

CONTRACT FILES

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE M - FPAF	PAGE OF PAGES 1 of 2
2. AMENDMENT/MODIFICATION NO. P00042	3. EFFECTIVE DATE AUG 13 2002	4. REQUISITION/PURCHASE REQ.NO.		5. PROJECT NO. (If applicable)
6. ISSUED BY USAF/AFMC AERONAUTICAL SYSTEMS CENTER BLDG 8 1801 10 TH STREET ROOM 201 WRIGHT-PATTERSON AFB OH 45433-7626 ROSALYN A. JONES (937) 656-4395 X423 rosalyn.jones@wpafb.af.mil	ASC/ENVK CODE FA8623	7. ADMINISTERED BY (If other than Item 6) AF PLANT 42 ASC/DET 1 (AFMC) 2503 EAST AVENUE P PALMDALE CA 93550-2196		CODE FA8631
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) PYRAMID SERVICES, INC 115 SOUTH FLORIDA AVE ALAMOGORDO NM 88310 (505) 434-0239			(X)	9A. AMENDMENT OF SOLICITATION NO.
MAILING DATE AUG 13 2002				9B. DATED (SEE ITEM 11)
CODE OTLA5			X	10A. MODIFICATION OF CONTRACT/ORDER NO. F33657-99-C-0021
FACILITY CODE				10B. DATED (SEE ITEM 13) 28 APR 2000
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)				
13. THIS ITEM APPLIES ONLY TO MODIFICATION OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
(X)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: () THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. ITEM 10A.			
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).			
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:			
X	D. OTHER (Specify type of modification and authority) FAR 52.222-43 and 52.222-47			
E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) SUBJECT: Incorporate Wage Determination CHANGE IN PRICE: NONE CHANGE IN OBLIGATION: NONE				
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.				
15A. NAME AND TITLE OF SIGNER (Type or print).		16A. NAME AND TITLE OF SIGNER (Type or print)		
		GAIL M. PORUMB Contracting Officer		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED	
(Signature of person authorized to sign)			9 Aug 02	
		(Signature of Contracting Officer)		

1. Contract F33657-99-C-0021 is hereby modified pursuant to FAR 52.222-43, "FAIR LABOR STANDARDS ACT AND SERVICE CONTRACT ACT -- PRICE ADJUSTMENT (MULTIPLE YEAR AND OPTION CONTRACTS) (MAY 1989)," and FAR 52.222-47, "SERVICE CONTRACT ACT (SCA) MINIMUM WAGES AND FRINGE BENEFITS (MAY 1989)," to incorporate for the wage determination referenced and otherwise incorporated into P00040.

2. As a result of paragraph 1, the contract is specifically modified as follows:

a. SECTION J is amended as follows:

Attachment 5 is replaced by Service Contract Act (SCA) Wage Determination No. 2001-0246 Revision 2, dated 10 Jul 2002 (Operations and Maintenance Services) and Service Contract Act (SCA) Wage Determination No. 1994-2048 Revision 16, dated 30 Jan 2002. (Attachment 5 was last modified by P00019)

3. All other contract terms and conditions remain unchanged and in full force and effect as a result of this modification.

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE

(See Instructions on Reverse)

1. NOTICE NO.

A 1170974

MAIL TO:

Administrator
Wage and Hour Division
U.S. Department of Labor
Washington, D.C. 20210

2. Estimated solicitation date (use numerals)

OPTION 2

Month	Day	Year

3. Estimated date bids or proposals to be opened or negotiations begun (use numerals)

Month	Day	Year

4. Date contract performance to begin (use numerals)

Month	Day	Year
JULY	1	2002

5. PLACE(S) OF PERFORMANCE
Air Force Plant 42, Det 1, Palmdale CA

Los Angeles County

①
CA

6. SERVICES TO BE PERFORMED (describe)
Operations and maintenance (Security)

7. INFORMATION ABOUT PERFORMANCE

A. Services now performed by a contractor
 B. Services now performed by Federal employees
 C. Services not presently being performed

8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE

a. Name and address of incumbent contractor
 b. Number(s) of any wage determination(s) in incumbent's contract

Pyramid Services, Inc
 115 South Florida Ave
 Alamogordo NM 88310
 2001-0246(1)

1994-2048(15)

c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). Important: Attach copies of current applicable collective bargaining agreements

Security(Teamsters Local 986);Fire (IAFF Local I-25);Supply/Maintenance(Boilermakers Local Lodge #344)

Pyramid Services Inc is the successor to Cabaco

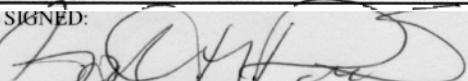
RESPONSE TO NOTICE

A. The attached wage determination(s) listed below apply to procurement.

1994 - 2048 (15)

2001 - 0246 (2)

9. OFFICIAL SUBMITTING NOTICE

SIGNED:  DATE: 18 Jun 02

TYPE OR PRINT NAME: Gail M. Porumb, CO TELEPHONE NO.: 937-656-4395

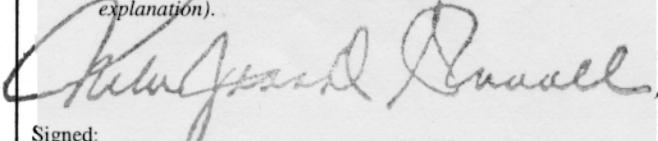
B. As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.
 C. From information supplied, the Service Contract Act does not apply (see attached explanation).

10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.

ASC/ENVK
ATTN: Rosalyn A. Jones
Building 8; 1801 Tenth Street, Suite 2
Wright-Patterson AFB OH 45433-7626

AF

D. Notice returned for additional information (see attached explanation).


Signed: _____

JUL - 9 2002

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 2001-0246
Revision No.: 2
Date of Last Revision: 07/10/2002

State: California

Area: California County of Los Angeles

Employed on Air Force contract for operations and maintenance services.

Collective Bargaining Agreement between Pyramid Services, Inc. and Boilermakers Local Lodge#344 of International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers AFL-CIO effective June 20, 2001 through June 30, 2004.

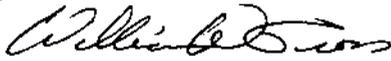
Collective Bargaining Agreement between Pyramid Services, Inc. and Teamsters Local 986 effective February 20, 2002 through February 19, 2005.

Collective Bargaining Agreement between Pyramid Services, Inc. and Palmdale Airport Fire Fighters IAFF Local I-25 effective October 2, 2000 through August 11, 2005.

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).

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2048
Revision No.: 16
Date of Last Revision: 01/30/2002

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.25
Accounting Clerk II	11.17
Accounting Clerk III	13.08
Accounting Clerk IV	14.97
Court Reporter	14.89
Dispatcher, Motor Vehicle	14.89
Document Preparation Clerk	12.27
Duplicating Machine Operator	12.27
Film/Tape Librarian	12.84
General Clerk I	8.07
General Clerk II	9.87
General Clerk III	12.14
General Clerk IV	13.86
Housing Referral Assistant	16.63
Key Entry Operator I	9.38
Key Entry Operator II	11.80
Messenger (Courier)	9.28
Order Clerk I	11.81
Order Clerk II	12.81
Personnel Assistant (Employment) I	12.45
Personnel Assistant (Employment) II	13.97
Personnel Assistant (Employment) III	18.12
Personnel Assistant (Employment) IV	21.77
Production Control Clerk	16.13
Rental Clerk	12.64
Scheduler, Maintenance	12.64
Secretary I	12.64

Secretary II	15.47
Secretary III	16.63
Secretary IV	19.43
Secretary V	23.16
Service Order Dispatcher	12.84
Stenographer I	12.33
Stenographer II	13.85
Supply Technician	19.44
Survey Worker (Interviewer)	14.66
Switchboard Operator-Receptionist	10.68
Test Examiner	15.47
Test Proctor	15.47
Travel Clerk I	10.18
Travel Clerk II	11.08
Travel Clerk III	11.83
Word Processor I	12.94
Word Processor II	13.79
Word Processor III	15.90

Automatic Data Processing Occupations

Computer Data Librarian	12.71
Computer Operator I	12.71
Computer Operator II	14.68
Computer Operator III	17.75
Computer Operator IV	20.95
Computer Operator V	23.20
Computer Programmer I (1)	15.86
Computer Programmer II (1)	18.64
Computer Programmer III (1)	23.36
Computer Programmer IV (1)	27.44
Computer Systems Analyst I (1)	24.40
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	13.67

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.28
Automotive Glass Installer	17.94
Automotive Worker	17.94
Electrician, Automotive	18.69
Mobile Equipment Servicer	16.15
Motor Equipment Metal Mechanic	19.45
Motor Equipment Metal Worker	17.94
Motor Vehicle Mechanic	19.16
Motor Vehicle Mechanic Helper	14.95
Motor Vehicle Upholstery Worker	17.19
Motor Vehicle Wrecker	17.94
Painter, Automotive	18.69
Radiator Repair Specialist	17.94

Tire Repairer	15.47
Transmission Repair Specialist	19.45
Food Preparation and Service Occupations	
Baker	11.95
Cook I	10.78
Cook II	11.95
Dishwasher	7.66
Food Service Worker	7.59
Meat Cutter	11.95
Waiter/Waitress	8.40
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.52
Furniture Handler	12.42
Furniture Refinisher	18.52
Furniture Refinisher Helper	14.82
Furniture Repairer, Minor	17.04
Upholsterer	18.52
General Services and Support Occupations	
Cleaner, Vehicles	7.96
Elevator Operator	8.60
Gardener	12.40
House Keeping Aid I	7.59
House Keeping Aid II	8.60
Janitor	8.60
Laborer, Grounds Maintenance	9.66
Maid or Houseman	7.59
Pest Controller	13.16
Refuse Collector	8.73
Tractor Operator	11.51
Window Cleaner	9.52
Health Occupations	
Dental Assistant	12.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.28
Licensed Practical Nurse I	12.95
Licensed Practical Nurse II	14.54
Licensed Practical Nurse III	16.26
Medical Assistant	11.55
Medical Laboratory Technician	11.87
Medical Record Clerk	11.87
Medical Record Technician	14.30
Nursing Assistant I	7.49
Nursing Assistant II	8.43
Nursing Assistant III	9.19
Nursing Assistant IV	10.32
Pharmacy Technician	12.87

Phlebotomist	10.32
Registered Nurse I	19.26
Registered Nurse II	24.58
Registered Nurse II, Specialist	24.58
Registered Nurse III	29.97
Registered Nurse III, Anesthetist	29.97
Registered Nurse IV	37.16
Information and Arts Occupations	
Audiovisual Librarian	18.98
Exhibits Specialist I	18.34
Exhibits Specialist II	22.72
Exhibits Specialist III	25.61
Illustrator I	18.34
Illustrator II	22.72
Illustrator III	25.61
Librarian	22.96
Library Technician	16.27
Photographer I	16.42
Photographer II	19.86
Photographer III	24.61
Photographer IV	27.74
Photographer V	33.56
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.52
Tool and Die Maker	23.95
Material Handling and Packing Occupations	
Forklift Operator	12.95
Fuel Distribution System Operator	16.01
Material Coordinator	16.34
Material Expediter	16.34
Material Handling Laborer	11.47
Order Filler	12.38
Production Line Worker (Food Processing)	14.22
Shipping Packer	11.12
Shipping/Receiving Clerk	11.12
Stock Clerk (Shelf Stocker; Store Worker II)	12.20
Store Worker I	9.38
Tools and Parts Attendant	14.35
Warehouse Specialist	14.22
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.28
Aircraft Mechanic Helper	14.82
Aircraft Quality Control Inspector	20.07
Aircraft Servicer	17.04
Aircraft Worker	17.78

Appliance Mechanic	18.52
Bicycle Repairer	15.47
Cable Splicer	21.36
Carpenter, Maintenance	19.36
Carpet Layer	17.78
Electrician, Maintenance	23.43
Electronics Technician, Maintenance I	16.80
Electronics Technician, Maintenance II	21.87
Electronics Technician, Maintenance III	25.51
Fabric Worker	17.04
Fire Alarm System Mechanic	19.28
Fire Extinguisher Repairer	16.01
Fuel Distribution System Mechanic	19.28
General Maintenance Worker	17.78
Heavy Equipment Mechanic	19.86
Heavy Equipment Operator	22.17
Instrument Mechanic	20.16
Laborer	8.73
Locksmith	18.52
Machinery Maintenance Mechanic	18.57
Machinist, Maintenance	20.17
Maintenance Trades Helper	14.82
Millwright	21.56
Office Appliance Repairer	18.52
Painter, Aircraft	18.52
Painter, Maintenance	18.52
Pipefitter, Maintenance	19.82
Plumber, Maintenance	19.04
Pneudraulic Systems Mechanic	19.28
Rigger	21.90
Scale Mechanic	17.78
Sheet-Metal Worker, Maintenance	19.28
Small Engine Mechanic	17.78
Telecommunication Mechanic I	19.28
Telecommunication Mechanic II	20.91
Telephone Lineman	19.28
Welder, Combination, Maintenance	19.28
Well Driller	19.28
Woodcraft Worker	19.28
Woodworker	16.01
Miscellaneous Occupations	
Animal Caretaker	9.21
Carnival Equipment Operator	10.01
Carnival Equipment Repairer	10.78
Carnival Worker	7.59
Cashier	9.73
Desk Clerk	12.65
Embalmer	17.49

Lifeguard	9.80
Mortician	17.63
Park Attendant (Aide)	12.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.27
Recreation Specialist	15.25
Recycling Worker	11.51
Sales Clerk	10.67
School Crossing Guard (Crosswalk Attendant)	7.59
Sport Official	9.80
Survey Party Chief (Chief of Party)	25.88
Surveying Aide	14.24
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.50
Swimming Pool Operator	13.74
Vending Machine Attendant	11.51
Vending Machine Repairer	13.74
Vending Machine Repairer Helper	11.51
Personal Needs Occupations	
Child Care Attendant	11.00
Child Care Center Clerk	13.72
Chore Aid	8.05
Homemaker	16.44
Plant and System Operation Occupations	
Boiler Tender	19.28
Sewage Plant Operator	21.30
Stationary Engineer	21.30
Ventilation Equipment Tender	17.08
Water Treatment Plant Operator	21.30
Protective Service Occupations	
Alarm Monitor	14.68
Corrections Officer	22.05
Court Security Officer	22.10
Detention Officer	22.10
Firefighter	22.15
Guard I	7.04
Guard II	14.68
Police Officer	27.07
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.07
Hatch Tender	17.07
Line Handler	17.07
Stevedore I	17.90
Stevedore II	19.48
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.68

Air Traffic Control Specialist, Station (2)	19.77
Air Traffic Control Specialist, Terminal (2)	21.78
Archeological Technician I	16.39
Archeological Technician II	18.34
Archeological Technician III	22.72
Cartographic Technician	26.13
Civil Engineering Technician	23.72
Computer Based Training (CBT) Specialist/ Instructor	21.22
Drafter I	15.54
Drafter II	17.43
Drafter III	21.09
Drafter IV	26.13
Engineering Technician I	12.62
Engineering Technician II	14.17
Engineering Technician III	16.64
Engineering Technician IV	20.24
Engineering Technician V	23.23
Engineering Technician VI	28.11
Environmental Technician	21.05
Flight Simulator/Instructor (Pilot)	25.81
Graphic Artist	21.22
Instructor	20.13
Laboratory Technician	15.60
Mathematical Technician	22.52
Paralegal/Legal Assistant I	15.06
Paralegal/Legal Assistant II	18.36
Paralegal/Legal Assistant III	22.46
Paralegal/Legal Assistant IV	27.20
Photooptics Technician	21.21
Technical Writer	23.15
Unexploded (UXO) Safety Escort	18.22
Unexploded (UXO) Sweep Personnel	18.22
Unexploded Ordnance (UXO) Technician I	18.22
Unexploded Ordnance (UXO) Technician II	22.05
Unexploded Ordnance (UXO) Technician III	26.43
Weather Observer, Combined Upper Air and Surface Programs (3)	15.60
Weather Observer, Senior (3)	17.34
Weather Observer, Upper Air (3)	15.60
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.41
Parking and Lot Attendant	6.56
Shuttle Bus Driver	10.11
Taxi Driver	8.69
Truckdriver, Heavy Truck	16.47
Truckdriver, Light Truck	10.11
Truckdriver, Medium Truck	15.41
Truckdriver, Tractor-Trailer	16.47

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 \$2.56 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, and 4 weeks after 15 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 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) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, drying, 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.

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.