Maintenance Worker	16 .84
23380 - Ground Support Equipment Mechanic	23 .12
23381 - Ground Support Equipment Servicer	18 .80
23382 - Ground Support Equipment Worker	20 .37
23391 - Gunsmith I	17 .35
23392 - Gunsmith II	20 .24
23393 - Gunsmith III	23 .12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18 .71
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	19 .02
23430 - Heavy Equipment Mechanic	21 .15
23440 - Heavy Equipment Operator	23 .12
23460 - Instrument Mechanic	23 .12
23465 - Laboratory/Shelter Mechanic	21 .68
23470 - Laborer	10 .66
23510 - Locksmith	17 .78
23530 - Machinery Maintenance Mechanic	23 .24

23550 - Machinist, Maintenance	21 .72
23580 - Maintenance Trades Helper	14 .00
23591 - Metrology Technician I	23 .12
23592 - Metrology Technician II	24 .34
23593 - Metrology Technician III	25 .64
23640 - Millwright	23 .12
23710 - Office Appliance Repairer	20 .29
23760 - Painter, Maintenance	17 .78
23790 - Pipefitter, Maintenance	25 .40
23810 - Plumber, Maintenance	24 .14
23820 - Pneudraulic Systems Mechanic	23 .12
23850 - Rigger	23 .12
23870 - Scale Mechanic	20 .24
23890 - Sheet-Metal Worker, Maintenance	24 .48
23910 - Small Engine Mechanic	17 .81
23931 - Telecommunications Mechanic I	24 .69
23932 - Telecommunications Mechanic II	25 .99
23950 - Telephone Lineman	21 .69
23960 - Welder, Combination, Maintenance	18 .71
23965 - Well Driller	23 .12
23970 - Woodcraft Worker	23 .12
23980 - Woodworker	17 .35
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	9 .13
24580 - Child Care Center Clerk	12 .40
24610 - Chore Aide	10 .51
24620 - Family Readiness And Support Services Coordinator	10 .25
24630 - Homemaker	13 .13
<b>25000 - Plant And System Operations Occupations</b>	
25010 - Boiler Tender	23 .12
25040 - Sewage Plant Operator	21 .39
25070 - Stationary Engineer	23 .12
25190 - Ventilation Equipment Tender	18 .71
25210 - Water Treatment Plant Operator	21 .33
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	18 .19

27007 - Baggage Inspector	14 .50
27008 - Corrections Officer	21 .78
27010 - Court Security Officer	24 .10
27030 - Detection Dog Handler	18 .19
27040 - Detention Officer	21 .78
27070 - Firefighter	21 .85
27101 - Guard I	14 .50
27102 - Guard II	18 .19
27131 - Police Officer I	26 .34
27132 - Police Officer II	29 .26
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13 .74
28042 - Carnival Equipment Repairer	14 .68
28043 - Carnival Equipment Worker	10 .29
28210 - Gate Attendant/Gate Tender	12 .36
28310 - Lifeguard	10 .82
28350 - Park Attendant (Aide)	13 .83
28510 - Recreation Aide/Health Facility Attendant	10 .09
28515 - Recreation Specialist	17 .13
28630 - Sports Official	11 .01
28690 - Swimming Pool Operator	20 .45
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker And Bracer	20 .89
29020 - Hatch Tender	20 .89
29030 - Line Handler	20 .89
29041 - Stevedore I	19 .40
29042 - Stevedore II	22 .37
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32 .97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22 .73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25 .03
30021 - Archeological Technician I	15 .80
30022 - Archeological Technician II	17 .66
30023 - Archeological Technician III	21 .88
30030 - Cartographic Technician	23 .16
30040 - Civil Engineering Technician	22 .53

30061 - Drafter/CAD Operator I	14 .29
30062 - Drafter/CAD Operator II	16 .75
30063 - Drafter/CAD Operator III	18 .68
30064 - Drafter/CAD Operator IV	21 .88
30081 - Engineering Technician I	14 .28
30082 - Engineering Technician II	16 .03
30083 - Engineering Technician III	17 .97
30084 - Engineering Technician IV	22 .22
30085 - Engineering Technician V	27 .17
30086 - Engineering Technician VI	35 .66
30090 - Environmental Technician	20 .31
30210 - Laboratory Technician	19 .75
30240 - Mathematical Technician	20 .14
30361 - Paralegal/Legal Assistant I	16 .69
30362 - Paralegal/Legal Assistant II	19 .89
30363 - Paralegal/Legal Assistant III	22 .70
30364 - Paralegal/Legal Assistant IV	27 .48
30390 - Photo-Optics Technician	20 .14
30461 - Technical Writer I	16 .87
30462 - Technical Writer II	20 .64
30463 - Technical Writer III	24 .97
30491 - Unexploded Ordnance (UXO) Technician I	20 .95
30492 - Unexploded Ordnance (UXO) Technician II	25 .35
30493 - Unexploded Ordnance (UXO) Technician III	30 .39
30494 - Unexploded (UXO) Safety Escort	20 .95
30495 - Unexploded (UXO) Sweep Personnel	20 .95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	18 .68
30621 - Weather Observer, Senior (2)	20 .75
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	11 .31
31030 - Bus Driver	16 .32
31043 - Driver Courier	12 .28
31260 - Parking and Lot Attendant	10 .18
31290 - Shuttle Bus Driver	12 .63
31310 - Taxi Driver	11 .88

31361 - Truckdriver, Light	12 .35
31362 - Truckdriver, Medium	14 .03
31363 - Truckdriver, Heavy	17 .19
31364 - Truckdriver, Tractor-Trailer	17 .19
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	9 .31
99050 - Desk Clerk	9 .13
99095 - Embalmer	20 .95
99251 - Laboratory Animal Caretaker I	12 .19
99252 - Laboratory Animal Caretaker II	13 .28
99310 - Mortician	20 .95
99410 - Pest Controller	19 .00
99510 - Photofinishing Worker	11 .01
99710 - Recycling Laborer	12 .80
99711 - Recycling Specialist	15 .62
99730 - Refuse Collector	11 .97
99810 - Sales Clerk	12 .30
99820 - School Crossing Guard	11 .71
99830 - Survey Party Chief	23 .63
99831 - Surveying Aide	14 .85
99832 - Surveying Technician	20 .32
99840 - Vending Machine Attendant	16 .41
99841 - Vending Machine Repairer	20 .45
99842 - Vending Machine Repairer Helper	16 .41

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

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

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

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

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

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

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

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

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

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

**SERVICE CONTRACT ACT WAGE DETERMINATION #2570**

<p>REGISTER OF WAGE DETERMINATIONS UNDER                  THE SERVICE CONTRACT ACT                  By direction of the Secretary of Labor</p> <p>Shirley F. Ebbesen      Division of Wage                  Director                      Determinations</p>	<p>U.S. DEPARTMENT OF LABOR                  EMPLOYMENT STANDARDS ADMINISTRATION                  WAGE AND HOUR DIVISION                  WASHINGTON, D.C. 20210</p> <p>Wage Determination No.: 2005-2570                  Revision No.: 6                  Date of Last Revision: 05/29/2008</p>

States: Oregon, Washington

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

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

<b>OCCUPATION CODE - TITLE</b>	<b>MINIMUM WAGE RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>	
01011 - Accounting Clerk I	12 .61
01012 - Accounting Clerk II	14 .16
01013 - Accounting Clerk III	16 .65
01020 - Administrative Assistant	21 .85
01040 - Court Reporter	16 .86
01051 - Data Entry Operator I	12 .21
01052 - Data Entry Operator II	13 .23
01060 - Dispatcher, Motor Vehicle	16 .86
01070 - Document Preparation Clerk	12 .94
01090 - Duplicating Machine Operator	12 .94
01111 - General Clerk I	12 .16
01112 - General Clerk II	13 .26
01113 - General Clerk III	14 .89
01120 - Housing Referral Assistant	19 .50
01141 - Messenger Courier	10 .59
01191 - Order Clerk I	12 .21



01192 - Order Clerk II	13 .32
01261 - Personnel Assistant (Employment) I	15 .06
01262 - Personnel Assistant (Employment) II	16 .86
01263 - Personnel Assistant (Employment) III	18 .80
01270 - Production Control Clerk	21 .52
01280 - Receptionist	12 .56
01290 - Rental Clerk	14 .55
01300 - Scheduler, Maintenance	14 .95
01311 - Secretary I	14 .95
01312 - Secretary II	16 .73
01313 - Secretary III	19 .50
01320 - Service Order Dispatcher	16 .93
01410 - Supply Technician	21 .86
01420 - Survey Worker	16 .71
01531 - Travel Clerk I	12 .96
01532 - Travel Clerk II	13 .94
01533 - Travel Clerk III	14 .91
01611 - Word Processor I	13 .42
01612 - Word Processor II	15 .07
01613 - Word Processor III	16 .86
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	18 .71
05010 - Automotive Electrician	18 .82
05040 - Automotive Glass Installer	17 .82
05070 - Automotive Worker	17 .82
05110 - Mobile Equipment Servicer	15 .82
05130 - Motor Equipment Metal Mechanic	19 .80
05160 - Motor Equipment Metal Worker	17 .82
05190 - Motor Vehicle Mechanic	19 .80
05220 - Motor Vehicle Mechanic Helper	14 .82
05250 - Motor Vehicle Upholstery Worker	16 .81
05280 - Motor Vehicle Wrecker	17 .82
05310 - Painter, Automotive	18 .82
05340 - Radiator Repair Specialist	17 .82
05370 - Tire Repairer	14 .44

05400 - Transmission Repair Specialist	19 .80
<b>07000 - Food Preparation And Service Occupations</b>	
07010 - Baker	17 .23
07041 - Cook I	13 .97
07042 - Cook II	15 .66
07070 - Dishwasher	9 .89
07130 - Food Service Worker	9 .89
07210 - Meat Cutter	17 .18
07260 - Waiter/Waitress	11 .04
<b>09000 - Furniture Maintenance And Repair Occupations</b>	
09010 - Electrostatic Spray Painter	17 .78
09040 - Furniture Handler	11 .71
09080 - Furniture Refinisher	17 .78
09090 - Furniture Refinisher Helper	14 .00
09110 - Furniture Repairer, Minor	15 .88
09130 - Upholsterer	17 .78
<b>11000 - General Services And Support Occupations</b>	
11030 - Cleaner, Vehicles	10 .39
11060 - Elevator Operator	10 .88
11090 - Gardener	15 .35
11122 - Housekeeping Aide	10 .39
11150 - Janitor	12 .80
11210 - Laborer, Grounds Maintenance	12 .13
11240 - Maid or Houseman	9 .39
11260 - Pruner	11 .97
11270 - Tractor Operator	14 .51
11330 - Trail Maintenance Worker	12 .13
11360 - Window Cleaner	14 .28
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	15 .74
12011 - Breath Alcohol Technician	15 .74
12012 - Certified Occupational Therapist Assistant	21 .59
12015 - Certified Physical Therapist Assistant	21 .59
12020 - Dental Assistant	16 .53
12025 - Dental Hygienist	36 .58
12030 - EKG Technician	23 .84

12035 - Electroneurodiagnostic Technologist	23 .84
12040 - Emergency Medical Technician	15 .46
12071 - Licensed Practical Nurse I	14 .07
12072 - Licensed Practical Nurse II	15 .74
12073 - Licensed Practical Nurse III	17 .55
12100 - Medical Assistant	13 .25
12130 - Medical Laboratory Technician	15 .52
12160 - Medical Record Clerk	13 .72
12190 - Medical Record Technician	15 .35
12195 - Medical Transcriptionist	14 .81
12210 - Nuclear Medicine Technologist	36 .58
12221 - Nursing Assistant I	9 .20
12222 - Nursing Assistant II	10 .34
12223 - Nursing Assistant III	11 .28
12224 - Nursing Assistant IV	12 .67
12235 - Optical Dispenser	15 .47
12236 - Optical Technician	13 .82
12250 - Pharmacy Technician	15 .49
12280 - Phlebotomist	13 .01
12305 - Radiologic Technologist	23 .78
12311 - Registered Nurse I	25 .08
12312 - Registered Nurse II	30 .67
12313 - Registered Nurse II, Specialist	30 .67
12314 - Registered Nurse III	37 .11
12315 - Registered Nurse III, Anesthetist	37 .11
12316 - Registered Nurse IV	44 .49
12317 - Scheduler (Drug and Alcohol Testing)	19 .50
<b>13000 - Information And Arts Occupations</b>	
13011 - Exhibits Specialist I	18 .36
13012 - Exhibits Specialist II	22 .74
13013 - Exhibits Specialist III	27 .32
13041 - Illustrator I	18 .36
13042 - Illustrator II	22 .74
13043 - Illustrator III	27 .32
13047 - Librarian	25 .18

13050 - Library Aide/Clerk	13 .05
13054 - Library Information Technology Systems Administrator	22 .74
13058 - Library Technician	18 .10
13061 - Media Specialist I	14 .73
13062 - Media Specialist II	18 .10
13063 - Media Specialist III	20 .16
13071 - Photographer I	16 .41
13072 - Photographer II	18 .36
13073 - Photographer III	22 .74
13074 - Photographer IV	27 .81
13075 - Photographer V	33 .65
13110 - Video Teleconference Technician	16 .41
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	15 .07
14042 - Computer Operator II	16 .86
14043 - Computer Operator III	20 .58
14044 - Computer Operator IV	23 .79
14045 - Computer Operator V	25 .52
14071 - Computer Programmer I (1)	20 .77
14072 - Computer Programmer II (1)	25 .73
14073 - Computer Programmer III (1)	27 .62
14074 - Computer Programmer IV (1)	27 .62
14101 - Computer Systems Analyst I (1)	27 .62
14102 - Computer Systems Analyst II (1)	27 .62
14103 - Computer Systems Analyst III (1)	27 .62
14150 - Peripheral Equipment Operator	15 .07
14160 - Personal Computer Support Technician	23 .79
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27 .62
15020 - Aircrew Training Devices Instructor (Rated)	32 .83
15030 - Air Crew Training Devices Instructor (Pilot)	36 .76
15050 - Computer Based Training Specialist / Instructor	27 .62
15060 - Educational Technologist	27 .93
15070 - Flight Instructor (Pilot)	36 .76
15080 - Graphic Artist	19 .54

15090 - Technical Instructor	24 .93
15095 - Technical Instructor/Course Developer	25 .52
15110 - Test Proctor	16 .85
15120 - Tutor	16 .85
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	9 .53
16030 - Counter Attendant	9 .53
16040 - Dry Cleaner	12 .03
16070 - Finisher, Flatwork, Machine	9 .53
16090 - Presser, Hand	9 .53
16110 - Presser, Machine, Drycleaning	9 .53
16130 - Presser, Machine, Shirts	9 .53
16160 - Presser, Machine, Wearing Apparel, Laundry	9 .53
16190 - Sewing Machine Operator	12 .87
16220 - Tailor	13 .71
16250 - Washer, Machine	10 .36
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22 .18
19040 - Tool And Die Maker	26 .88
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	12 .59
21030 - Material Coordinator	22 .17
21040 - Material Expediter	22 .17
21050 - Material Handling Laborer	11 .73
21071 - Order Filler	12 .83
21080 - Production Line Worker (Food Processing)	12 .59
21110 - Shipping Packer	12 .58
21130 - Shipping/Receiving Clerk	12 .58
21140 - Store Worker I	10 .26
21150 - Stock Clerk	14 .62
21210 - Tools And Parts Attendant	12 .59
21410 - Warehouse Specialist	12 .76
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	24 .34
23021 - Aircraft Mechanic I	23 .12
23022 - Aircraft Mechanic II	24 .49

23023 - Aircraft Mechanic III	25 .80
23040 - Aircraft Mechanic Helper	17 .34
23050 - Aircraft, Painter	21 .81
23060 - Aircraft Servicer	19 .68
23080 - Aircraft Worker	20 .86
23110 - Appliance Mechanic	21 .30
23120 - Bicycle Repairer	14 .44
23125 - Cable Splicer	27 .39
23130 - Carpenter, Maintenance	20 .56
23140 - Carpet Layer	18 .52
23160 - Electrician, Maintenance	27 .22
23181 - Electronics Technician Maintenance I	20 .24
23182 - Electronics Technician Maintenance II	21 .68
23183 - Electronics Technician Maintenance III	23 .12
23260 - Fabric Worker	18 .80
23290 - Fire Alarm System Mechanic	23 .12
23310 - Fire Extinguisher Repairer	17 .35
23311 - Fuel Distribution System Mechanic	23 .12
23312 - Fuel Distribution System Operator	17 .35
23370 - General Maintenance Worker	16 .84
23380 - Ground Support Equipment Mechanic	23 .12
23381 - Ground Support Equipment Servicer	18 .80
23382 - Ground Support Equipment Worker	20 .37
23391 - Gunsmith I	17 .35
23392 - Gunsmith II	20 .24
23393 - Gunsmith III	23 .12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18 .71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19 .02
23430 - Heavy Equipment Mechanic	21 .15
23440 - Heavy Equipment Operator	23 .12
23460 - Instrument Mechanic	23 .12
23465 - Laboratory/Shelter Mechanic	21 .68
23470 - Laborer	10 .66
23510 - Locksmith	17 .78

23530 - Machinery Maintenance Mechanic	23 .24
23550 - Machinist, Maintenance	21 .72
23580 - Maintenance Trades Helper	14 .00
23591 - Metrology Technician I	23 .12
23592 - Metrology Technician II	24 .34
23593 - Metrology Technician III	25 .64
23640 - Millwright	23 .12
23710 - Office Appliance Repairer	20 .29
23760 - Painter, Maintenance	17 .78
23790 - Pipefitter, Maintenance	25 .40
23810 - Plumber, Maintenance	24 .14
23820 - Pneudraulic Systems Mechanic	23 .12
23850 - Rigger	23 .12
23870 - Scale Mechanic	20 .24
23890 - Sheet-Metal Worker, Maintenance	24 .48
23910 - Small Engine Mechanic	17 .81
23931 - Telecommunications Mechanic I	24 .69
23932 - Telecommunications Mechanic II	25 .99
23950 - Telephone Lineman	21 .69
23960 - Welder, Combination, Maintenance	18 .71
23965 - Well Driller	23 .12
23970 - Woodcraft Worker	23 .12
23980 - Woodworker	17 .35
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	9 .13
24580 - Child Care Center Clerk	12 .40
24610 - Chore Aide	10 .51
24620 - Family Readiness And Support Services Coordinator	10 .25
24630 - Homemaker	13 .13
<b>25000 - Plant And System Operations Occupations</b>	
25010 - Boiler Tender	23 .12
25040 - Sewage Plant Operator	21 .39
25070 - Stationary Engineer	23 .12
25190 - Ventilation Equipment Tender	18 .71
25210 - Water Treatment Plant Operator	21 .33
<b>27000 - Protective Service Occupations</b>	

27004 - Alarm Monitor	18 .19
27007 - Baggage Inspector	14 .50
27008 - Corrections Officer	21 .78
27010 - Court Security Officer	24 .10
27030 - Detection Dog Handler	18 .19
27040 - Detention Officer	21 .78
27070 - Firefighter	21 .85
27101 - Guard I	14 .50
27102 - Guard II	18 .19
27131 - Police Officer I	26 .34
27132 - Police Officer II	29 .26
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13 .74
28042 - Carnival Equipment Repairer	14 .68
28043 - Carnival Equipment Worker	10 .29
28210 - Gate Attendant/Gate Tender	12 .36
28310 - Lifeguard	10 .82
28350 - Park Attendant (Aide)	13 .83
28510 - Recreation Aide/Health Facility Attendant	10 .09
28515 - Recreation Specialist	17 .13
28630 - Sports Official	11 .01
28690 - Swimming Pool Operator	20 .45
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker And Bracer	20 .89
29020 - Hatch Tender	20 .89
29030 - Line Handler	20 .89
29041 - Stevedore I	19 .40
29042 - Stevedore II	22 .37
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32 .97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22 .73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25 .03
30021 - Archeological Technician I	15 .80
30022 - Archeological Technician II	17 .66
30023 - Archeological Technician III	21 .88
30030 - Cartographic Technician	23 .16



30040 - Civil Engineering Technician	22 .53
30061 - Drafter/CAD Operator I	14 .29
30062 - Drafter/CAD Operator II	16 .75
30063 - Drafter/CAD Operator III	18 .68
30064 - Drafter/CAD Operator IV	21 .88
30081 - Engineering Technician I	14 .28
30082 - Engineering Technician II	16 .03
30083 - Engineering Technician III	17 .97
30084 - Engineering Technician IV	22 .22
30085 - Engineering Technician V	27 .17
30086 - Engineering Technician VI	35 .66
30090 - Environmental Technician	20 .31
30210 - Laboratory Technician	19 .75
30240 - Mathematical Technician	20 .14
30361 - Paralegal/Legal Assistant I	16 .69
30362 - Paralegal/Legal Assistant II	19 .89
30363 - Paralegal/Legal Assistant III	22 .70
30364 - Paralegal/Legal Assistant IV	27 .48
30390 - Photo-Optics Technician	20 .14
30461 - Technical Writer I	16 .87
30462 - Technical Writer II	20 .64
30463 - Technical Writer III	24 .97
30491 - Unexploded Ordnance (UXO) Technician I	20 .95
30492 - Unexploded Ordnance (UXO) Technician II	25 .35
30493 - Unexploded Ordnance (UXO) Technician III	30 .39
30494 - Unexploded (UXO) Safety Escort	20 .95
30495 - Unexploded (UXO) Sweep Personnel	20 .95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	18 .68
30621 - Weather Observer, Senior (2)	20 .75
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	11 .31
31030 - Bus Driver	16 .32
31043 - Driver Courier	12 .28
31260 - Parking and Lot Attendant	10 .18
31290 - Shuttle Bus Driver	12 .63

31310 - Taxi Driver	11 .88
31361 - Truckdriver, Light	12 .35
31362 - Truckdriver, Medium	14 .03
31363 - Truckdriver, Heavy	17 .19
31364 - Truckdriver, Tractor-Trailer	17 .19
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	9 .31
99050 - Desk Clerk	9 .13
99095 - Embalmer	20 .95
99251 - Laboratory Animal Caretaker I	12 .19
99252 - Laboratory Animal Caretaker II	13 .28
99310 - Mortician	20 .95
99410 - Pest Controller	19 .00
99510 - Photofinishing Worker	11 .01
99710 - Recycling Laborer	12 .80
99711 - Recycling Specialist	15 .62
99730 - Refuse Collector	11 .97
99810 - Sales Clerk	12 .30
99820 - School Crossing Guard	11 .71
99830 - Survey Party Chief	23 .63
99831 - Surveying Aide	14 .85
99832 - Surveying Technician	20 .32
99840 - Vending Machine Attendant	16 .41
99841 - Vending Machine Repairer	20 .45
99842 - Vending Machine Repairer Helper	16 .41

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off)

with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

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

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

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

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

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

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

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

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

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

**DAVIS-BACON ACT WAGE DETERMINATION**

General Decision Number: WA080009 02/08/2008 WA9  
 Superseded General Decision Number: WA20070009  
 State: Washington  
 Construction Types: Building, Heavy and Highway  
 Counties: Benton and Franklin Counties in Washington.

(D.O.E. HANFORD SITE ONLY)

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

Modification Number    Publication Date  
    0                    02/08/2008

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 \* SUWA2001-001 09/03/2001

(D.O.E. HANFORD SITE ONLY)

	Rates	Fringes
Asbestos/Insulator Worker	\$ 28.24	12.25
BOILERMAKER	\$ 31.10	18.77
BRICKLAYER	\$ 25.86	10.61
Carpenters:		
Carpenters	\$ 25.68	9.30
Divers	\$ 35.06	9.30
Millwright & Machine		
Erector	\$ 27.18	9.30
Piledriver	\$ 25.95	9.30
Tenders	\$ 27.00	9.30
Cement Masons:		
GROUP 1	\$ 24.68	7.98
GROUP 2	\$ 25.30	7.98
GROUP 3	\$ 25.81	7.98
Electricians:		
Cable Splicers	\$ 33.56	3%+13.33
Electricians	\$ 31.95	3%+13.33
IRONWORKER	\$ 28.22	15.52

Laborers:

GROUP 1	\$ 21.81	7.40
GROUP 2	\$ 22.08	7.40
GROUP 3	\$ 22.35	7.40
GROUP 4	\$ 22.63	7.40
GROUP 5	\$ 23.19	7.40

PAINTER (includes tape finishers,  
 soft floor covers, glaziers, spray painters,  
 steel painters, steam clean and acid etching,  
 sign writers)

\$ 15.34      7.38

PLUMBER/PIPEFITTER

\$ 35.69      18.55

Power equipment operators:

GROUP 1	\$ 23.24	9.02
GROUP 2	\$ 23.56	9.02
GROUP 3	\$ 24.17	9.02
GROUP 4	\$ 24.49	9.02
GROUP 5	\$ 24.77	9.02
GROUP 6	\$ 25.04	9.02
GROUP 7	\$ 26.14	9.02
GROUP 8	\$ 27.48	9.02

Roofer, Waterprofer, Kettleman

\$ 21.93      8.25

Sheet metal worker

\$ 28.21      14.50

SPRINKLER FITTER

\$ 27.95      14.65

TRUCK DRIVER

GROUP 1	\$ 20.08	11.07
GROUP 2	\$ 22.35	11.07
GROUP 3	\$ 22.39	11.07
GROUP 4	\$ 22.68	11.07
GROUP 5	\$ 22.79	11.07
GROUP 6	\$ 22.96	11.07
GROUP 7	\$ 23.49	11.07
GROUP 8	\$ 23.82	11.07

CEMENT MASON CLASSIFICATIONS

GROUP 1: Rodding, tamping, floating, troweling, patching, stoning, rubbing, sack rubbing; All exposed aggregate finishing; 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; All sandblasting for architectural finishes and exposing of aggregate for finish; Concrete sawing and cutting for 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: Brush Hog Feeder; Carpenter Tender; Cement Handler; Concrete Signalman; Concrete Crewman (to include Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine, signaling, handling the nozzle of squeezecrete or similar machine- 6 inches and smaller); Crusher Feeder; Demolition (to include clean-up, burning, loading, wrecking and salvage of all material); Dumpman; Fence Erector (to include Guard Rail, guide and reference posts, sign posts, and right-of-way markers); Flagman; 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); Nipper; Riprap Man; Sandblast Tailhoseman, wood or steel; Scaleman; 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); Truck Loader; Wellpoint Man; Window Cleaner

GROUP 2: Asphalt Raker; 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; Grade Checker using level optional; Jackhammer Operator; Miner, Class "B" (to include brakeman, finisher, vibrator, and form setter); Nozzleman (to include squeeze and flow-crete nozzle); Nozzleman, water, air or steam; Pavement Breaker (under 90 lbs); Pipelayer, corrugated metal culvert; Pipelayer, multi-section; Pot Tender; Power Buggy Operator; Power Tool Operator, gas, electrical, pneumatic; Rodder and Spreader; Tamper (to include operation of Barco, Essex and similar Tampers); Trencher, Shawnee; Tugger Operator; Wagon Drills; Wheelbarrow, power driven; Water Pipe Liner

GROUP 3: Air Track Drill; Bit Grinder; 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; Hod Carrier; Miner, Class "C" (to include miner, nozzleman for concrete, and laser beam operator 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); Pavement Breaker, 90 lbs. & over; Pipelayer (to include working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper); Pipewrapper; Vibrators (all); Laser Beam Operator (Grade Checker and Elevation Control)

GROUP 4: Drills with dual masts; Miner Class "D" (to include raise and shaft miner, laser beam operator on raises and shafts)

GROUP 5: Powderman

#### POWER EQUIPMENT OPERATOR CLASSIFICATIONS

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

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

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



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

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

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

GROUP 7: Backhoes (3 yds and over); Cranes (All Cranes over 45 tons, including 100 tons) Climbing, Rail and Tower Cranes up to including 45 tons; Clamshell Operator (3 yds. and over); Derricks and Stifflegs (65 tons and over); Draglines (3 yds and over); Lead Water Well Driller; Loader (360 degrees revolving Koehring Scooper or similar); Loaders (overhead and front-end, over 8 yds); Shovels (3 yds and over); Whirleys and Hammerheads, all; Vacuum Blasting Machine Operator; HD Mechanic/welder

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

ALL CRANE BOOMS, INCLUDING TOWER CRANES: Measure from center of rotation to center of shaft (radius): 130 ft TO 200 ft .50 hr. additional to classification Over 200 ft .80 hr. additional to classification

#### TRUCK DRIVERS CLASSIFICATIONS

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

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

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

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

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

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

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

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

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

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

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In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

## 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